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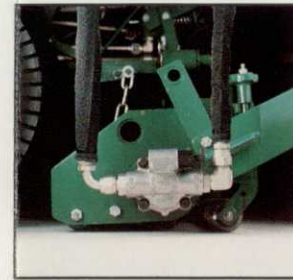


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THE FLORIDA GREEN

Winter 1989



PAGE 10



PAGE 14



PAGE 46



PAGE 58



ABOUT OUR COVER

Anaheim: The home of Disneyland and much, much more . . .

- 8** PRESIDENT'S MESSAGE
- 10** ETHICS AND THE GOLF COURSE SUPERINTENDENT *Scott Wahlin*
- 14** WE DO IT THE OLD-FASHIONED WAY *Mike Bailey*
- 20** UF GRADUATE FROM FT. LAUDERDALE PROGRAM *Darcy Meeker*
- 22** NO-CHEMICAL NEMATODE CONTROL PRODUCTS
- 25** ANAHEIM IN '89 *Irene Jones*
- 32** MANAGEMENT
- 36** LOFTS FIELD DAY COINCIDES WITH ANNIVERSARY
- 38** WANT TO IMPROVE YOUR IMAGE? GO APE!
- 41** PROFESSIONALISM THROUGH PARTICIPATION *Ted Woehrl*
- 44** ALLIGATORS IN THE WATER HAZARD
- 46** WORKING ON THE FIFTH MAJOR *Don Kooyer, CGCS*
- 58** THINGS TO EXPERIENCE IN THE ANAHEIM AREA *Irene Jones*

The Florida Green

The Official Bulletin of the Florida Golf Course Superintendents Association
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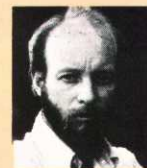
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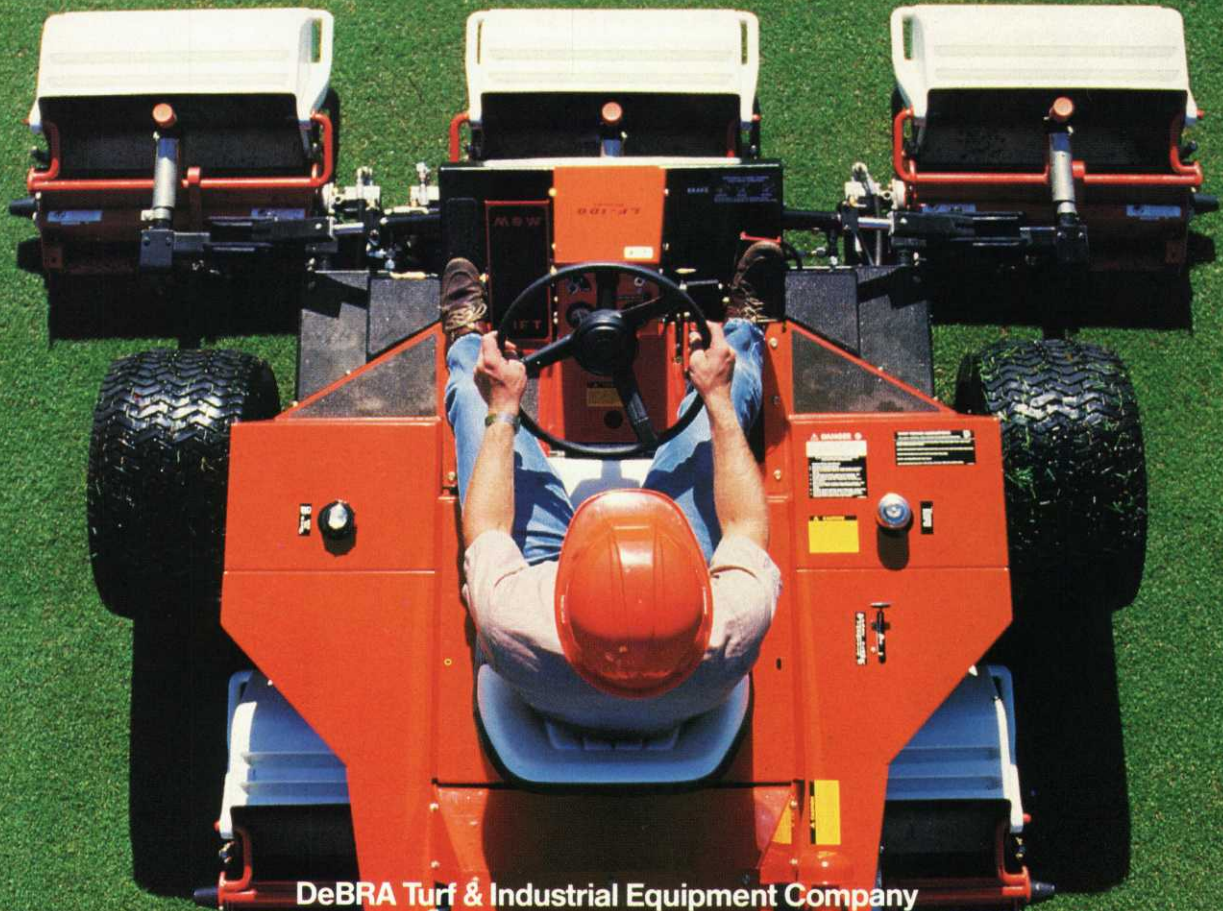
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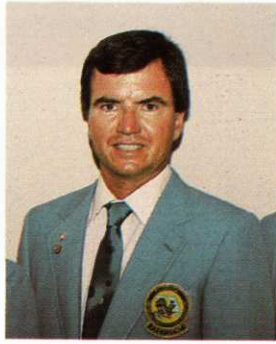
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President's Message

One of the qualities I admire most in my fellow golf course superintendents is patience. Here are some of the special situations we sometimes experience that require our patience:

- Waiting for daylight savings time to change.
- Waiting for pre-emergent herbicides to work.
- Hearing newscasters say the weather is great when it hasn't rained for months.
- Educating owners, golf professionals, and greens committee members about turf management.
- Waiting for parts.
- Talking to light bulb and de-greaser salesmen over the telephone.
- Dealing with tardy, lazy, careless, stubborn, rude and sometimes perfect employees.
- Waiting to buy new equipment.
- Repairing irrigation nightmares.
- Dealing with traffic, shade, and drainage problems.
- Catching vandals.
- Seeing weeds on the course that you know you will see again.
- Overseeding greens and dealing with spring transition.
- Controlling resistant pests.
- Answering homeowner complaints.
- Establishing priorities according to available manpower.
- Watching trees grow.
- Killing mole crickets.
- Waiting for fertilizer to work (and burns to disappear).
- Waiting for research to catch up with our problems.
- Maintaining the best possible golf course on a limited budget.

Patience is indeed a virtue for a golf course superintendent. In addition to the "people problems" we all must deal with, we care for a living, breathing golf course that requires our constant attention.

Keep up the good work everyone, and try to be patient.

A handwritten signature in black ink that reads "Cecil C. Johnston". The signature is written in a cursive, flowing style.

Cecil C. Johnston

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Ethics and The Golf Course Superintendent

by SCOTT WAHLIN



Superintendents are not protected from being "stabbed in the back" by our code of ethics.


THE purpose of this article is to explore our industry's Code of Ethics and examine where we stand in this area.

All superintendents are aware that there are codes of ethics associated with the professional associations they join, but I have found there are varying opinions as to what is ethical and what is not. I suppose this conclusion is obvious when it is taken into consideration that ethics by definition deals with an individual's morals and decisions based on those morals in his/her relationships with others. Our code of ethics specifically

spells out several infractions which are expressly forbidden, but there are also many actions which are commonly held to be unethical that are not specifically stated. These actions are not eligible for association enforcement. In a litigious society vague statements regarding moral standards are unenforceable without an inclusive and legally worded list of specific examples of infractions.

IF WE ARE GOING TO CONSIDER OURSELVES TO BE A PROFESSIONAL ASSOCIATION, WE MUST STRICTLY ENFORCE OUR CODE OF ETHICS.

I have recently been discussing ethics with associates to get an idea of what the general feeling is in this area. I spoke with one person who is an officer in an unrelated professional organization who told me that, in his opinion, if we are going to consider ourselves to be a professional association we must strictly enforce our Code of Ethics. This opinion is echoed in the introductions to both the SFGCSA and the GCSAA Codes of Ethics. We have all been aware of questionable behavior, yet enforcement on the chapter level is rare and, as far as I know, the national association has not pursued an ethics case to the point of punitive action.



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One comment that was made to me by a highly respected superintendent and agreed to by several others, was that even though we have come a long way, we are still a very young organization.

I believe we have achieved the professional level we enjoy today because of the cool headed actions of intelligent people, but enforcement and punitive action must be made to be a viable alternative when more tasteful measures are unsuccessful.

Another comment I received involved a troublesome scenario. This man said he knew of an individual who had been out of work for three months and was contacted by a greens committee chairman interested in an interview. The committee chairman was asked if the present superintendent was aware of the intention to make a change. The committee chairman instructed this individual that they were going to make a change, the present superintendent was not aware of this situation and if he told him he would no longer be a candidate for the position. This does not sound like the optimal employment situation, but the decision to turn your back on this would be made difficult for someone who

YOU ARE RESPONSIBLE FOR YOUR ACTIONS, AND THIS RESPONSIBILITY WILL NOT ALWAYS BE AN EASY ONE.

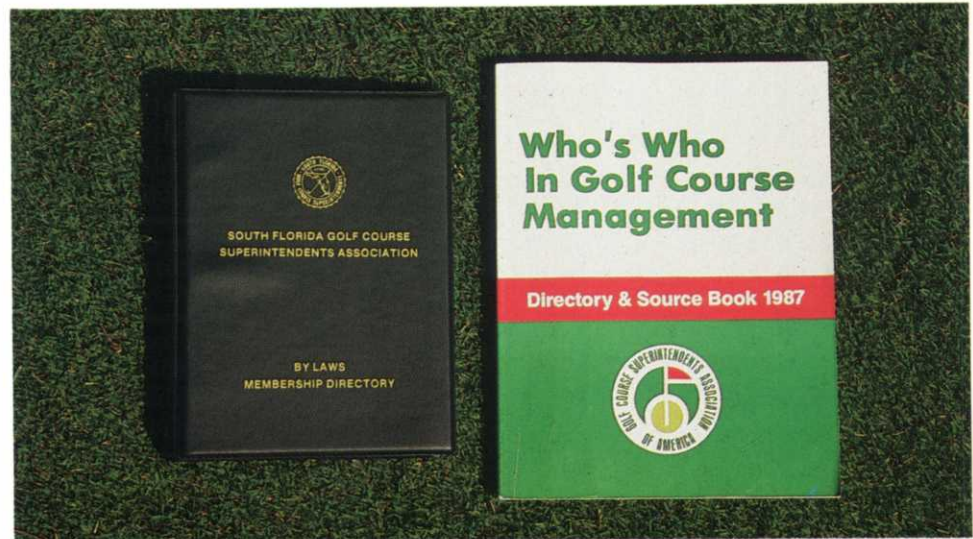
is unemployed. It would be my interpretation that a decision to pursue this position would be in direct conflict with the SFGCSA Code of Ethics although I am not sure that declining the interview would be the best choice. How can you tell if a decision is ethical? There is a statement in *The IBM Way* by Buck Rodgers I think is good here.

“You are responsible for your actions, and this responsibility will not always be an easy one. The next time you have an ethical dilemma, you might try this test. Ask yourself: if the full glare of examination by associates, friends, even family, were to focus on your decision, would you still be comfortable with it? If you think you would, it probably is the right decision.”

After looking into our codes of ethics I came to several conclusions; ethical behavior is largely a matter of opinion, many statements in our codes of ethics are too vague to facilitate enforcement and should be changed, ethics violations must be reported by all members and the possibility of enforcement must be a reality, and ethical behavior is a matter of personal morals and choice. ■



Unsafe pesticide use is unethical but this is not specifically stated in our Code of Ethics.



Printed copies of codes of ethics are available in directories and on membership applications.



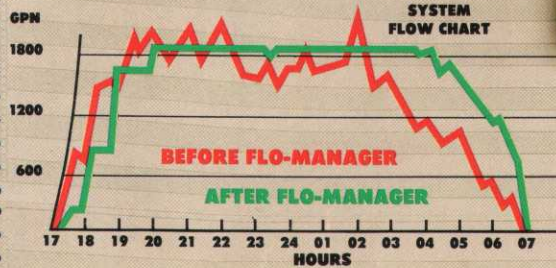
Professional behavior includes reporting members who have behaved unethically.

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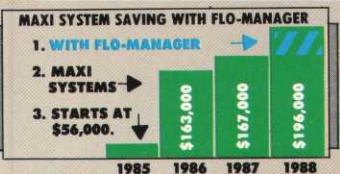
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We Do It The Old-Fashioned Way

by **MIKE BAILEY**
The Goose Grass Country Club



HAVE you ever just sat down and thought about it? Is golf really getting too big for its britches? I mean after all, remember when golf was a simple sport. You know. Go out and rent a set of clubs, hit that little white ball all over the place and when you finish, think to say “that was fun.”

Now look at golf. High tech with turbos and graphite. What in the world can you do with a “turbo driver?” Is it really a buzzword or what? Maybe you guys that drive Porsches think you can hit it farther,

but I’ll bet if you were blind folded, you couldn’t tell the difference. Remember when a good ol’ hickory shaft was good enough. We won’t even discuss graphite and carbon shafts.

Hey, and what about you golf course superintendents? Remember when you were just greenskeepers and those maintenance technicians were just laborers. Now you need a license to go out and spray those fancy bug chemicals. Next I guess they’ll even want to know where you go and throw your junk away. ■

Now really, what’s all the fuss about fast greens? Maybe we’ve gone just a bit too far. We measure the height of cut in “thousands of an inch.” Can you actually tell the difference? And then there’s even talk about double cutting and triple cutting. Some guys even claim they mow their greens not only in just the morning but in the afternoon too.

Whew! Just cut the darn things and don’t worry about it. I’ll bet I can grind down the blade on my bush hog, put that sucker in low range, get that P.T.O whirling like a buzzy saw and my greens will look just as good as yours.

