



ABOVE: The BIGGA stand under construction, beside Tracey Maddison, working at BIGGA HOUSE



Membership Administrator, man this stand and ensure it is the best it can be over the three days.

The team head over on the Monday afternoon and set the stand up to be ready for Tuesday morning.

Tracey explained how, as well as giving away freebies such as beanie hats and pens, membership promotion was the most important aspect of the stand.

"We take all our equipment over to produce and process cards. A lot of overseas members take the opportunity to come along and renew their membership. We have about 260 overseas members and a lot have met friends here and come to see them every year."

The stand is in Hall C, where the escalator runs up to the learning and development section and near the Personal Development Zone manned by Angela Wilson.

Tracey mentioned how she was looking forward to seeing new and regular faces.

"It is a good chance for people to meet us as we are just names

throughout the year. I try and meet as many as I can during the week. There are four regional administrators there as well. It's nice to get out of the office for three days and meet people."

Design work for the week is done by Tom Campbell. He explained how his main job was in the build up.

"I'm dealing with all the visitor side of Harrogate Week. My major work is done before the show. I design and produce the advertisements which appear in a host of turf maintenance magazines, including this one (see next page!)

"I also create the Continue to Learn brochure, the Show Guide and also the Show Planner, which folds out to form a map.

"For the show itself, I'm doing visual signs as well, those you see at the HIC, when walking through the main entrance etc."

Tom also designed the mastheads for the website. He spoke of his role at last year's show.

"I was based in the media centre assisting with any problems with people using computers or if anyone had any queries. Other than that I was with the photographer."

With 16 successful Harrogate shows behind him, John Pemberton is the man responsible for steering the ship in the right direction.

Preceding the week, John manages and pulls it all together.

"It is the biggest showcase for the industry, not only in greenkeeping but all sports and amenity turf to look at new products, meet people and take up the opportunity to take in some education. We have a massive education programme and 2011 is the biggest we've ever produced.

The fact that it attracts visitors

from overseas spells out within the industry how highly it's regarded."

At the show John is constantly on the move and engaged with meetings, organising AGMs and going around talking to key industry people.

"We like to think that it is the biggest event of its type in Europe, so it's important that we get it right and that we plan it meticulously. It's also an opportunity for the members to meet our staff and the Board, so we place great emphasis on making ourselves as accessible as possible. It's an opportunity to meet a lot of people very easily, whether they're on the retail side or the customer."

"This is my 17th Harrogate and we believe strongly in our product. Every year we produce a very good show that only raises the bar for the following year.

People come from America, Canada, mainland Europe and we've had people from Australia, Africa and South East Asia in the past.

This is great for UK members as they can talk to them and find out what life is like in other parts of the world.

It's a great learning opportunity for a whole variety of reasons. It helps make the world a much smaller place."

Harrogate Week is the culmination of a year's worth of effort from a dedicated group.

The teamwork involved in putting on an event such as this is phenomenal and with each section working like a well-oiled machine the end product, a show for us all to enjoy and learn from, reflects care and attention, built from experience, knowledge and expertise.

BELOW: As the Accounts duo Angela and Steve focus on the figures, BIGGA Designer, Tom, is laying out this article!



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**Harrogate**  
week



# The MD of the Golf Club

Keith Lloyd, Chief Executive of the GCMA, outlines the ever changing role of the modern Club Manager and the benefits of the three pronged Alliance with BIGGA and the PGA. He talks with Scott MacCallum

**Golf is full of clichés and caricatures. There are those arcane club rules, for starters - “No Ladies or Dogs”; golfers all wear garish, checked trousers; greenkeepers are grass cutters; professionals sell Mars Bar, and secretaries are retired military men who enjoy the odd glass of gin.**

Now greenkeepers do cut grass, pros do sell confectionary and some secretaries, like everyone else, perhaps do occasionally partake of a tippie at the end of a long day, there is a great deal more which defines their roles within a golf club than those clichés and caricatures would suggest.

Greenkeepers cope with all aspects of course conditioning and preparation; the role of the pro is primarily to teach the game of golf, while the Secretary/Manager is, to all intents and purposes, the Managing Director of the Club.

The roles encompass the three main areas of responsibility within the golf club and a recently introduced Alliance of BIGGA, the PGA, and the GCMA is aimed at ensuring the collective skills are brought together for the greater good of the golf club and, indeed, golf itself.

“It is the all round responsibility of the Secretary/Manager, much more than ever before, to keep the others in a job wherever possible,” explained Keith Lloyd, Chief Executive of the Golf Club Managers Association.

“The pressure is on to keep an adequate supply of new members coming into a golf club and then, importantly, keeping them, and the demands of today are very different from years ago.

“The introduction of the Sunday trading laws have counted against golf over the years, as has the increased pressure on family life,” said Keith, who spent a number of years at the sharp end himself as a Golf Club Secretary in Wales.

One element of the GCMA - which was formed as the Golf Club Secretaries’ Association in 1933 before becoming the GCMA in 2007 - that has pleased Keith is the age profile of those seeking to enter the profession, which is dropping significantly.

“It’s never going to be a job for a school leaver, as becoming a

greenkeeper or an assistant pro, it is nearly always a second, or even third, career, but it is no longer seen as an opportunity for an ex-military man to see out his last few years before retirement.

“In the last six years, the average age of those attending the four residential training courses we hold each year, has seen those over the age of 60 drop from 16% to around 1%-2%; and those under 40 has gone from 10% to 22%. It’s quite a dramatic change,” explained Keith, whose 2200 members include 300 ladies.

Keith sees real benefits from the coming together of the three bodies.

“Each of us has our own identity but I do think that it is the case that we didn’t necessarily have a clear understanding of what each of our members did.

“Very often a Club Manager may have a daily meeting or a coffee with the Course Manager to catch up, but how often does he talk with the rest of the greens staff or the staff in the Pro Shop? Often the only time he ventures into the Sheds or the Pro Shop is if there is a problem,” he said.

It is a key part because each element has a vital role to play in the success of the management of the golf club,” said Keith who feels that golf clubs have a lot to learn when it comes to orientation programmes for new members and looking after the visitor market.

“How often do you see a ‘Welcome to...’ sign at a club?”

The management structure of golf clubs has long been a thorny issue with some operating with committees up to and over 20 people.

Keith is an advocate of a well honed two tier structure.

“There should be the Captain’s Committee, which organises all the social events for the year and a Management Team numbering no more than six or seven including the Club Manager with elected members representing Membership, Finance and the Course, along with the Chairman, someone who serves ideally for three to five years to give continuity. the Pro and the Course Manager.

“The Club Pro and the Course Manager should be closely linked to



this regime, if not actually serving on this board.

“For many Club Managers the biggest problem is having a different boss, in the shape of the Captain, every year. Indeed clubs are finding it increasingly difficult to get people to take on the role of Club Captain, as there is much demanded of Captains nowadays. They are put in the position of being responsible for club liabilities, and it is all much more than they bargained for.

“Captains should be there to kiss babies and present prizes, full stop!” added Keith.

Another problem that can, and does, exist is whether the Course Manager is answerable to the Chairman of Green and not the Club Manager.

**“Each of us has our own identity but I do think that it is the case that we didn’t necessarily have a clear understanding of what each of our members did”**

Keith Lloyd

“Such a situation can undermine the Club Manager and keep him out of the loop and ultimately prevents him from being able support the Course Manager.”

Keith has a cautiously optimistic view of the future but does think there are some rocky times ahead.

“Looking to the future in the current climate I think we will continue to struggle to attract new people to the game as people will be reluctant to face a £1000 bill to pay for (what many perceive as) a luxury when they have food to put on the table.

“However, golf will always survive because those people who do play golf are, by definition, the people who have a genuine affection for playing the game and, unless there is a dramatic change in their circumstances, will choose to continue their memberships.

“Over the next 18 months we all need to concentrate of providing our core services and keep members feeling that they are getting value for money. A recession can be an opportunity to make yourself the best in the High Street.”