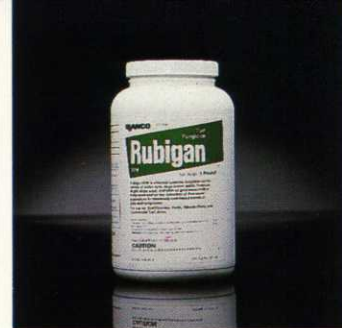
They can't blame you for bad putts. Not when you control your *Poa annua* with Rubigan. When used in a preemergence program applied in the late summer and early fall, Rubigan delivers 75-95% *Poa* control, without affecting your ryegrass seed germination.

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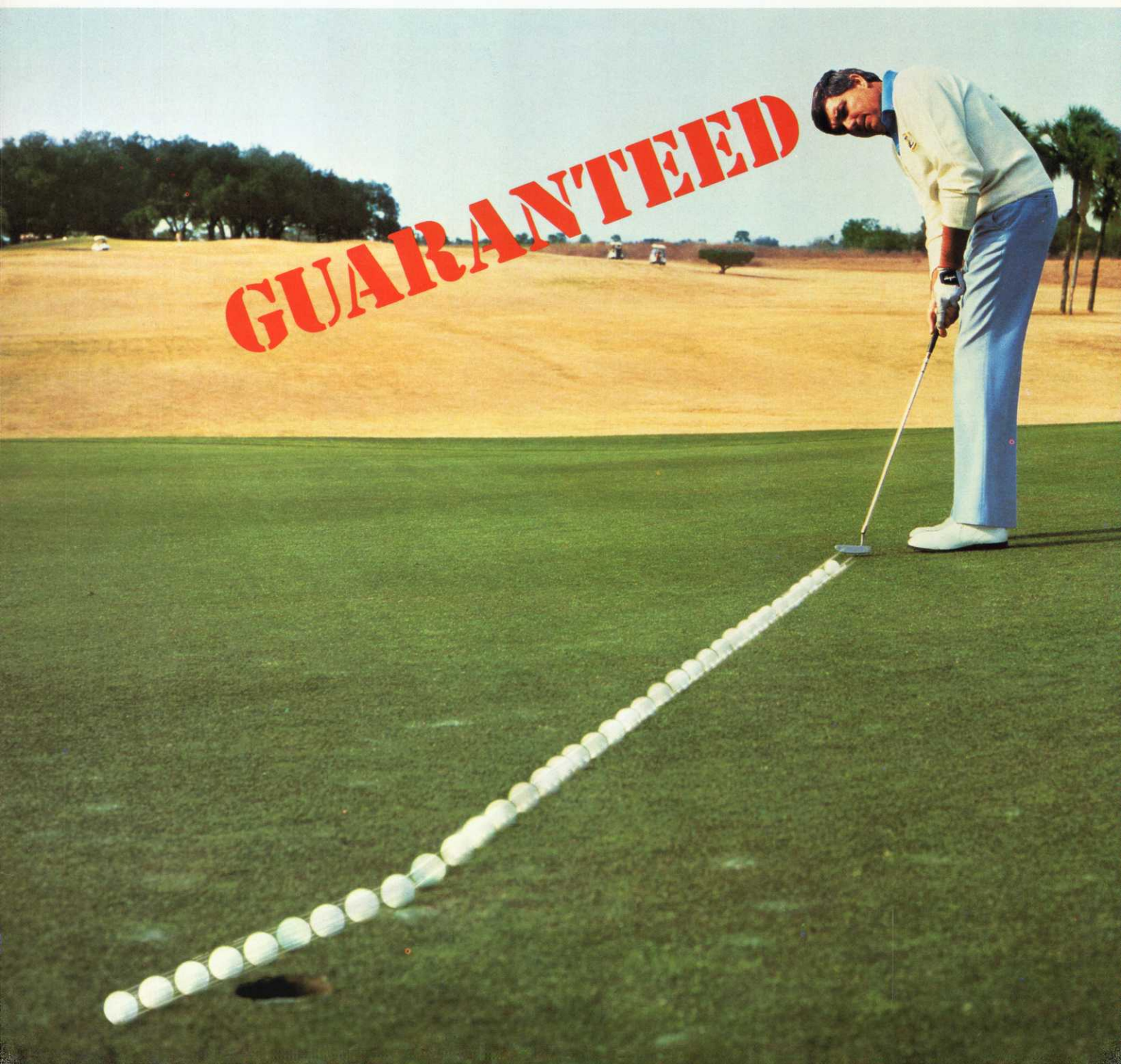
Rubigan's safety to Bermudagrass turf tops off the list of reasons why you should be using Rubigan in your *Poa* control program.

So when *Poa* roughs up your course and ruins your golfer's putts, pull out your Rubigan, and put an end to their *Poa* excuse. See your Elanco distributor. Or call toll-free: **1-800-352-6776.**

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Well of course. It's very simple why my greens have no grain. It's quite simple. Everybody knows grain grows towards the dominant southeast sun.

I personally think verti cutting is a bit over rated. The easiest way to get rid of grain, is to take a sod cutter, strip the greens and turn the sod around. This way the grain curves around from the north and yep, you've got it; NO GRAIN.



I wonder how they changed cups in the beginning? I'll bet they probably used a post hole digger. Think about it. Why bother to buy a fancy cup cutter tool when a good ol' post hole digger will do just fine. Once you get the hang of it, there's not much difference.

Plus consider the extra benefits., Now you've got a tool that can do two things. You can even dig holes for fence posts. After all, how else can you keep the goats from just grazing anywhere.



Thatch? No problem here!

I believe a good, deep, thorough verti-cutting every spring will rid you of your thatch problem for the rest of the summer.

There are a couple secrets however. Verti cut only one direction, immediately fertilize and water heavy and don't mow for about a month. After that everything will be just fine.



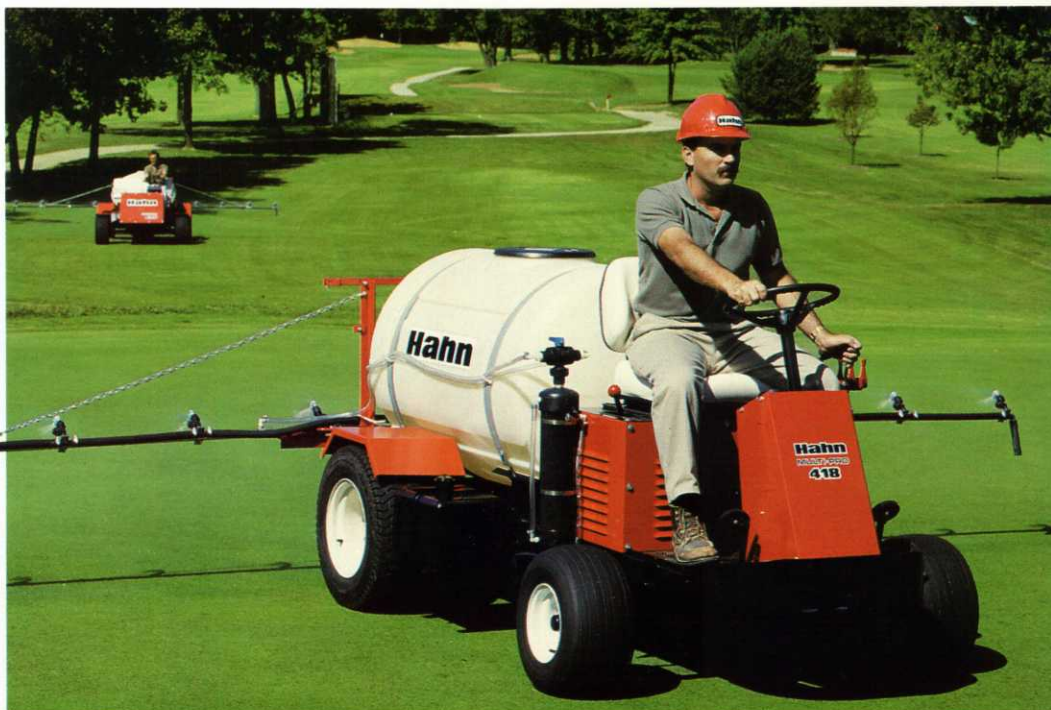
By late summer, I can get those greens down really tight. Why mess with one of those silly little walk mowers. Even one of those new fangled tri-plex greens mowers still seem to take too long. I can put a fairway mower on that green, whip a couple circles around the green and lickidy split, its done and I'm off to the next.

The only tip I can give here is; it's best to be a hydraulic unit in order to get better reel speed on the clean-up circle pass. ■



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UF Graduates First Ornamental Horticulture Student From 3-Year-Old Ft. Lauderdale Program

by DARCY MEEKER

GAINSVILLE — A Plantation Key native became the first graduate of the University of Florida's off-campus ornamental horticulture degree program recently.

Susan Sprunt, 24, graduating with honors, earned her bachelor of science degree in ornamental horticulture at the Fort Lauderdale Research and Education Center, a branch of UF's Institute of Food and Agricultural Sciences (IFAS).

"It was great," said Ms. Sprunt, who has a job waiting for her at Dale Baldwin & Associates landscaping architecture firm in Tavernier. "You get incredible attention — have small classes from people doing research on their subject. Plus, most of the students are professional nurserymen, so it's like having a lot of teachers."

Over 150 people have enrolled in one or more classes since the program was launched in 1985. There are 33 students now enrolled; their average age is 36.

"The best thing about this program is the students," said Dr. Stephen Verkade, coordinator of the IFAS degree program in Ft. Lauderdale. "Many drive one or two hours to class, and most take two or three classes a week. They are a dedicated bunch."



Susan Sprunt

The students take 10 courses at IFAS research stations in Ft. Lauderdale or Homestead — Environmental Factors, Cultural Factors, Foliage and Nursery Plant Production, Entomology, Soils, Culture and Production of Aquatic Plants, Horticultural Taxonomy, Plant Propagation and a seminar course.

The rest of the courses to meet the University of Florida degree requirements are offered by Florida Atlantic and Florida International Universities.

Ms. Sprunt designed a low-maintenance, native plant landscape for Dr. Kennedy Homes, a Ft. Lauderdale housing project, for her senior project.

Her parents are Sandy Sprunt, research director for the National Audubon Society on Plantation Key, and Donna Sprunt, who owns "Florida Keys Native Tree Nursery" in Tavernier.

The next off-campus ornamental horticulture student is expected to graduate in December 1988. ■

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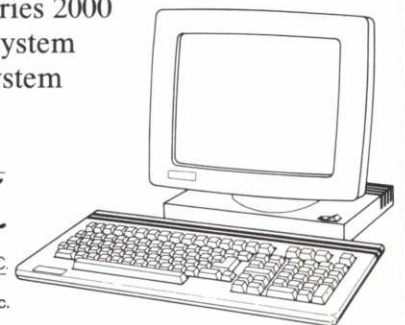
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Irrigation May Solve Okeechobee Pollution

by **MARY McLACHLIN**
Palm Beach Post Staff Writer

WEST Palm Beach — The city of Okeechobee needs to get rid of some water. That way, it can get out of the hot water it's in with a couple of state agencies.

If the city can find one big landowner or several smaller ones willing to take some treated water from the ditch around its sewage treatment spray field, it can stop trying to dump the water into Taylor Creek through an illegal culvert. That agreement was reached Thursday during a meeting at the state Department of Environmental Regulation district office here.

Taylor Creek, a tributary of Lake Okeechobee, is a main target of the state's push to cut pollution in the lake, the

Kissimmee River and the Everglades.

DER and the South Florida Water Management District say water in the ditch is a lot cleaner than the manure-laden water in the creek because the treated sewage loses much of the nitrogen, phosphorus and bacteria it carries as it seeps through the ground. But they say all sources of pollution must be reduced, and the city either has to stop using the pipe or apply for a permit — with the understanding that it won't be easy to get.

"The less water that goes in there, the less comes out the other end into the lake," Scott Benyon, DER district supervisor, said.

Piping the water to citrus groves, cattle ranches and croplands would have a

bonus, agency officials said Thursday — the plan would be viewed as reuse of wastewater, meaning the district would have no regulatory power over it, and DER would put few restrictions on its use.

The agencies called Okeechobee on the carpet when it asked, for the second time in a year, to unplug the 15-inch culvert into Taylor Creek and let some water out of the ditch around the 310-acre spray field site north of town.

Okeechobee Public Utilities Director L.C. Fortner said the city will contact landowners and try to work out agreements to deliver irrigation water to them. One prospect cited was the Williamson Cattle Co., which has several thousand acres close to the spray field. ■



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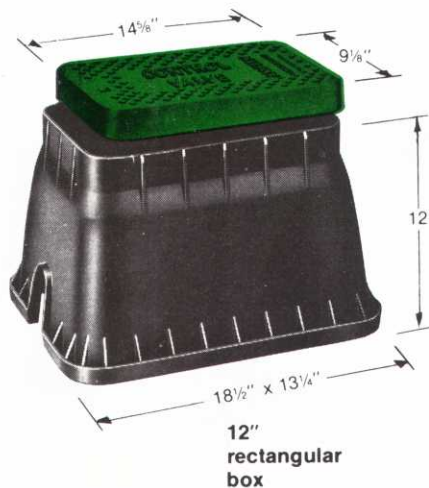
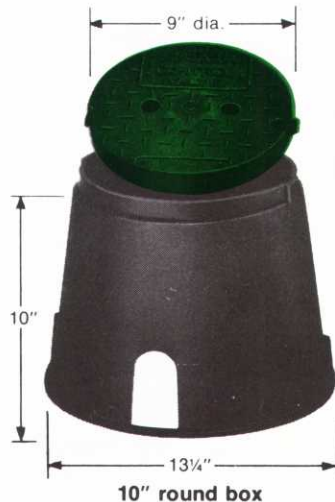
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Native Plants Provide Landscape for Wildlife

by JOE SCHAEFER
IFAS Urban Wildlife Extension Specialist

WHILE you are deciding how to create the best beauty and balance with your plantings this spring, don't forget to add a little flavor for the butterflies, birds and other wild neighbors that you enjoy. You can make your yard a popular dining and nesting place by selecting trees, shrubs, and flowers that wildlife naturally use for food and shelter.

Joe Schaefer, urban wildlife specialist at the University of Florida's Institute of Food and Agricultural Sciences, said, "Florida's native animals have evolved in habitats with native plants. If you recreate a portion of these natural areas, wildlife will use it more than if you provide something unfamiliar and of little benefit to

them," Schaefer said. "Try to blend in your yard with its natural surroundings. Take a look at your neighborhood and see how it compares with a natural area nearby. Is the number and distribution of pines or oaks similar? If so, concentrate on providing other plants which occur in the natural area but are lacking in your neighborhood. And arrange them in clumps or as single specimens according to the way they are spaced in the wild."

Schaefer said native plants have few problems with local insects, diseases and temperatures, so growing these species usually requires little care so long as they are matched to your soil and light conditions.

"You don't have to create a jungle," said the IFAS professor. A well manicured lawn can still be a welcome mat for wildlife visitors that will provide hours of entertainment. Most yards attractive to native animals also are appealing to people."

Schaefer said, "These environments stimulate our creativity and imagination. For example, children playing on a swing set are limited in what they can do. But there are countless adventures and discoveries in a yard full of wildlife nesting and feeding opportunities."

For details, he recommends "Planting a Refuge for Wildlife," free from your local county IFAS Extension or Game and Fresh Water Fish Commission offices. ■



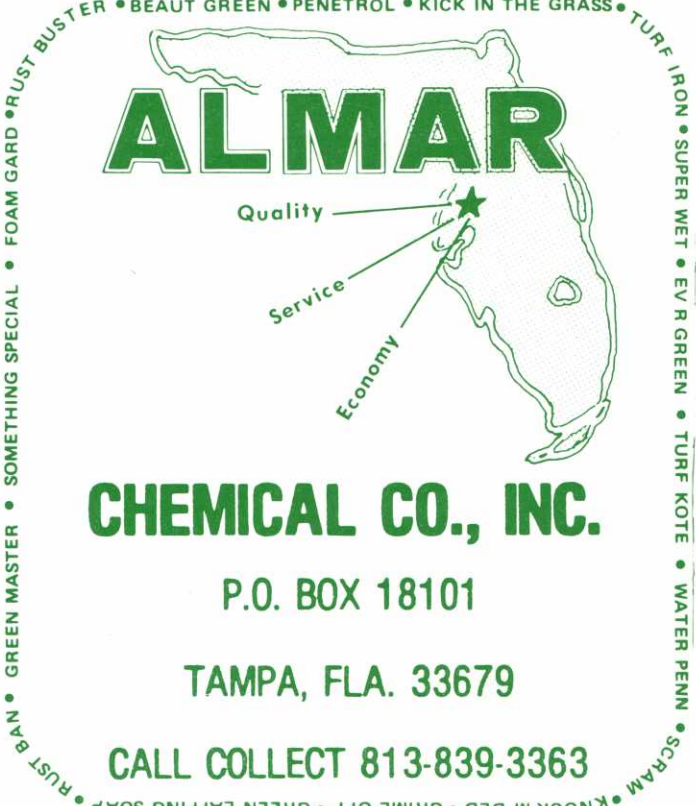
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Anaheim in 89

by IRENE JONES Florida Green Staff



Laguna Beach

THE 60th Anniversary GCSAA International Golf Course Conference and Show is all set to shine in Southern California, February 6-February 13, 1989.

The Conference and Show

Dan (Golf Course Superintendent for 24 years, Editor & Publisher of *The Florida Green* for 13 years, and my husband for 32 years) and I will attend this largest international event in The Golf Course Industry. Dan is looking forward to, among many other events, participating in a seminar regarding Employee Training on Wednesday, February 9, and yours truly is looking forward to participating in a whale watching excursion off Newport Beach on Sunday, February 12th.

We plan to get maximum benefit from this conference, first, for The Banyan Golf Club, West Palm Beach, Florida, where Dan is the Golf Course Superintendent/Manager and second for our own personal enrichment.

Educational seminars are for us the central part of every convention. Leading experts from all over the world teach on the newest and latest turf technology, as well as the tried and true procedures. Subjects will range from **Basic Principles of Turfgrass Management to Effective Business Writing**.

A sampling of this year's 2 day seminars held on Monday and Tuesday, February 6 and 7, include:

Introduction to Soil Science: this course covers basic soil properties and their application to golf course management. The instructor will be **Steve J. Thien, Ph.D.**, Professor of Soil Science, Kansas State University.

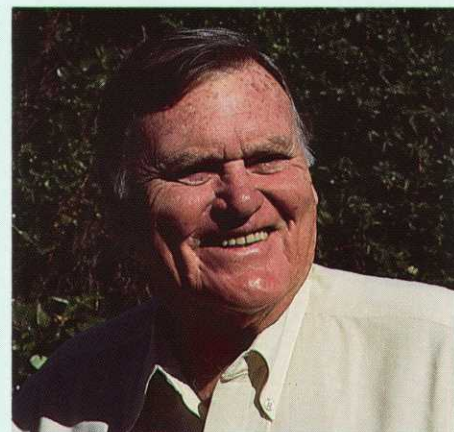
Golf Course Design Principles: This seminar is the basic familiarization course for the art form of golf course architecture. The instructor will be **Geoffrey S. Cornish**, Golf Course Architect, Cornish and Silva, Inc.

Managerial Productivity, the instructor, **Gerry Sweda**, Regional Sales Manager, O.M. Scott & Sons, a former Golf Course Superintendent, will teach on how to identify and solve subordinate problems when they are in the "minor" stages. He will present management tools to enhance participants' understanding of managing people.

Plant Nutrition and Fertilizers: An overview of the soil and plant factors that influence turfgrass nutrition will be presented. This "brush-up" course helps participants evaluate fertilizer programs based on scientific knowledge of the soil, the plant and fertilizer carriers. Instructor will be **Paul E. Rieke, Ph.D.**, Professor of

Turfgrass Management, Michigan State University.

The Opening Session will begin on Thursday, February 9th, at 5:15 p.m. at the Anaheim Marriott Hotel, located directly across the street from both the Convention Center and the Anaheim Hilton and Towers. The Key Note speaker will be delivered with the captivating humor and wit of **Bob Drum**. The 70 year old former sports writer has co-authored three books with Arnold Palmer and has consulted for golf tournaments throughout the United States. One of the favorite personalities among his fellow sports wri-



Bob Drum



Mission San Juan Capistrano

ters, he has delivered humorous "key-notes" at sports banquets nationwide. In Anaheim, he will deliver the keynote address. Conference week will officially begin with this Opening Session. Immediately following this event there will be a reception, also held at the Marriott.

A creative Spouse Program is scheduled for Anaheim, from Friday, February 10 - Monday, February 13. The center will open at 8:00 a.m. each day and close at 5:00 p.m. New features this year are the addition of optional activities within the

program (primarily to entertain children) and seminar offerings as an option to tours. All Spouse Program activities will take place in or originate from the Anaheim Hilton.

Friday, February 10: 8 a.m. Activity Center opens. Refreshments available. Southern California orientation film. Sample the hospitality of Southern California in 15 minute filmed attractions and sites for which the area is known.

On Friday you may choose between a

seminar: "The Power of Humor" which will show one how to relieve physical and mental stress, to motivate yourself and others, to polish your image, to improve your memory, to deal with difficult people and to communicate better and most significantly, to have more fun in life! Dr. Virginia Tooper, a former university faculty member who gave up the serious stuff nine years ago now devotes her energy to the positive uses of humor on and off the job.

Or you may choose to enjoy a behind the scenes tour of a real working movie studio at Universal Studios. The guided tram tour confronts King Kong, survives a laser attack in the Battleship Gallactica and experiences the special effects of a flash flood and glacial avalanche. Lunch at Fung Lum's overlooking the San Fernando Valley is included. Then back to Universal's Entertainment Center to see shows and exhibits creating a spectacular live-action happening.

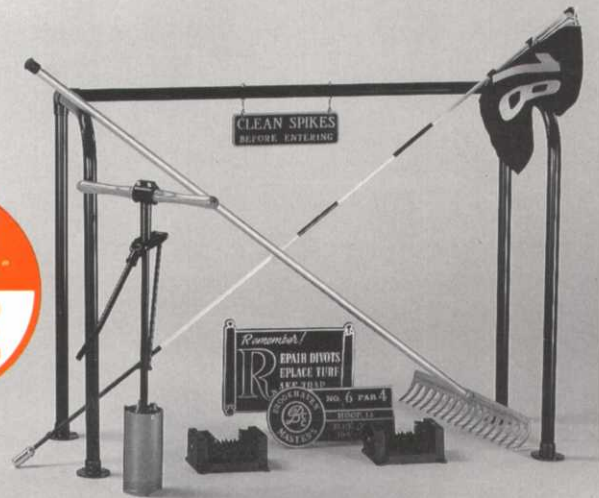
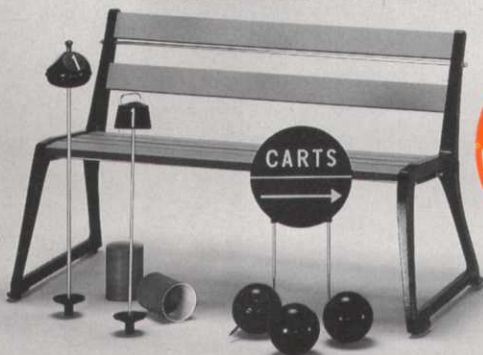
Saturday, February 11 will offer the following tours: Newport Beach Cruise / Lido Shopping; San Juan Capistrano / Laguna Beach; Spruce Goose / Queen Mary; Lawry's Center / Huntington Museum; or the Seminar: "The Superinten-

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Rosie Grier

dent's Wife: Life Issues."

Two Major Speaker Sessions will be held on Sunday morning.

You will have to make a choice on Sunday, February 12, 9 a.m. - 11:30 a.m. between two Major Speaker Sessions. **Roger Dawson**, one of the country's leading experts in the art of negotiation will be speaking on the topic "**You Can Get Anything You Want, But You Have to Do More Than Ask.**" And **Harvey Selverston**, considered to be one of the most experienced and respected stress management trainers in the nation, will deal with real issues professionals face every hour and every day, at work and at home in his session, "**Coping Skills with the Wizard of Stress.**"

Fashion Show, Host Chapter wives have organized a special treat for today. Two separate fashion shows will be presented, one demonstrating the "unit clothing" one-size-fits-all, mix-and-match. The other one features the Moroccan-styled, layered "Laise Adzer" look. **Shows start at 1:30 p.m. - 4:00 p.m.**

Optional Activities (Sunday Only).

8:00 a.m. - noon: Whale Watching Cruise. Observe the annual migration of the California Gray Whale - and if you're lucky, schools of dolphins will entertain during 2 1/2 hours at sea.

I have been looking forward to taking this cruise for some time now. Seeing these huge gentle creatures up close will be special. I grew up on an island and I have always loved the sea and its creatures. For me there is serenity found in the swirling motion and sound of the sea.

Monday, February 13, Bargain Shop in the Garment District.

Motorcoach transportation will be provided for a "no frills" shopping excursion to the Los Angeles garment district. Guides will hand out maps of the area and "inside information" on wholesale clothing and

jewelry showrooms, jobbers and manufacturers. Expect 30 to 75 percent off retail prices — this will be discount shopping at its best! Lunch is on your own.

And with this giant shopping spree the Spouse Program 1989 will close.

Thursday, February 8 and 9 there will be a 2 day seminar beginning at 8 a.m. and ending at 5 p.m. which will be of interest to persons who have an interest in writing for golf publications. The seminar is called, "**Not Necessarily for Newsletter Editors**" and is designed for those with expertise and knowledge they would like to share with the golf world. This course teaches how to select an appropriate idea, organize and write a proposal and then submit it to an editor. Techniques on writing and editing for GCSAA chapter newsletters are included. Students should bring one to three solid ideas for articles and enough information to work on them in class, along with publications the articles would be suitable for. The instructor is **Andrea Warren**, Free-lance Writer. This one sounds like a fun course with hands on writing experience. We would encourage those interested in seeing some of their ideas in print to come and learn how.

Working with **The Florida Green** over all these past years Dan and I have been amazed at how the publication has grown. Just thirteen years ago we started working with a sixteen page black and white flyer. Dan has often said, "**The Florida Green is unique because of our Superintendent/Writers.**" He gives credit for growth and success to the Superintendents who have shared their knowledge of the golf course industry with others in their field. **The Florida Green speaks the language of the Florida Golf Course Superintendent because of our Florida Superintendent/Writers.**

Certification Activities.

A course offering **Certification Examination Study Guidelines** will be offered for those superintendents beginning preparations to study for the certification examination. It will be held on Thursday, February 9 from 8:00 a.m. to 5:00 p.m.

A luncheon for all currently Certified Superintendents is scheduled for Friday, February 10, at 11:30 a.m. Pre-registration is required. Tickets will not be available the day of the luncheon.

A Certification Examination will be given on Saturday, February 11, beginning promptly at 9:00 a.m. All examinees must be approved applicants in the certification process.

Monday, February 13, has been reserved only for those wanting to retake any failed sections.

Certification Open Forum: The open forum will be held on Sunday, February 12, from 1:00 to 3:30 p.m. The Certification Committee will be present to answer questions or discuss concerns. No registration is required.

Prayer Breakfast, Sunday, February 12, 8:00 a.m.

Rosie Grier will be the guest speaker at the 10th annual Prayer Breakfast in Anaheim.

Mr. Grier is known as the "gentle giant," a reference taken from the title of his autobiography. Professional football, acting, public relations and writing are just some of his accomplishments. He also heads up "Are You Committed?" a non-profit corporation that he founded for the benefit of helping underprivileged young people.

The Prayer Breakfast will be held at the Anaheim Hilton on Sunday, February 12, from 7:30 - 9:00 a.m. We will attend the breakfast again this year. Sunday can be just another busy day when attending a conference; by attending the Prayer Breakfast, it gives us a fresh perspective on the most important things in life. The positive message together with meeting old friends makes this an event you won't want to miss. How about inviting a friend to come and hear this extraordinary man?