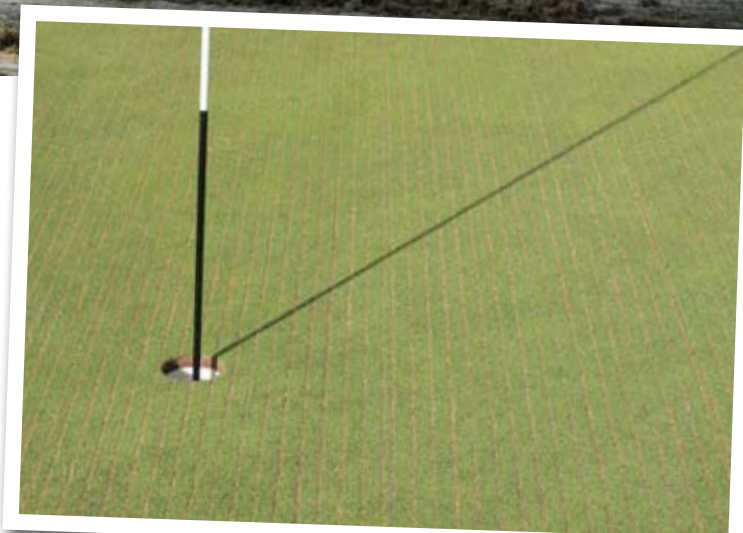
James de Havilland takes a closer look at the intricacies of current machinery

# The anatomy of...



## Graden Contour Sand Injection

The modern game, be it golf, bowls or even croquet, has seen players become accustomed to faster and more consistent playing surfaces. Among the techniques that can help 'firm up' a green is sand injection. Here we take a look at the pedestrian operated Graden Contour Sand Injection unit.





**There is nothing complicated about the Graden Contour Sand Injection. In simple outline, think scarifying blades, sand and seed hoppers and a nominal half-metre working width.**

The blades cut a 3mm groove of up to 40mm in depth, while simultaneously filling it to the top with sand and, if desired, grass seed from the seeder attachment.

The seed flows through tubes to land in the sand and is claimed to provide the ideal growth medium. The process is not difficult to understand in other words.

As is so often the case of course, the thinking behind the Graden is the result of a great deal of development work, the system taking several years to evolve into the units now on offer.

In outline, the machine traces its roots back to the original pedestrian Graden GS04, the sand injection element having been developed around six years ago, with the availability of the Seeder Attachment following on some five years later.



**On a golf course a bulk load of kiln dried sand will be less expensive but must be kept under cover and dry. A typical golf green will consume between 1 to 2.5 tonnes of sand depending on depth, all delivered through the 'small' 75kg hopper**

As the Graden Sand Injection has evolved, so too has understanding of how to get the best from what it has to offer. Training is needed in order to operate the machine to the best of its ability. Good logistics and team work are also essential throughout the operation.

In outline, there needs to be a means of bringing the kiln dried sand to the Graden. For a bowling green it is probably easier to buy sand in bags and have them stacked near the green to enable the Graden to be topped up as required. On a golf course a bulk load of kiln dried sand will be less expensive but must be kept under cover and dry at all times. A typical golf green will consume between 1 to 2.5 tonnes of sand depending on depth, all delivered through the 'small' 75kg hopper.

The sand used for this operation must be kiln dried sand as any other type will not fill the grooves in thoroughly and this is vital. Any 'hole' left in the surface of a green by any machine will result in a further

build up of organic matter in that area. By using kiln dried sand, the grooves are more likely to be completely filled, which is key to the success of the process.

The next point is 'cleaning up' behind the machine. The removed organic matter from the scarifying process needs to be carted off, either manually or using a core collector. The Sand Injection operation can then be followed by using a smooth roller to iron the surface of the green which puts it back into play immediately.

So why look at the Graden in this way as opposed to running through its mechanical elements in the normal way of these articles? The answer is that it is all too easy to look at the Sand Injector as a tool and not delve into the process itself and, of even greater importance, what it can achieve. The latter is covered in a separate box, but the key point is that this method of removing organic matter and firming up playing surfaces has evolved.

#### User experience

Kim Blake, Course Manager at Fulford Heath Golf Club, Warwickshire, has been using a Graden Contour Sand Injection for three years. Prior to having a demonstration of the machine Kim admits that he was not impressed by the reports he had read on the machine. Now he is a convert, suggesting one pass with the Graden firms the greens as much as three hollow core passes.

"To be honest, I did once say I would never use a Graden," said Kim.

"Getting approx two tonnes of sand into a green using a pedestrian Graden with a 75kg sand hopper calls for a lot of work. Now, with five of us on the job, we can treat a green and have it back in play in 45 minutes. The system has firmed up our greens and works well."