Concurrent Educational Sessions:

Friday, February 10 and Saturday, February 11 will offer several 20 minute talks by a diverse field of persons. Golf Course Superintendents, professors, USGA Green Section Directors, U.S. Environmental Protection agency, Congressmen, Golf Course Suppliers and Past Management companies, will all bring valuable information from their special fields as it pertains to The Golf Course Industry.

We have been attending these mini sessions for a number of years now and we highly recommend you attend the ones of interest to you and your club. These sessions can generate ideas which one can expand on to benefit your particular golf course operation.

Visit the GCSAA Trade Show, Saturday, February 11, 9:00 a.m. - 5:00 p.m., Sunday, February 12, 9:00 a.m. - 5:00 p.m., and Monday, February 13, 9:00 a.m. - 5:00 p.m.

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Dr. Alex Shigo

American Society of Golf Course Architects will address The Creative Approach to Remodeling on Sunday, February 12.

- 1:00 Introduction, Pete Dye, ASGCA
- 1:15 Remodeling for Championship Play, Rees Jones, ASGCA
- 1:45 There's More Than Meets the Eye, Arthur Hills, ASGCA
- 2:15 Dealing with Contractors, Jeff Brauer, ASGCA
- B R E A K
- 3:00 Working with the Superintendent, Gary Baird, ASGCA
- 3:30 Remodeling Tees for Women, Alice Dye, ASGCA
- 4:00 Discussion with Speakers

Symposium, "Tree Biology in Practice," with Dr. Alex L. Shigo, Sunday, February 12, 1:00 p.m. - 4:30 p.m.

This is a new educational opportunity; a half-day symposium by noted tree expert Dr. Alex L. Shigo. Enrollment is limited and advance registration is required.

This symposium will deal with practical applications of the most current knowledge of the biology and care of trees. Dr. Shigo's philosophy deals with what keeps a tree healthy rather than what makes a tree sick.

Getting It All Together For Another Golf Boom, will be the theme for The United States Golf Association Green Section Program beginning Monday, February at 8:00 a.m.

Twenty-one speakers will bring the latest turf information, in short talks, as it pertains to golf course operations. **John Foy, Southeast Agronomist from Hobe Sound, FL will be on the program at 8:10**

a.m., speaking on "Turf Tips of 1988 -Part 1."

Closing remarks will be given by **F. Morgan Taylor, Jr., USGA Executive Committee, Hobe Sound, Florida, at 11:45 a.m.**

Monday, February 13, the last day of the conference will end with the Annual Banquet held at 7:00 p.m., Anaheim Hilton & Towers.

A highlight of the banquet is presentation of the prestigious Old Tom Morris Award.

This award is presented to an individual who, through a continuing selfless commitment to golf, has helped to further the game with the same dedication and inspiration demonstrated by Old Tom Morris.

One of golf's first greats, Old Tom Morris was a greenkeeper, golf professional, club and ball maker, golf course architect and accomplished player who won four British Open championships between 1861 and 1867. At the Royal and Ancient, St. Andrews, Scotland, Old Tom gained worldwide fame, boosting the popularity of golf throughout the British Isles and in many other parts of the world.

This year's winner, Juan 'Chi-Chi' Rodriguez is highly admired by golf fans throughout the world for his golfing skills, wit, humor and off-the-course charitable deeds.

Chi-Chi aspired to become the first professional golfer from Puerto Rico. He became a caddy at age seven and taught himself the game. Rodriguez joined the PGA Tour in 1960. He won eight tournaments and earned more than a million dollars.

Since joining the Senior Tour in 1985, his career has flourished. Second only to Arnold Palmer in gallery draw, Rodriguez has captivated the fans not only with his personality but also with his consistent performances on the course.

His off-course activities can also be considered "superstar" in nature. The Chi-Chi Rodriguez Youth Foundation in Clearwater, Florida has received national acclaim for its work with underprivileged and abused children. "My greatest victory is when one of my kids gets a college degree," Rodriguez says. "Golf is only a means by which to help others."

"I measure a man not by the length of his car," says Chi-Chi, "but by the size of

his heart."

Chi-Chi Rodriguez joins Arnold Palmer, Bob Hope, Gerald Ford, Patty Berg, Robert Trent Jones, Sr., and Gene Sarazen as recipients of the coveted honor.

Dan worked with Chi-Chi from 1970-75 in Dorado Beach, Puerto. Dan was Golf Course Superintendent for Dorado Beach and Cerromar Beach Hotels and Chi-Chi was the Head Golf Professional. Our families lived next door to each other, our girls played together and so we know first hand that this prestigious award is rightly given for Chi-Chi's praiseworthy performance as a Golf Professional over these past many years.

Banquet Entertainment: Following dinner and the banquet awards ceremony, **Bobby Vinton** — one of America's top cabaret performers, will entertain you with his impressive list of hits which have sold over 50 million records. Immediately following the show will be dancing to the Jeff Enloe Orchestra.

With this years conference at a close, we can now begin to look towards The 61st International Golf Course Conference and Show, to be held in our own great, green golfing state of Florida.

This years conference was held in Anaheim, California, Orange County, the home of Disneyland. Next years conference will be held in Orlando, Florida, Orange County, the home of Disneyworld. Both cities are sunny, vacation lands, and both cities are home to the best known mouse in the world.

Plans are already under way in Florida to make the 61st International GCSAA Conference and Show an exciting event as the golf course industry heads into the 1990's. ■



Chi-Chi Rodriguez

Photograph by: Philip Saltonstall/Onyx.

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Management

Keeping good help... the investment pays

Lawn care, landscape and golf course managers continue to be concerned about "turnover." Not only customer or member turnover, but also that which occurs within the staff.

Do you know how much it costs your company or club to hire and train new employees? How much employee turnover affects the quality of the work you do? Or what types of things can you do to reduce the expense and time invested in maintaining a good staff?

These are some of the questions Mark Cobb, president of Elite Landscape, San Bernardino, California, asked himself at the onset of his now 13-year-old business. He felt then, and still believes, that he had two choices: either hire temporary, seasonal labor; or hire a full-time, trained staff to get the jobs done. He chose the latter, and has no regrets.

"When we hire someone, we tell them we're not hiring them on a temporary basis," he relates. "Once they have passed a probationary period, we intend to keep them."

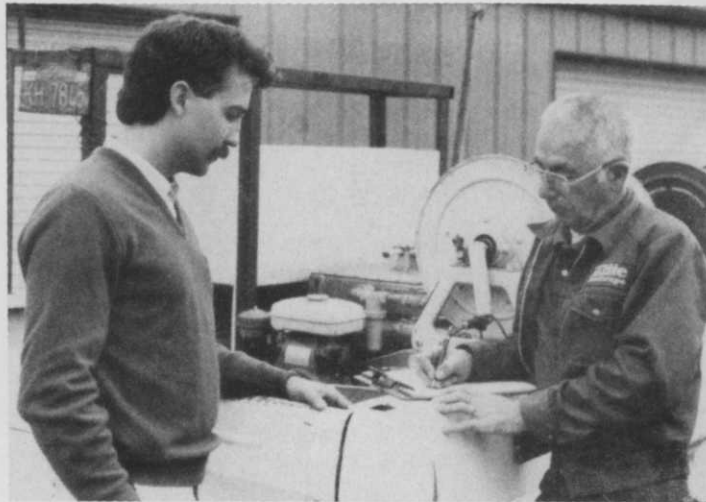
Today, the company employs 45 individuals, well over half of which have more than one year of tenure with the firm. Divided into three divisions — landscape maintenance, sprinkler repair/small jobs and chemical application — the company's more technically oriented positions tend to have the least amount of turnover.

EMPLOYEE INCENTIVES, TRAINING

"We send as many people as possible to outside training seminars," Cobb states, noting that in a recent 2-month period, the company spent nearly \$1,200 on training.

"Each year, we send up to 15 crew chiefs to a horticultural short course offered by the University of California Extension Service."

Monthly staff meetings set the



Mark Cobb, president of Elite Landscape (left), and group supervisor Jim Bridges discuss a maintenance program for one of the company's commercial and industrial clients.

scene for all personnel promotions or bonuses, and even Elite's dress code is geared for incentive.

Uniforms are color-keyed for tenure and position, Cobb says. New employees wear light blue shirts, more experienced personnel wear dark blue and crew chiefs wear golf shirts bearing the company name and insignia.

Cobb concedes that one of the most meaningful of all the incentives offered by Elite Landscaping is represented by the color green...as in dollars. Health and safety programs have resulted in the company receiving rebates on workers compensation which is then divided among the staff. This year, it meant a bonus of \$124 per person.

In the meantime, Elite paid only 89 percent of the insurance rates charged to others in the industry.

Cobb also describes an attendance bonus program the company follows, where employees receive extra wages based on the number of consecutive weeks attendance standards are met.

"We realize that people get sick occasionally and have to take sick leave, but this is just an extra bonus for staying healthy," he maintains. "More importantly, it encourages preventive health."

SAVING ON LABOR

Finding and keeping good help, plus training those individuals to use cost-saving tools and techniques,

are important to the success of Cobb's company. Chemical use, for example, makes it possible to provide high quality at a reasonable price. Preemergence herbicides play a large role in keeping the company competitive.

"Anything we can do to save labor makes us more competitive," he points out. "The whole business is manpower. That's why we use chemicals where we can, and why we strive so hard to keep experienced people who are qualified and certified to use them."

Surflan[®], one of the mainstays of Elite's weed control program, has proven to be a valuable tool in holding down labor costs. Cobb claims that the herbicide "has been sprayed over the top of just about every shrub and ornamental that grows in southern California.

"The chemicals are making it possible for us to provide high quality and a low price — especially when it comes to hand weeding," Cobb relates. They stretch dollars invested in labor and allow the company to emphasize their employee retention program.

"When you're dealing with landscape maintenance, chemicals are only a small part of the total cost," he concludes. "Yet, they allow us to do so much more with our time and manpower. We'd be hard pressed to do business without them." ■

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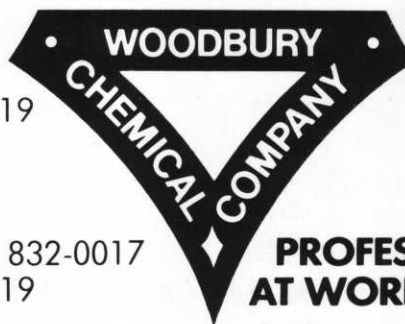
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IFAS Software Covers Pest Control, Greenhouses

AS agricultural use of computers continues to increase, so does the demand for software and training.

Growers want software tailored specifically to their needs and many agricultural software companies, along with the Institute of Food and Agricultural Sciences (IFAS), are working to meet these needs.

In fact, the newest IFAS software catalog is just off the press. It's free and offers 58 software packages. They are quite a bargain, too—generally \$20 each, just enough to cover materials, postage and handling. For catalog or program, contact your county extension agent or the IFAS Software Support Office, University of Florida, Bldg. 120 Room 203, Gainesville, FL 32611. Phone: (904)

392-7853.

In the catalog are three new programs:

- With the need to maintain current pest control information, IFAS is offering the Florida Pest Control Guides on floppy disk. Plans are underway to allow users to update the data disks on a regular basis, thus providing more up-to-date information than can be provided with annual printed control guides.

- Chemical Movement in Layer Soil (CMLS) is a program which estimates the movement of chemicals through soil. Growers who are concerned about contaminating ground water sources use CMLS to choose a chemical which is slow to move through the soil and growers who

are concerned about runoff use CMLS to choose a chemical which is quicker to move through the soil.

- Greenhouse owners use the Estimation of Greenhouse Heat Losses to estimate the amount of heat loss from their greenhouse. If heat loss is high, they use the program to experiment with different combinations of wall and roof coverings, to find the best combination for their building.

For those who want training, one alternative is to set aside a regular time each week for a few weeks to attend a class sponsored by a community college, continuing education program or dealer. Books, tutorial programs and VCR tapes are great for self-paced study. Users groups are clubs of computer users who meet regularly and often have informal training sessions. Agribusiness computer consultants are also available to come to your home or business and give you personalized training.

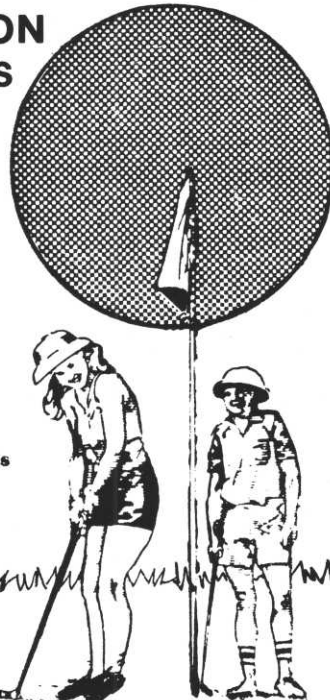
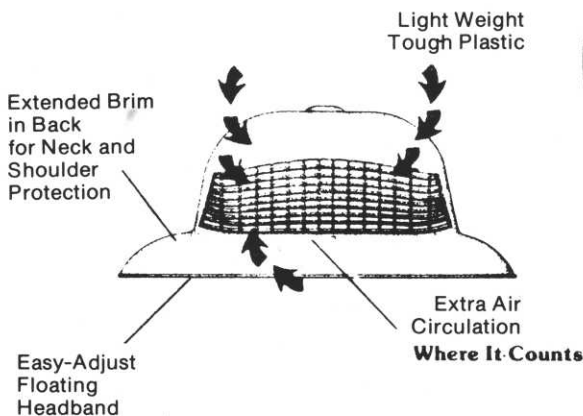
The great value in training is the Florida Agribusiness Computer Short Course and Trade Show, organized each year by IFAS. Plan now for the 1989 program Jan. 18-19 at Broward Community College North Campus in Pompano Beach. Over 100 talk sessions and hands-on workshops will be presented during the two days. General business applications include spreadsheets, word processing and databases. The agricultural applications include ornamentals, turf, citrus, beef, dairy and vegetables. A Wednesday seminar series is planned specifically for those who are planning to buy a computer. A Thursday series covers advanced topics for experienced computer users. A youth program will also be offered Thursday. ■

About the author:

Dr. Dennis Watson is an agricultural engineering professor at the University of Florida. He coordinates the IFAS Software Support Office, Bldg. 120 Room 203, Gainesville, FL 32611. Phone: (904) 392-7853.

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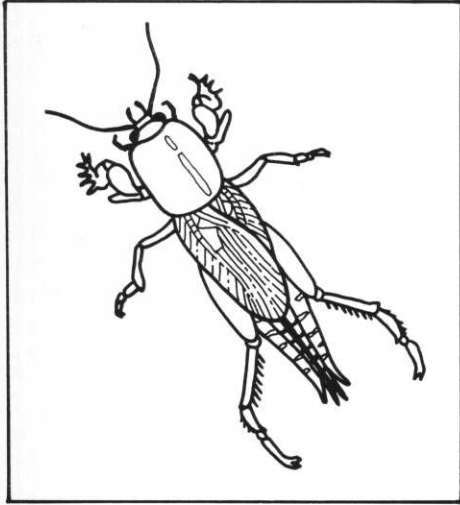


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New Mole Cricket Control



RHONE-Poulenc Ag Company has introduced SEVIMOL® brand 4 carbaryl insecticide for the control of mole crickets in certain Southeastern states. The product will be sold under EPA policy interpretation 2(ee) of FIFRA as amended; in Florida, Georgia, Alabama, Louisiana, Mississippi, South Carolina, North Carolina and Texas.

According to the company, 'SEVIMOL® is a unique formulation of carbaryl insecticide plus attractant systems which provide economical and effective control of mole crickets. SEVIMOL® does not require pre-watering or watering-in after application, does not readily photode-

grade, has no odor and is a non-restricted use pesticide. In addition, the product controls 25 other turfgrass insects and 87 tree and ornamental insects. Other formulations of the product are also used to control pests on pets, poultry and even some game birds."

SEVIMOL® should be applied at the rate of 3 - 4.5 fluid ounces in 1 - 2 gallons of water per 1,000 square feet.

For more information write to: Rhone-Poulenc Ag Company, Specialty Products, P.O. Box 12014, Research Triangle Park, NC 27709.

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Lofts Field Day Coincides with 65th Anniversary

NEARLY two hundred turf professionals picked up plenty of valuable firsthand information at the Field Day recently hosted by Lofts Seed Inc. Loft's Field Day is an annual event in which the seed company opens its research center to the turf industry. This year's event was especially meaningful, since it coincided with Loft's 65th anniversary.

Topics of interest were geared towards golf course superintendents, lawn service industry members and lawn supply dealers and distributors. Speakers included Cornell University's Dr. Martin Petrovic, Drs. Louis Vasvary and Henry Indyk, both of Rutgers U., and Dr. Joseph Vargas of Michigan State U. Topics included ground water quality, grub control, general lawn maintenance and summer diseases. A similar program for sod growers was held the following day.

The program's 'Show and Tell' portion featured a tour of Lofts' research plots.

These included areas of turfgrasses, ornamental grasses, wildflowers and low-maintenance grasses. Visitors were able to see how turfgrasses respond to various conditions, and compare the varieties' appearance regarding color, texture, thatch, etc.

There was ample opportunity for discussion, and Lofts' specialists were available to answer questions. Dr. Richard Hurley, Lofts' VP and Research Director, answered queries regarding virtually every aspect of turfgrass breeding and care. Agronomist Marie Pompei, wildflower specialist, was also on hand to offer expertise on low-maintenance solutions to problem areas.

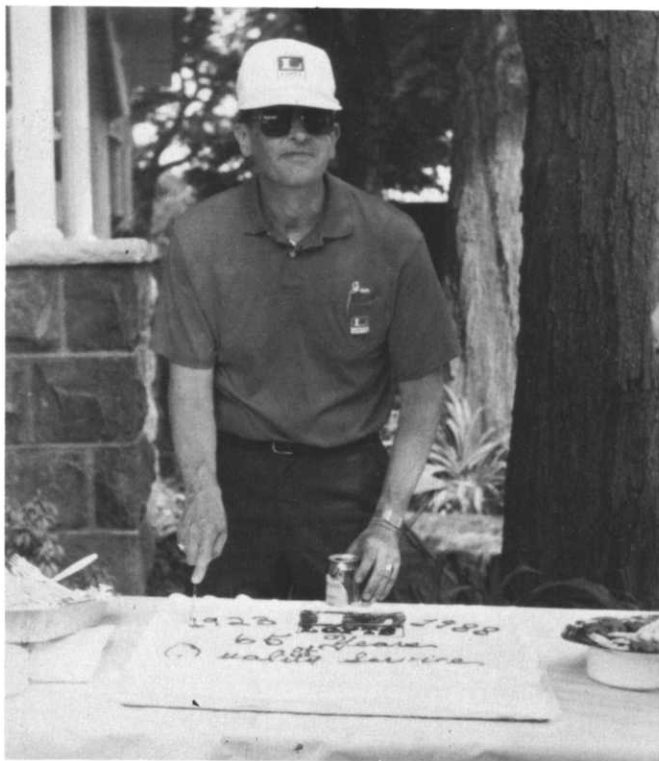
A representative from the NJ State Seed Certification Program provided a demonstration on how, as the 'watchdog agency,' they ensure strict standards for seed purity. Tests for species and variety identification; weed, crop and inert con-

tents; and germination rates were all on display. Lofts subscribes to New Jersey's strict requirements, as an inspector is present every time a bag of sod seed is packaged.

In the area of new product research, attendees were able to preview Lofts' new bentgrass, Southshore. Lofts expects to introduce the new variety within the next two years. It is only after about 12 years of rigorous testing and evaluation that a seed is chosen for commercial production.

The educational talks, demonstrations and tours occurring during Lofts Field Day represent a valuable opportunity to get all the latest information on turf from the experts. Anyone in the professional turf industry should mark his calendar for next June.

To be notified of next year's event, please contact Lofts Seed Inc., Bound Brook, NJ 08805, (201) 356-8700 or (800) 526-3890. ■



Jon Loft (President & Chairman) cuts the cake celebrating his company's 65 years in the turfgrass seed industry. The business was started by his father, Selmer Loft, in 1923.



Dr. Rich Hurley explains the performance of various turf varieties while conducting the tour of research plots.



A view of Lofts research plots, where numerous ornamental grass species and turfgrass varieties are observed and evaluated.

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Jamestown establishes quickly and puts the greens into play faster. It will perform as a companion grass for up to 10 years as the bentgrass matures and gradually dominates the turf.

For repairs

Use 3-4 pounds of Jamestown with 1/2 lb. of bentgrass per 1000 square feet. This mixture has proven very effective in emergency repair of damaged greens.

For winter overseeding

Consider Jamestown as part of a mix for overseeding southern Bermudagrass greens, tees and lawns. Jamestown will enhance turf performance during winter months.

So whether it's to help out with a bentgrass shortage, or add benefits to your overseeding program, try Jamestown chewings fescue.

Jamestown chewings fescue played a big part in developing The Links at Spanish Bay in Monterey, CA:

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A Word Of Praise

MARSHAL Foch once heard an American newsman deriding French diplomacy as "...a lot of hot air." "That may be true," Foch conceded. "Still, there is nothing but air in a tire, yet it makes the ride a good deal smoother, *n'est pas?*"

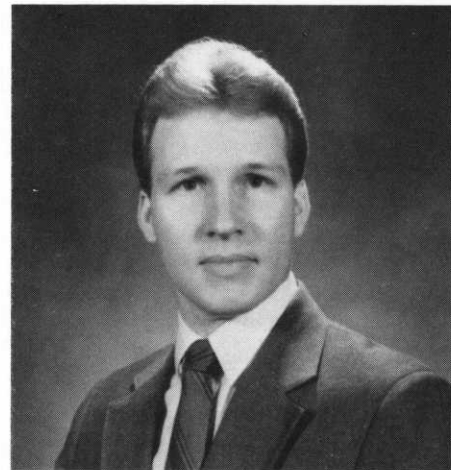
A word of praise, given here and there, may be only "hot air," but it can make a plant or office run more smoothly and more efficiently. Even when praise sometimes pretends that a man is better than he is, sometimes it helps to make him so. Time and time again, efficiency experts have found that the boss who shows appreciation for a job well done gets far more from his men than the boss who offers only criticism or who rewards good performances and bad with the same stony silence. ■

Mark Pincket Joins Lesco Team

LESCO, Inc. announced that Mark F. Pincket of Tampa, Florida has joined its growing sales forces. Pincket is serving golf course superintendents in the greater Tampa area with the LESCO "store on wheels."

In 1984 and 1985 Pincket worked as assistant superintendent at Indian Hills Country Club in Ft. Pierce, Florida. He has also worked for country clubs in Ft. Lauderdale, Coral Springs, Plantation and Sunrise, Florida. He served in the Aviation Branch of the U.S. Army as a Sergeant from 1985-1988.

Turfgrass, soil science and business administration courses were part of his curriculum at Broward Community College in Davie, Florida. He also studied aviation management at Embry Riddle Aeronautical University.



Based in Rocky River, Ohio, LESCO manufactures and distributes turf care products and equipment nationally to the lawn care and golf course industries. ■

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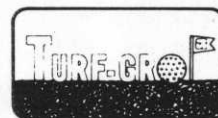
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Want to Improve Your Image? Go APE



Today's golf course superintendent has come out of the closet — he is "the best kept secret in the club." As a result of the last 20 years of progress we, as superintendents, are getting the recognition we deserve and are beginning to be seen as not only highly dedicated individuals but also as the best educated and informed executives in the club business. Still you can hear superintendents say, "How can we improve our image?" Improving our professional image, of course has to start with each one of us at our respective clubs, and I have found that the letters APE stand for six very important words that affect how we look, think, and act professionally.

The "A" stands for *Attitude* and *Appearance*. Your appearance generally reflects your attitude. A slovenly or unkept appearance gives others the impression that you have a "don't care" attitude. If you appear rumpled and rag-tag, your members have a right to ask how you can keep an orderly golf course if you can't keep yourself orderly and clean-cut. A disheveled or dirty appearance, in addition to showing

your lack of concern for detail, filters down through your crew, with undesirable results. But, appearance does not always reflect attitude; the best dressed superintendent can still have a bad mental attitude toward his work, and this may reflect personal problems that are affecting him adversely. Negative attitudes are always counter-productive; your crew will notice them and be affected, and your members will watch carefully to see if your negative approach shows up in their golf course. A positive attitude and a clean, neat appearance are essential to your successful image; improve them, and your image goes up. And if your attitude means you don't like your job, it's time to change jobs.

The "P" in APE stands for *Personality* and *Poise*, two highly important attributes of any superintendent. Poise shows we are relaxed and sure of ourselves under any circumstances, and being prepared for any circumstance, good or bad, adds to poise. We are most flustered by situations that are hard to handle because we haven't prepared for them. If you know your job and plan your work, you should never lack poise, whatever the situation. Personality, on the other hand, is formed early in life, when we develop the character traits that identify us and form our personality. ***The importance of personality is shown in a recent study at a large university regarding success — 85% of success was found to be based on personality and only 15% on ability.*** This means that two superintendents of equal ability will be judged essentially on which has the best personality. Try to determine your positive

personality traits and nurture them, and do your best to eliminate or improve what you see as your negative traits.

Expression and *Education* are represented by the "E." Expressing yourself clearly and intelligently, both in writing, and orally, is vital in communicating with your workers and members and enables you to explain the reasons behind your various programs on the course. Admittedly, oral expression is very tough for some of us; while it may be hard for us to talk to people on a one-to-one basis, speaking before a group can turn us into basket cases. An evening class in public speaking can do wonders for your poise and self-confidence, and such training will help you in your daily work even if you are rarely called on as a speaker.

The importance of education for the superintendent need hardly be explained. We should be continually adding to technical skills, and with so many sources of added knowledge available to use, this is not a difficult task. Local and national meetings and seminars, the volumes of written material in books and magazines, and the everyday give and take with fellow superintendents all offer a wealth of knowledge. Staying abreast of current ideas and applying them to improve our job skills adds greatly to our self-confidence.

Improving in these six areas, then, is the key to an improved professional image. Improving that overall image of the superintendent relies on what each of us can do to improve ourselves — that's where it starts.

Come on, Superintendents, go APE! ■

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An optional P.T.O. kit is also available to adapt the Spreader for use with a tractor's 3-point hitch.

For more information, contact HAHN, Inc., 1625 N. Garvin St., Evansville, In 47711 or call 800/457-4246 ■



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New Equipment For Lesco line

ROCKY River, Ohio — April 15, 1988 — LESCO, Inc. is pleased to announce the introduction of the LESCO Turf Renovator — another, in the line of LESCO quality turf care equipment. Designed to function as a dethatcher, slicer or slicer/seeder, the renovator is a self-propelled unit with variable ground speed from 0-4 MPH and a dethatching, slicing and seeding width of 20 inches.

The compact, low profile design provides hillside stability and ease of transporting and storing. Equipped with an 8-horsepower Briggs & Stratton I/C® engine, or an optional Honda engine, the renovator also features flotation tires for improved traction and reduced compaction. Down-pressure on the handle raises the front wheels, the seed hopper and slicing reel for easy turning.

As a slicer, the LESCO Turf Renovator dethatches lawns and general turf areas and can overseed at the same time. It has a manual depth control variable from 0 to 1½ inches. Hardened, high-carbon steel blades, spaced two-inches apart, provide more effective overseeding than machines



with three-inch spacing. The blades are reversible and replaceable.

As a seeder, the renovator has a fully-agitated seedbox. A 1½-cubic-foot hopper holds approximately 35 pounds of seed. For optimum incorporation, seed is metered before slicing.

LESCO, Inc., a manufacturer and distributor of turf care products to the lawn care and golf course industries nationwide, is headquartered in Rocky River, Ohio.

For more information, contact Marta E. Geiger, LESCO, Inc., (216) 333-9250. ■

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Professionalism Through Participation

BY Ted Woehrlé

Reprinted from *Turf Times* (Northern Michigan T.M.A.)

What is professionalism? How do we achieve it? How do we improve it? If we sit down and ask ourselves the question "what is professionalism?" some interesting thoughts crop up.