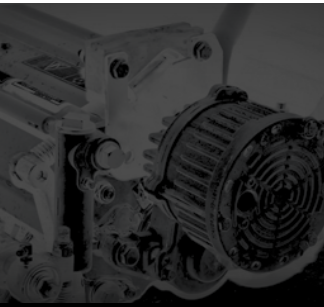
#### STRI Trial Results – Organic Matter Control 2010\*

Dr Ruth Mann BSc (Hons), MSc, PhD, MBPR of the STRI conducted Organic Matter Control Trials throughout 2009 and 2010. These were conducted over 90 replica trial plots upon which all forms of aeration were carried out to include hollow tining, micro tining and the use of the Graden Contour Sand Injection. The results showed the Graden Sand Injection system reduced the organic matter in the top 25mm of the test plot turf by 60%.

As part of the trial, the STRI also monitored the effect of various systems on a number of golf courses. In the case of the Graden, the selected courses were Sand Injected both at the beginning and the end of the year. A 30% reduction in organic matter in the top 25mm was recorded, suggesting the Sand Injection system reduced organic matter by at least 15% in one pass.

\*Data supplied by R and K Kensett according to STRI trials





**Step-by  
-step  
Analysis**  
Graden  
Contour  
Sand  
Injection



The Graden sand hopper holds 75kg of kiln dried sand. A typical golf green will consume between one to two tonnes per treatment depending on depth, a good team perhaps completing a green in under an hour.



Available in 1mm, 2mm and 3mm widths, the 17 tungsten tipped 210mm blades are spaced at 30mm to give a working width of 510mm. The organic matter removed by the blades needs to be cleared away - a point to consider when working out how long it will take to complete the operation.



Powered by a 20hp Honda V-twin, the Graden Contour Sand Injection can be fitted with a Seeder Attachment. This allows seed to be sown while sand injecting. On a typical golf green, sole Graden Importers R and K Kensett suggest users are sowing bent seed at rates of 5g/m<sup>2</sup> when using the process in optimum conditions.



A simple screen is used to filter material entering the Graden sand hopper which requires a dry, free flowing in-fill material. This can include soil amendments such as Zeolite, porous ceramics (Profile etc) and Diatomaceous earth (Axis). Users suggest forcing clumps through the screen can cause blockages, the best approach being to allow anything that rests on the screen to either fall through on its own or be discarded.

# Instrata

## contact

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The working depth is determined by using the Height Adjustment Pivot Bar, the blades working down to a maximum of 40mm. Sand Injection with the Graden is designed to compliment hollow coring and not replace it.



The Seeder Attachment is designed to cope with small grass seeds, including bent varieties. To get the best establishment, soil temperatures of 100 plus typically promote strong germination and seedling growth.

**When Sand Injection may help...**

“The number one problem on most greens throughout Europe if not the world, is the organic matter content in the top 40mm,” said Keith Kensett.

“Organic matter content should be measured at two depths; the top 0-20mm and then from 20-40mm. If the organic matter problems are below 30mm it is beneficial to hollow core as well as Sand Inject, ensuring cored holes are backfilled evenly to the surface”.

Accurately measuring organic matter can help in working out what treatments will benefit a given playing surface. The accepted Industry Standard test will comply with ASTM F1647-02a. The STRI or any other accredited laboratory can carry this out. The test is carried out on a core sample taken at depths of 0-20mm and 20-40mm. Keith suggests that 90 to 95% of the time major issues are most likely to be found in the top 20mm.

The Graden Contour Sand Injection can be used at any time of year except when it is raining. With regards to the Seeder Attachment, soil temperatures of 100 plus are warm enough to promote germination. Obviously the warmer the temperature the faster the germination. Seed must not be allowed to dry out during the growing period and nutrient input needs to be monitored. According to Keith Kensett, Graden’s global technical advisor, germination can take place between 5 to 7 days if conditions are right.

**STRI TRIALS SHOW THAT GRADEN CONTOUR SAND INJECTION PROCESS:**

- Removes and replaces 10-12% of the playing surface in one pass
- Reduces organic matter by at least 15% in one pass
- Allows overseeding at a reduced seed rate

**GRADEN CONTOUR SAND INJECTOR – OUTLINE SPECIFICATION**

- Engine** Petrol Honda GX620 20hp v-twin with electric or recoil start
- Transmission** Fully hydrostatic forward and reverse
- Tyres** Front 16x6.50 8 Turf Pattern Tubeless
- Rear 9x3.50-4 Slick Pattern Tube Tyre
- Blades** 17 x 210mm diameter with 8 tungsten tips
- Blade Width** 3mm, 2mm, or 1mm
- Blade spacing** 30mm
- Sand capacity** 75kg
- Working depth** 0 - 40mm
- Working width** 515mm
- Overall width** 103cm
- Length** 120cm
- Height** 123cm
- Weight** 290kg
- Retail price** From £11,250.00+ VAT

systemic

in one!