We all have images of people who are generally considered professionals in our eyes (doctors, lawyers, dentists, teachers, and ministers), and people who are not (tradesmen, office workers, farmers, etc.).

Next, we ask ourselves "are we professionals?" - we would like to think so. I think we appear to ourselves as professional, but does the general public consider us professional? Perhaps not.

"What makes one man profes-

sional and another a non-professional? In my opinion, it has to be the standards that one projects. Standards on conduct, standards of dress, standards of ethics and standards of behavior. There are others to be sure, but in the final analysis, it is a matter of the image that is projected. It is a matter of being viewed in a favorable light. To be sure, there are as many variations of this image as there are people, but throughout the years certain groups or job categories have become known to be "professional" and basically it is a matter of "image." And the standards they have met.

Professionalism and image are synonymous and if we project a

good image, we are far ahead. How was this image of us formed, and how can we improve it? Who sets the standards? The answer to all these questions is your professional association. There is, to be sure, some governmental involvement, but even the government has to reason with the American Medical Association and the American Bar Association.

So, in the final analysis, it is ones professional association that plays a big role in establishing the image that will prevail, that plays a big role in setting standards which will be acceptable, and that acts as a catalyst for all activities relating to a profession.

There are exceptions to profes-

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sionalism and that would be the rather rare person that projects a professional image because of special qualifications earned through experience or education.

What has participation in these associations done for the turf management industry and for the professional turf manager? Participation in the collective activities of an association by individual members has taken turf managers out of the shadows and into the sunlight. Participation in the collective activities by individual members has helped to move turf managers from tradesmen to professionals.

All of this has been accomplished by those in the turf industry giving of their time, money and efforts toward a common interest within a fixed code of rules and conduct, the purpose of which was focused toward the upgrading of the industry and the professionalism of the turf manager.

Fundraisers such as "Golf Day" are an important part of

upgrading the industry. The monies given to research help find answers to the many complex problems facing us today. The need for the superintendent to stay abreast of changes in the field has always been important. But the need is increasing with alarming speed. The superintendent who does not keep abreast of new developments in turf management, of changing technology in science, or of the restrictions and regulations in chemical usage will be about as effective as the man who tries to cut fairways with a hand push mower.

Every professional does not have to have a Ph.D. or have spent most of his life as a lawyer or doctor to earn the respect and esteem that comes with knowing his job. It was not too long ago that very few universities offered professional training for golf course superintendents. Today, numerous institutions offer some sort of training for those interested in pursuing a career as a golf course superintendent. (The

secret is the application of the knowledge gained from education and research.)

Additional help for us comes from Universities and industry in the form of research. In many cases we control the direction of research through our requests. Our needs are attended to by those we support. The complexities of today's standards, which are always more demanding, cause us to look for all the help we can get. Some of the most active associations involved in the distribution of monies for research are GCSAA, USGA, O.J. Noer Foundation and Musser Foundation. Additional research is done by individual states. In all cases, the majority of the monies raised is the result of superintendent involvement in fund raising projects. Some states raise \$30-50,000.00 per year - Ohio and Michigan. Certain state legislatures support turf research if all turf interests are satisfied.

Projects presently being worked on include: Grass breeding (drought resistance); transition zone problem; soils; irrigation and drainage; aerification - compaction; nutrition; weed killers - selectively (*Poa annua* eradication); plant growth regulators; disease control; insecticides; development of disease models - in conjunction with computers; water shortage problems; new cultural practices; mowing - height of cut - picking up of clippings; cultivating; and sand use - top dressing - sub-soils - bunkers.

Examples of Turf Research include: USGA Green Section 1953 - GCSAA S & R Funds 1956 - Midwest Regional Turf Foundation originally provided professional guidance for seven states - Wisconsin; Michigan; Iowa; Illinois; Indiana; Ohio; and Kentucky. As the years went by, all six states outside of Indiana started their own turf grass research programs to solve individual problems. This holds true for all 50 states. Extension programs take care of most problems, but concentrated research must still

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be conducted in individual states.

Changing our "vocational occupation" to a professional occupation is important - become active. Your professional association is more important than ever, and your participation is necessary to support

CONTINUE TO CHERISH YOUR MEMBERSHIP, CONTINUE TO GIVE OF YOURSELF, CONTINUE TO PARTICIPATE. YOU AND YOUR PROFESSION WILL BE BETTER FOR IT.

the programs that are proposed for the successful future of GOLF.

Some of these associations include educational opportunities at conferences, seminars, and through correspondence courses ultimately leading to certification, which most of you know will eventually lead to the equivalent of a college degree. By offering a Continuing Education Program, you will be able to earn a "Certificate of Professional Education." This, coupled with Professional Internship requirement for the apprentice superintendents, will insure quality in the next generation of superintendents.

By the year 2005, the requirement of a Bachelor of Science degree in an applicable major, or its equivalency, will be necessary for entrance into professional certification. College graduation or equivalency will be required. Completion of the GCSAA Continuing Education Program is considered as equivalent to a B.S. degree.

The association is making your

profession more recognizable with a strong public relations program. Their PR program was quite evident during some of the recent television broadcasts of ESPN coverage and on ABC covering the U.S. Open. Allied Golf Associations have recognized our profession and its importance to the well-being of the game of golf.

Your association is the catalyst. The forum for expression of your ideas. The source of your education, your growth.

Certain members in your profession will gravitate to leadership within your association and by representing the will of the other

members, will set the standards, the consensus, the image.

I charge you to allow your association to tell your story to the nation in order that your "image" will be established in the public eye. In turf management, professionalism is already here for some, near for others. You and your association are the only ones that can make it happen. Associations large or small, national or local, technical or social, give you an avenue to professionalism through participation. Continue to cherish your membership, continue to give of yourself, continue to participate. You and your profession will be better for it. ■

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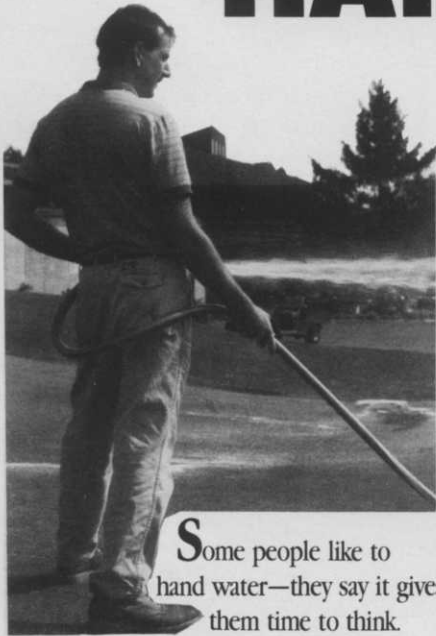
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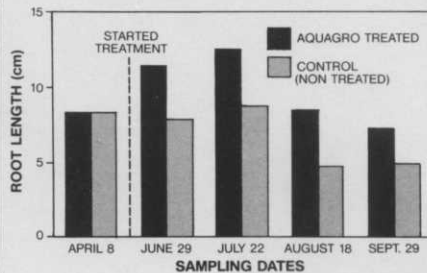
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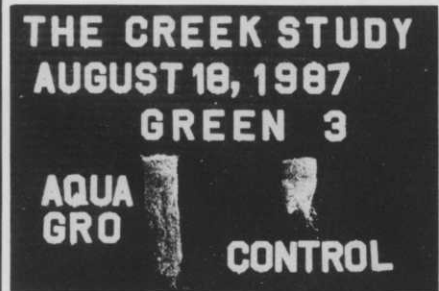
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Working On The Fifth Major

by DON KOOYER, CGCS
Willow Lakes Golf Club



Nicklaus takes aim.



Crews start at daybreak as fishermen try their luck.

AS a golf course superintendent and reporter for *The Florida Green*, I had the opportunity to cover a major P.G.A. golf event in March of this year. As I put on my T.P.C. media badge and loaded my 35mm and the minicam, I was proud to be a part of this event known as the fifth major, the Tournament of Champions.

As I followed the entrance pathways to the events gates, it was a walk down memory lane for me. I remember in years past when volunteering with the North Florida Golf Course Superintendents Chapter, we had prepared these areas for the spectators entering the T.P.C. tournament. The rustic fencing guiding the crowds through the Florida marsh lands to the T.P.C. stadium club was still stand-

ing proudly. I could smell the pine straw lining the edges of the pathways and scattered throughout the spectator areas and flower beds.

As I remembered our involvement in these areas, my camera lens was focusing on the most well known par 3 hole on the P.G.A. tour, number 17 island green at T.P.C. Sawgrass.

As the Shark (Greg Norman) takes his shot at the island green, the ball hit the green surface and backed up. My camera was clicking, the crowd applauded and the Shark moved toward the island of grass surrounded by the moat of water. There would be no confrontation between Shark and an alligator this year. The alligators that had watched along with the spectators on the 17th green had been

removed this year for the safety of the fans and golfers alike.

Alligator removal is just one of the many preparations that are part of this major event. Working with the Florida fish and game department for the proper handling of these Florida species is the law and must be handled through these agencies.

Mr. Fred Klauk, C.G.C.S., is the superintendent for the T.P.C. at Sawgrass. As Fred was responsible for the course preparations for the tournament, I asked if he would afford me an interview. The following is an interview between myself, the media superintendent, and Fred, the course superintendent.

Don: How far in advance do you start



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No. 17, the most feared Par 3 on the tour.

special grounds preparation for the championship?

Fred: We start several months ahead in the planning but the actual ground work starts four to five weeks in advance.

Don: Do you work directly with the P.G.A. in setting of tees and cups

placements?

Fred: Cup placement schedules are set by the P.G.A. staff. My assistants Tim Webb and Bob Clarkson supervise the setting of the tees and cups.

Don: I noticed while filming the practice rounds that your staff was moving some netting on the teeing areas.

What was that for?

Fred: The netting is put into place to protect our par three's and short par four's teeing areas one month in advance to ensure well maintained turf and level teeing areas during the tournament.

Don: What type of greens mowers do you use and what is the height of the cut?

Fred: Don, we use walking greens mowers set at one-eighth of an inch to mow our bentgrass greens. During the tournament our greens will stimp at around nine feet.

Don: Your greens are excellent for the championship this year. What is part of your successful bentgrass greens program?

Fred: I use proper turf cultural practices that include timely aerifications and a proper fertilization program to ensure healthy, strong turf grass.

Don: I have heard that the infamous #17 green seems to be a bit easier (when the wind isn't a factor) for the pros. Have you heard of any changes there?

ONE MAN DRESSING OPERATION



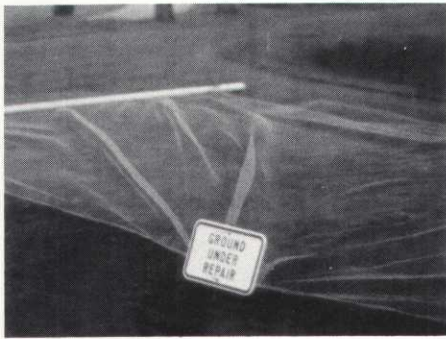
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Netting is put across rear tees to protect them for the tournament.

Fred: No, the better turf on the greens are letting the balls hold better. This will let you hit to the spot on the green you want and your ball will work better for you.

Don: When the tournament was called because of lightning and rain, who makes the decision to stop play and resume play again?

Fred: The P.G.A. rules committee makes the ruling to stop and start the play. During the tournament delay the rules committee stays in constant contact with me as to the condition of the course and we make the decision to cancel or resume play.

Don: Do you have a good weather service?

Fred: During our tournament I stay in constant communications with the National Weather Service at the Florida Mayport Naval Air Station.

Don: Having your course so close to the ocean, is there any resource you can utilize?

Fred: We use the natural coquina from St. Augustine in some of our bunkers.

Don: Are there any special maintenance practices you use on the palm trees in Florida?

Fred: We do special trimming for the protection of the spectators.

Don: Do you feel the communications between you and the P.G.A. tournament chairmen are satisfactory?

Fred: Yes, communications before and during a major tournament are very important and we have worked well together.

Don: What special help is your assistant to you during this event?

Fred: I assign the front nine to one assistant and the back nine to the other. Tim and Bob take full charge of their



Fred and crew — pride is a job well done.

respective nine and have done an excellent job. We could not make it work without the outstanding job all of my grounds staff have done this year. I want to make sure to thank them all.

Don: When I was taking pictures of the course in the evening I saw spot lights coming down the fairways as I was interviewing a few of the pros on the 18th green. Is this when you perform your maintenance during this tournament?

Fred: As the last foursome tees off we wait until they are two or three fairways ahead then we start to prepare the course for the next round, working well into the night.

Don: Thanks, Fred, for taking your time



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to talk with me and sharing your thoughts and insights on preparing your course for the Tournament of Champions, and I would like to congratulate you and your staff for having the course in such condition that the professional golfer and media alike consider this Tournament of Champions at Sawgrass the 5th major.

The opinion of the players was unanimously that the course was in excellent playing condition. Commentator Lee Trevino stated that the course had matured into the best condition he has seen.

Even though the course was in outstanding shape there were certain areas that the superintendent could not help, as Haas, Strange and Love discovered. P.G.A. pro Curtis Strange had signed his scorecard, which wasn't correct, for the opening round, resulting in disqualification. Love's disqualification came as a result of using a bent putter, the same error Haas made earlier. Ethics remain high in our profession, as these P.G.A. pros acknowledged they had made mistakes and brought them before the tournament committee.

As play continued, defending champions kept falling on the challenging sta-

dium course. First Jack Nicklaus, then Tom Watson, Steve Ballesteros, Lyle, and on . . .

As the wind picked up the players dug in, with Payne Stewart leading 71-65-136. Mark McCumber 65-72-137, hometown boy on Stewarts' heels. The rest of the pros, Don Pohl, 2 strokes away, Curt Byrum, 3 strokes out, Calvin Peete, past T.P.C. champion chasing the leaders at 3 back, and the Shark, Norman, lurking at just four out. Any one of these champions could jump from the pack, but as the pros have stated, course greens are putting excellently. However, the course can become Mother Nature's own with her swirling and gusting winds off the coastal waters of Florida.

The winds can make a difference of 15-25 yards off the tee, and on the 17th at the T.P.C., this can mean wet or dry. The birdies and pars started dropping to bogies and double bogies, then quadruples. I don't think the 17th has to be changed by man; Mother Nature does a good job all by herself. After She cooled everyone off on Saturday with heavy rains and winds, She displayed Her beauty again on Sunday.

As the pros took to the links for the last

round, Mark McCumber said it takes patience and well executed shots to play the stadium course. Well, Mark's professional golf style and play paid off. As the tournament came to a close, Mark walked off the 18th green showing he is a true Tournament of Champions Champion.

The superintendents of the North Florida Golf Course Superintendents Chapter congratulate Mark on his victory over the champions.

We would also like to commend Fred Klauk, C.G.C.S., and his staff at the Tournament of Players Club at Sawgrass 1988.

This type of sporting event can only be provided by a complete and professional organization working side by side with professionals of the Golf Course Superintendents Association of America and our local North Florida Golf Course Superintendents Chapter and the Professional Golfers Association of America. We will provide superb events of this magnitude throughout the golf industry. ■

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Getting Organized: How To Schedule Your Day

If your workload keeps growing as fast as your workday seems to shrink, maybe your problem is a lack of organization.

A few minutes spent in planning can help you get more accomplished each day and help you run your operation more efficiently. Not everyone can be an efficiency expert, but even the most disorganized person can get more done by planning his work more efficiently. These eight suggestions can help.

1. At the end of each workday, take a

few minutes to schedule the next day's activities — phone calls, meetings, interviews, and projects. Make a list, with the most important things to be accomplished at top. As other important things come up, you may have to change your plans, but having a list can help you keep your priorities in mind.

2. Schedule work according to your own personal efficiency. Not everyone works at peak efficiency first thing in the morning, so you should schedule the important things for a time when

you are at your sharpest.

3. Decide whether you would rather tackle the tough projects first and get them out of the way, or ease into them by finishing the smaller tasks first.

4. Tough problems take concentration, and it is impossible to concentrate when you are continually interrupted. If you know you are going to have to deal with a thorny problem, set aside some time for it. Let everyone know that you don't want to be disturbed and make yourself work at it.

5. Use an action request form for



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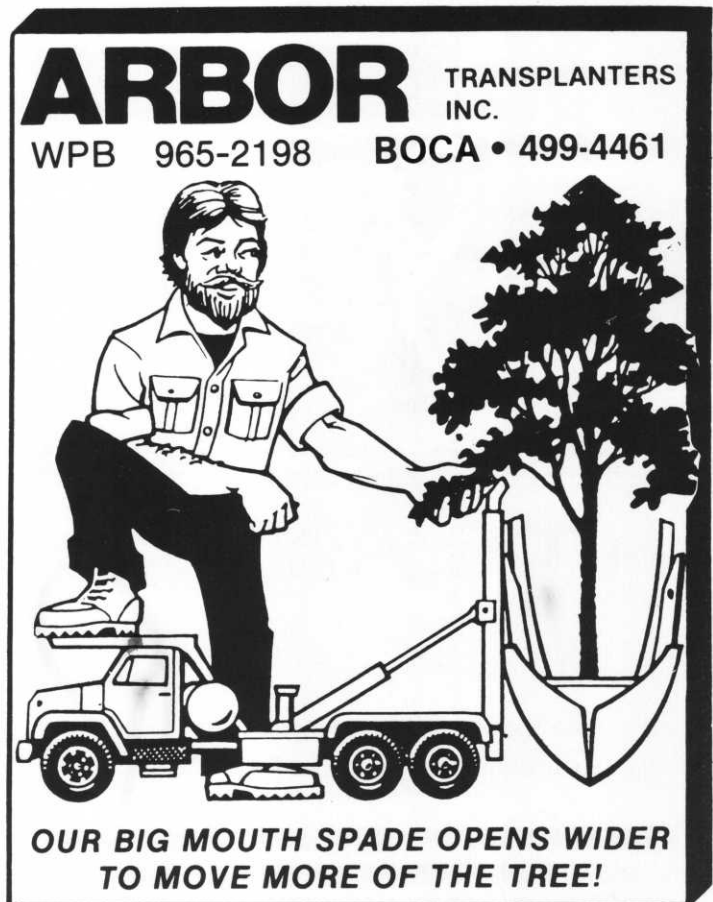
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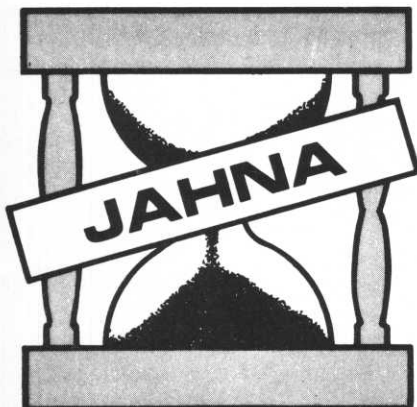
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assigning tasks to your subordinates. It should include a description of the job, a deadline, and a person responsible for its completion. This system makes for more paperwork, but it does make assigning jobs easier and gives you a written record for reference.

6. Take a close look at the things that make up your day. Some of them may be merely habit and no longer necessary. Cut ruthlessly. A collection of minor tasks can take valuable time away from more important duties.

7. Group similar tasks into one time period. If you have to do similar things at different times during the day, try doing them all at once. Switching your concentration from one job to another can take more time than you think.

8. Don't agonize over decisions. There is a difference between spending a reasonable amount of time considering alternatives and delaying a decision because it is an uncomfortable one.

If you have to make a decision,

make it, the only way you can avoid making a decision is by waiting until you have only one alternative remaining. The last alternative may be the worst of the bunch.

These eight suggestions may not make you an efficiency expert, but they may help you reevaluate your work habits. Not everyone works the same way, but it is important to find a system that works for you. Set your own schedule and follow it. You will be surprised at how much you can accomplish. ■

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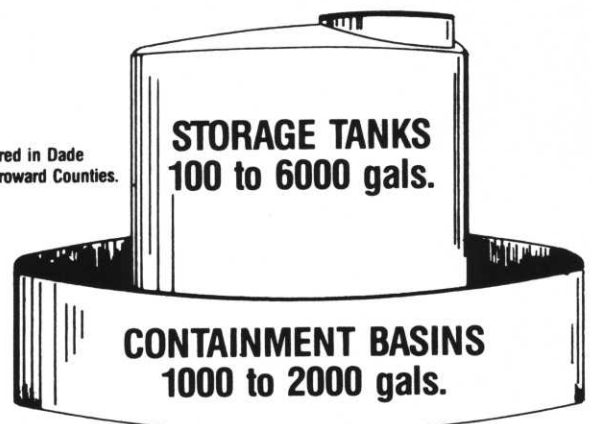
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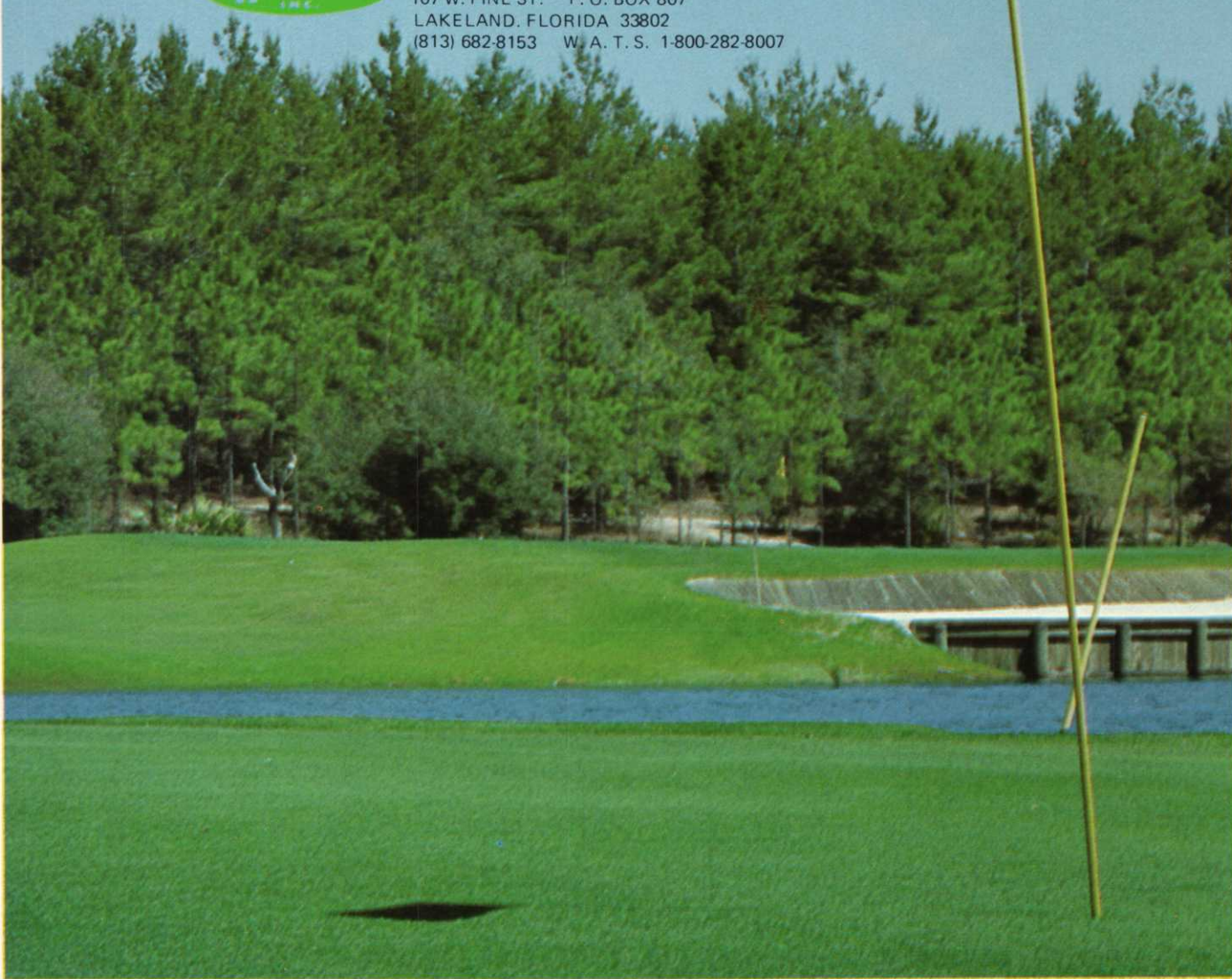
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Non-Chemical Nematode Control Products

THERE are no effective, legal nematicides available for many situations, especially permanent landscape plantings. Pre-plant treatment with a fumigant such as Vapam® is laborious, must be done long before planting (treated soil must remain bare for several weeks), and is not always as reliable as we hope. Many homeowners and professionals who work in landscape maintenance prefer to use pesticides not at all, or only in the most dire circumstances. Hence, new products that claim to control nematodes without pesticides are attractive. How worthwhile are some products being offered in Florida this spring as nematicides or as promoters of natural biological control of nematodes?

ClandoSan® has, by heavily advertising in trade magazines and a successful public relations campaign via newspaper articles, become noticed throughout the eastern U.S. It is self-described as a “natural chitin-protein nematicide” that provides “safe”, effective and sustained *biological* control of plant-pathogenic nematodes.” There is some question as to whether it is properly registered with the Florida Department of Agriculture and Consumer Services as either a pesticide (“nematicide” in its claims) or a fertilizer/soil amendment. There appears to be no research with this product in Florida, or in comparable soils and nematode pressure. However, formulation of the product is based on legitimate research with soil amendment materials conducted at Auburn, Alabama.

Auburn University scientists studied effects on root-knot nematodes of several rates of soybean meal, shrimp processing wastes (a chitin-containing material), and urea. Each by itself gave some increased growth and/or root-knot nematode suppression in preliminary tests in potted soil in a greenhouse. An “optimum” proportion of those three components was determined by further greenhouse testing. That optimum mixture of materials was then tested as a soil amendment in small field plots infested with the “peanut” root-knot nematode, with eggplant and southern peas as the test crops. Use of the mixture of soil amendment materials provided yields about 70% greater than unamended soil and equal to those provided by treat-

ment with a very high rate of the commercial nematicide aldicarb (the combining of soil amendments with the pesticide increased yields about 130%). ClandoSan is supposed to be made up of the same components, in different proportions for different soils.

The mechanism(s) by which the soil amendments benefited the test crops were not determined: there are certainly fertilizer materials in the treatment, there may be some slight liming effect from the chitinous component, and the soybean meal and chitinous material are felt to promote the growth of fungi and other microorganisms that are natural enemies of plant nematodes. Further testing is needed to be sure that the responses are consistently obtained, and to try to sort out the mechanism(s) of the effect.

Therefore, we have no direct experience with ClandoSan on the range of soils, nematodes, and plant materials for which it might be used in Florida. However, promising results with its components in Alabama encourage us to suggest that Floridians try it cautiously under conditions in which they can tell objectively if the treatment truly reduces nematode damage to crops and improves plant quality or yield. By no means should anyone depend heavily on the product for nematode control until more is known about it.

Bioenergy Plus® is another product being promoted here that claims to reduce nematode damage to plants. Promotional literature identifies it as a complex and secret mixture of ingredients that have included sugar cane filter press cake, bird guano, agricultural gypsum, selected seaweeds, peanut hulls, wood ash, rice hull ash, bagasse ash, toasted bone meal, queensand, dried blood meal, cement kiln flue ash, sawdust, tobacco stems, hoof and horn meal, brewery waste, calcium carbonate, basalt dust, pumice stone, powder, coffee and cocoa hull residues, chicken feathers, bamboo leaves, charcoal, goat and sheep manure, “...ferment, dried, matured, micropulverized and well mixed in proportions as required for the different soils and cultivars.”

Elaborate claims by Bioenergy Plus for control of nematodes and pathogenic

fungi are not supported by any sort of data in their own literature, although plenty of testimonials are presented. It is touted in lavishly-worded “scientific-sounding” language fraught with errors, misinformation, and invented words that sound technical but mean nothing. In one case for which tremendous yield responses are claimed, the product is said to have been applied at the rate of 600 cwt (30 tons) per acre. In our organic-matter poor soils, incorporation of that much organic material is likely to be very beneficial to plant growth, through many mechanisms, however, there is no reason to believe that use of locally-available organic soil amendments would not be equally helpful at much less cost.