# Volunteers wanted



## to work at The Open

The Open Championship, Royal St George's Golf Club, July 14-17, 2011

**This is your opportunity to work at The Open Championship and assist the Royal St George's team with the preparation of the course and be a part of the on-course team which accompanies each match ensuring bunkers are raked in a correct and professional manner.**

It will be your responsibility to make your way to the team's base for the week – University of Kent, in Canterbury - but after

that transport to and from the golf course, accommodation and meals will be provided for the duration of the Championship.

You will be expected to report for duty by 5pm on Wednesday, July 13, and be available until the close of play on Sunday – a meal and bed and breakfast will be supplied for the Sunday evening and Monday morning if required.

This opportunity is open to full BIGGA members only. Younger members, relatively

new to the Association, will also be actively considered.

To apply please complete this application form and send to:

Scott MacCallum, BIGGA HOUSE, Aldwark, Alne, York, YO61 1UF.

For further information contact Scott on: 01347 833800 or email: [scott@bigga.co.uk](mailto:scott@bigga.co.uk)

Closing Date for applications for The Open Support Team is February 1, 2011, and you will be notified later in the month.

Name	.....	Yes	No
Golf Club	.....	I have been a BIGGA member for more than three years....	<input type="checkbox"/> ..... <input type="checkbox"/>
Position	.....	I serve, or have served in the last three years, on a Section/Region Committee.....	<input type="checkbox"/> ..... <input type="checkbox"/>
BIGGA Mem Number	.....	I am enrolled on BIGGA's CPD Scheme.....	<input type="checkbox"/> ..... <input type="checkbox"/>
Email Address	.....	I have attended three of the last five Harrogate Weeks.....	<input type="checkbox"/> ..... <input type="checkbox"/>
Mobile Number	.....	I am/have been a member of the PGA Championship Support Team.....	<input type="checkbox"/> ..... <input type="checkbox"/>
I have applied for/appeared on the team at:	Applied Successful	I am willing to be a mini bus driver (You must have held a full driving license for three years and be over 25 years of age.).....	<input type="checkbox"/> ..... <input type="checkbox"/>
St Andrews, 2010.....	<input type="checkbox"/> ..... <input type="checkbox"/>	I am an overseas Member.....	<input type="checkbox"/> ..... <input type="checkbox"/>
Turnberry, 2009.....	<input type="checkbox"/> ..... <input type="checkbox"/>		
Royal Birkdale 2008.....	<input type="checkbox"/> ..... <input type="checkbox"/>		
Carnoustie 2007.....	<input type="checkbox"/> ..... <input type="checkbox"/>		
Hoylake, 2006.....	<input type="checkbox"/> ..... <input type="checkbox"/>		

Note: A place on the team is open to all full BIGGA members but priority will be given to the more active members. Subject to the availability of sufficient numbers of experienced team members no regular team member will be selected for more than three teams in succession. A limited number of places will be made available to younger members and overseas members. Please ensure that you have spoken to your golf club or Course Manager prior to applying and have arranged the time off.

Should you be chosen you must send a passport picture of yourself to BIGGA HQ as the R&A now have photographic ID for all Open Championship workers.



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## Section Notes

Please email your notes to  
[scott@bigga.co.uk](mailto:scott@bigga.co.uk)  
by the 5th  
of the month

All the latest news from your Section

# Around The Green



## Scottish Region



### Central

At the time of writing this report we are in the grips of the largest snowfall this side of Christmas that most of us on the East coast of Scotland can remember.

We had two educational events planned for December but at the moment it is hard to say if either of them will take place.

On the 8th, Lynn Jopling, from the Scottish Golf course Environmental Group, was scheduled to talk to us about the work they carry out and the help they can offer Course Managers.

Then on the 16th, Lee Strutt is hoping to show members the heather project they are carrying out at West.

One event which is definitely arranged is an evening in the Elmwood Training room with Grant Moir from the R&A's Rules Department.