Reputable products that truly provide the benefits for which they are sold do not need to claim “magic” effects nor to rely solely on testimonials to establish their worth. Claims of harnessing “cosmic rays,” “mesons,” or releasing special electrons appeal to ignorance, but have no relationship to the factors that are needed for healthy plant growth. Beware of products that rely heavily on testimonials to establish their worth; anyone who has good, objective data upon which to base their arguments will use them. That is the basis of science. Scientists are trained to be skeptical, to measure carefully the effect of each new idea, practice, or product. Their conclusions about the matter under test must be based as much as possible on careful analysis of the objective measurements of the effects of the treatments (data). Publication of those data in recognized scientific journals is evidence that other scientists who are in no way connected with the work have reviewed it carefully and judged that the research was done well and the results interpreted fairly. If any of these soil treatments can truly claim to be nematicides or to promote nematode suppression, their promoters should have data from well-designed experiments, published in appropriate established scientific journals, to substantiate those claims. Otherwise, they are selling hope and wishful thinking that may have no basis in fact.

Nematology, Entomology, Pathology News
January-February 1988 ■



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Things to Experience in the Anaheim Area

by IRENE JONES
Florida Green Staff

Anaheim and the majestic Pacific Ocean.

South California guarantees visitors a “warm reception” — any time of year. With lots of sunshine (365 days of it every year), low humidity, and very little rain the climate has often been described as “perfect.” The high average temperature in February is 66.5 degrees. The low average temp in February is 45 degrees. Not too different for us Floridians.

Casual dress is accepted as part of Southern California living, however, many restaurants do require coat and tie. For sightseeing, shopping, etc., bring slacks, casual skirts and tops. I usually always bring a bathing suit along, most hotels have indoor heated pools and/or a whirlpool, which can be relaxing after a long day.

Anaheim/Orange County is the gateway to Southern California. Nearly 35 million people visit Anaheim/Orange County annually.

Over 30 years ago, the opening of **Disneyland** started the dynamic tourism industry growth. Today Anaheim is still “Disneyland country” but it is also a whole lot more.

Within minutes of the area we can: enjoy the country’s oldest theme park, **Knott’s Berry Farm**; take part in the merriment of **Medieval Times**; catch a glimpse of the dazzling stars at **MovieLand Wax Museum**; experience thrilling adventure at **Wild Rivers**; and roam 42 miles of beautiful **California beaches**.

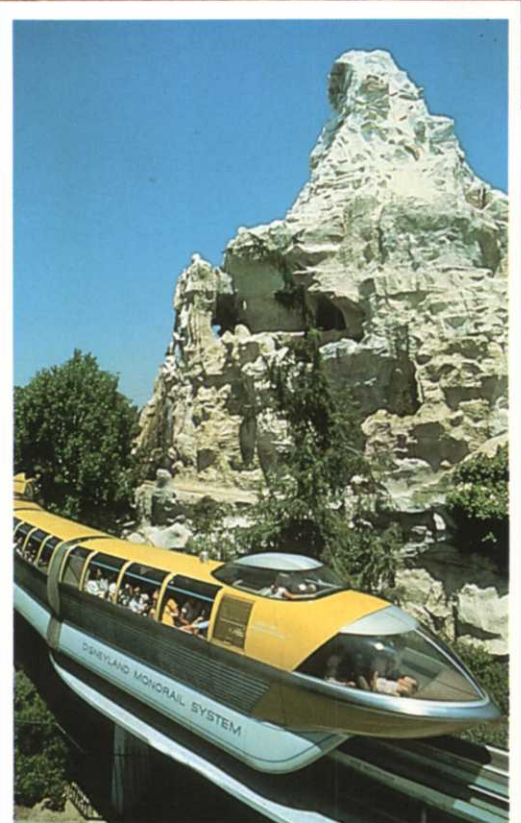
We will also be within easy reach of the exciting **Universal Studios**, majestic **Queen Mary** and incredible **Spruce Goose**. Just 90 minutes to the south is the **San Diego Zoo**, **Wild Animal Park** and **Sea World**.

With 36,000 guest rooms, 5,000 restaurants and a variety of sightseeing tours, rental cars and shuttles to many diverse shopping centers it sounds like we will have plenty of choices to make.

GCSAA DAY at Disneyland, Tuesday, February 14.

You can celebrate Valentine’s Day at Disneyland! GCSAA has negotiated a substantial group discount for admission to Disneyland on February 14.

Tickets are: adults — \$18.00 in advance and on-site; children 3 through 11 —



Disneyland: fun for the whole family.

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The regular use of Regal Crown root growth stimulator on all types of turfgrasses has exhibited phenomenal results. Turfgrass types such as bermuda, bent, zoysia and others develop more roots that are healthier and penetrate deeper when treated with Regal Crown. More roots that imbed themselves deeper into the soil means better nutrient and moisture take-up which yields thicker, greener tops. Regal Crown is a blend of hormones specifically designed to promote root growth in turfgrasses and ornamentals. Used regularly, Regal Crown roots



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Universal Studios:
home of the famous
movie "Jaws."



\$14.00 in advance and on-site. Children under 3 are admitted free.

A lot of big and little kids will be enjoying this Valentine's treat.

The Anaheim Hilton and Towers will serve as Headquarters Hotel

The hotel is situated adjacent to the Anaheim Convention Center, two blocks from Disneyland. There are numerous hotel accommodations within easy walking distance of the Convention Center. See map of area on page 64.

The Crystal Cathedral is located in near by Garden Grove. The one-of-a-kind, 3,000-seat cathedral was designed by the noted architect Phillip Johnson with 10,000 panes of dazzling glass and has been hailed as one of the most spectacular religious buildings in the world.

Medieval Times Dinner & Tournament is an original evening of entertainment. The castle can accommodate over 1,000 guests who are served an authentic two-hour, four-course medieval banquet by serfs and wenches as gallant knights compete in daring tournament games, jousting matches, sword fights, and elegant displays of horsemanship.

Knott's Berry Farm:
oldest theme park in
the U.S.A.



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It's accessible, precise, lightweight – able to cut 11-1/2 feet on every pass.

Exclusive features include single-lever reel lift, full-size center grass catcher, 20-gallon fuel tank, differential lock, cruise control, and unequalled service access.

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A drive along the California coastline is an experience you will always remember.

The castle, elaborately decorated, could be right out of 11th century Spain.

One of Orange County's best free "hidden" entertainment attractions is the Disneyland Hotel, which has a small world all its own.

Free family entertainment, regardless if persons are booked in the hotel, are the crowd pleasing Dancing Waters and Lights Fantastic, a dazzling production of fountains and lights dancing to popular songs; the funny Dreyer's Grand Ice Cream Puppet Theatre featuring character hosts, Sgt. Preston, Klondike Kat, Stinky Sam, and eight character puppets. Just strolling around the scenic grounds, enjoying the pretty koi fish ponds, waterfalls, and the open-air country-western show at the Wharf Bar is a bonus.

One can shop at the International Shopping Bazaar, or navigate pedal boats on the Marina. There are 16 restaurants and bars, three swimming pools and transportation to Disneyland.

Knott's Berry Farm, America's oldest and third-largest themed amusement park, exceeded in size only by the two Disneylands, and established in 1920 by Walter

Knott, is 35 years older than Disneyland and the culinary birthplace of the delicious boysenberry. They serve 1.7 million chicken dinners a year and claim they are the best in Orange County.

Today Knott's stands on 150 acres and features 165 rides, shows and attractions. You will be entertained by the Old West Ghost Town, which started the park. Their train was built in 1881 and many of the log cabins, theaters and saloons date to the 1800's.

An eight hour stay is recommended when visiting, which can include the popular chicken dinner.

Newport Beach and Balboa South Coast Plaza just eight miles south of Anaheim, is elegant Newport Beach, a premier water playground, which has long been considered to be California's salty fountain of youth. Regardless of age, it is said spirited folks here act and feel as if they were eternally young.

Flashy Porsches and BMWs line the parking lots of the yacht and country clubs, located by famed Balboa Island, energy flows through the community on

the wings of billowing sails and nifty yachts, beloved surfboards and 10-speed bicycles, a popular mode of transportation.

A casual mile-and-three-quarter stroll around the main island will show a fascinating array of diversely decorated beach homes. The individuality of the homes is a California trademark.

Marine Avenue, a two-block stretch of shops, boutiques and small eateries, is always busy with activity. Near-by is the small ferry that carries cars, bicycles and pedestrians to the mainland peninsular every few minutes.

The famous Victorian-style Balboa Pavilion, built in 1905 on the Peninsula, is a historical landmark and a base for boat rentals, sportfishing and boat trips to Catalina Island.

Stylish Shopping can be experienced at South Coast Plaza, 20 miles from Anaheim in nearby Costa Mesa at the San Diego Freeway and Bristol Street, it is also the essence of high fashion, style and upscale shopping. One can walk through eight major department stores and see the distinguished names in retail in an ambience that is difficult to match.

(cont'd. on p. 66)

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Rear mower assembly detached



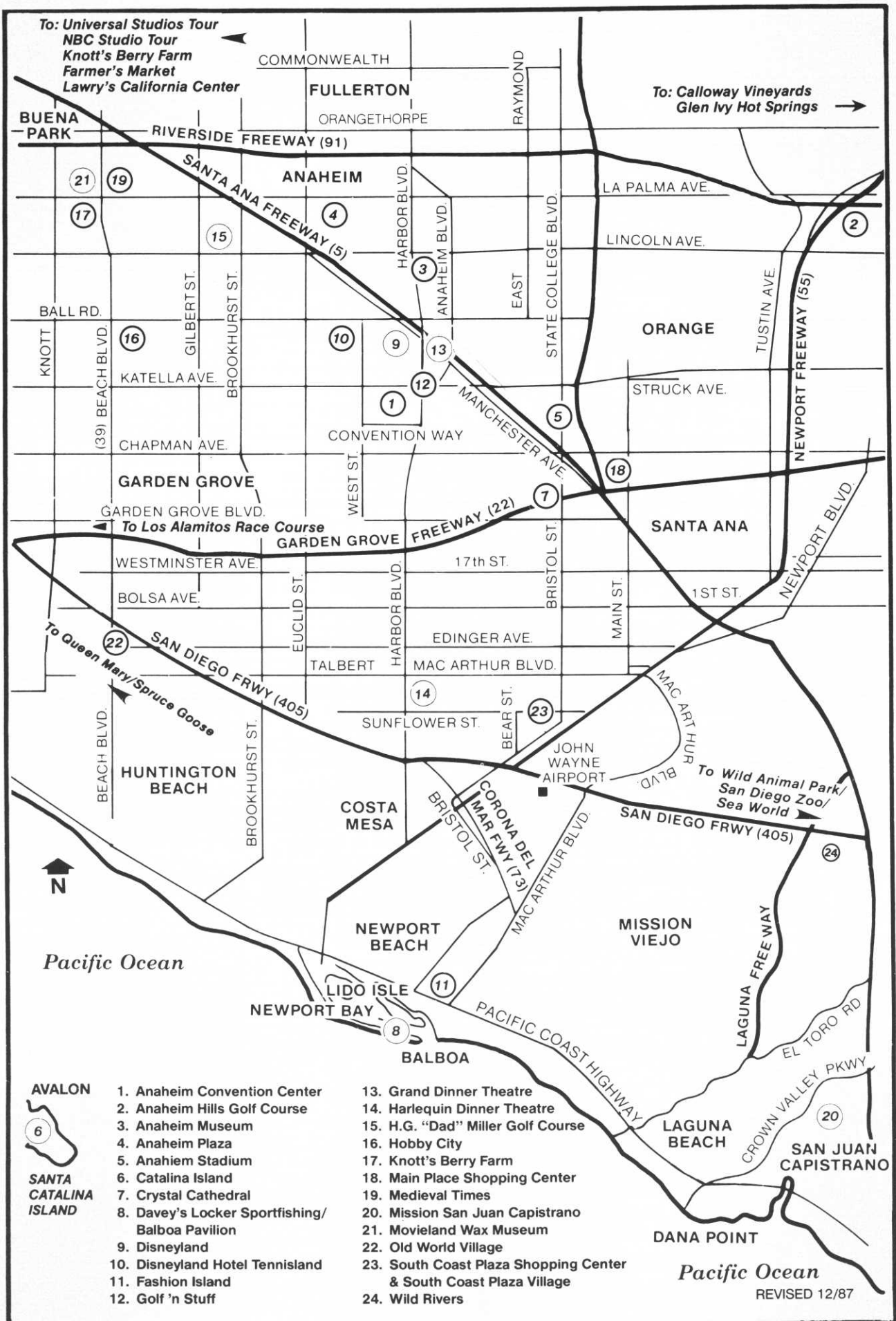
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wash out, even in heavy rainfall. And once activated, it forms a vapor zone just below your turf to prevent weed breakthroughs better and longer than anything else.

XL is also available in granular fertilizer combinations from leading formulators. To excel with XL, see your Elanco distributor. Or call toll-free: **1-800-352-6776.**

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(cont'd. from p. 62)



Laguna Beach, an artist's dream town.

Local restaurant critics claim that the SCP is unequalled for the number of noted/award winning restaurants. **Across from South Coast Plaza is South Coast Plaza Village**, a European-style village filled with boutiques and restaurants.

Laguna Beach, the Riviera of the West Coast, is located 25 miles south of Anaheim, artists and celebrities were first attracted here at the turn of the century because of the beauty of the coastline, the wide sandy beaches and homey village atmosphere.

Artists, actors, authors and film makers flocked south to the five-square-mile paradise, hoping they would have it all to themselves. Today the artsy ambience, fine resorts and attractive restaurants are being experienced by many.

Here you may visit more than 70 art galleries, the celebrated Laguna Art Museum, and take a resident artist studio tour.

Writing and researching this article has certainly heightened my interest in The 60th Anniversary GCSAA International Golf Course Conference and Show and in the Anaheim, Orange County Area.

I hope to see many of you in Anaheim. ■



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