Grant will cover some points on how greenkeeping work can impact on the rules of golf and this will take place on March 9.

More details will appear on the website as well as a couple of other seminars and a possible irrigation workshop for February/March time which may be arranged at short notice so keep logging onto [www.bigga-centralsection.org.uk](http://www.bigga-centralsection.org.uk) for the latest information.

On behalf of the Chairman and Committee I hope you all had a good Christmas and New Year and that 2011 brings sunshine and birdies!

Gordon Moir



### Ayrshire

Hello there, hope you are all well. I'd like to take this opportunity to wish you all the very best for the New Year ahead! Here's hoping it's a good one. I'm sure everyone has eaten their fair share over the festive season, I know I have! Back to the gym I think.... If I can remember how to get there?

Well, as I sit here writing my notes for the January issue in my Cosy warm abode, the snow is falling all around! Not only has it fallen around three inches today, it's now laying on top of last week's frozen covering.

Let's just say I've found getting out and about rather difficult. To be honest with you all I'm getting a bit peeved off with it... No fuel at the pumps, no salt available, stocks running low in the cupboards.

Personally I'd like the rain back, as cabin fever has set in. I bet all the lads on the golf courses in the area have varnished and painted all the markers and benches at least twice over, due to this weather.

The snow has arrived earlier than last, but I really hope it doesn't last into February like it did in 2010.

That would be a disaster not just personally but economically too! Get in touch with any stories or news you have of your own experiences of the snow. Here's hoping the next time you hear from me all this snow has gone!

Here's to a great New Year... cheers!

John A Mair  
[Johnmair982@hotmail.co.uk](mailto:Johnmair982@hotmail.co.uk)  
07500874449



### West

Happy New Year to all and hopefully a good season will be had by everybody, here's hoping the weather will be slightly better than 2010.

Snow, snow and more snow seems to be the order of the day, or certainly in this part of the country that's the case. As I type this up there is one foot of snow lying outside and the staff are busy painting, snow clearing, and completing health and safety checks. I hope the conditions pick up to allow our so called winter programme to be completed as at present I have two bunkers under construction with no vision of a completion date. Well at least the golfers aren't moaning.

Not a great deal of activity in the last few weeks I'm afraid, just the seminar at Williamwood Golf Club on November 30, which surprisingly was attended by 20 people. Credit must go to Graham O'Connor and his boss, Martin, for producing a very interesting and thought provoking talk. Congratulations to all who attended for making the effort and well done Gerry Bruen for supplying the venue, I hope nobody got stuck on the way home.

The only other event arranged was the Annual Dinner at Victoria's, which had to be cancelled due to lack of numbers attending from other areas of the country, causing the Victoria's to contact us and cancel. Due to our commitment a few hardy souls decided to have a couple of drinks in town as we didn't want to cancel our pre-arranged plans. It turned out that ten people turned up visiting All Bar One and One Up. A good time was had by all in attendance and thanks to those who were

able to turn up.

I hope to attend Harrogate this year, weather dependant, and will report on how things went in the March issue, but until then I everybody has a good start to the year and keeps well.

Please do not hesitate to get in touch if you have any events pending, sponsor walks, wedding, or birth, you can get in touch by phoning 0141-942-5554 or 07790823914, or by e-mail on [stuart.taylor@glasgowgolfclub.com](mailto:stuart.taylor@glasgowgolfclub.com)

Thanks again  
Stuart Taylor



### Northern

It's snow joke is it! I wrote these notes at the beginning of December and I bet you had all your markers rubbed down, painted your benches and done any necessary maintenance. It's going to be a long Winter me thinks. Hope you all had a great Christmas and New Year, and that you didn't wake up on the first with a stinking hangover.

With the weather being the way it has been recently there hasn't been a lot of news unfortunately. Joanne O'Neill has stepped up at Newmachar's Swailend course to become Patrick Woods' Assistant. Well done Jo you thoroughly deserve it! Now you can boss Matty around at work now as well as at home!

I can reveal the venues for the Section outings next year too. The Spring outing moves down to Niall Bruce's Montrose Links and the Autumn outing is being held at Paul Sharp's Peterculter.

That's your lot for this month guys. If you do have any info please drop me a line on 07813889374 or if you do own a computer, email me on [benbrookes@yahoo.co.uk](mailto:benbrookes@yahoo.co.uk).

Ben Brookes, Murcar Links