

The purpose of this association shall be...

BY ROBERT KLITZ, CGCS

Article II, Section 1B of the South Florida Golf Course Superintendent's Association Bylaws states that, "The purpose of this Association shall be to improve the position of the Golf Course Superintendent by providing a cooperative effort to collect, disseminate, and preserve scientific and practical knowledge for the more efficient and economical maintenance of Golf Courses in South Florida."

On a cold and windy January day in Coral Springs this cooperative effort by South Florida superintendents was displayed at the new Tournament Player's Club at Heron Bay. Chuck Green, superintendent at the new Mark McCumber-designed layout, had invited some area superintendents out to view the new property and offer their comments and suggestions. The superintendents who visited were current SFGCSA President Dale Kuehner, CGCS, from Colony West; Bill McKee from Oak Tree CC; Steve Kuhn from High Ridge CC; Ed Miller from Williams Island CC; and myself, representing Deer Creek.

One of Chuck's biggest challenges during last summer's construction was the excessive rainfall, totaling more than 90 inches, which coupled with difficult soil conditions to create a tough construction situation. In mid-January Chuck's last significant challenges included scraping the organic material out of the bunkers and trucking in more bunker sand, and the planting and renovation of many landscaped areas.

Chuck started working at Heron Bay in April 1995. Chuck's assistant, Deanna McAtamney, had worked with Chuck for several years at TPC at Eagle Trace before moving up the street to Heron Bay.

The TPC at Heron Bay includes 195,000 square feet of Tifdwarf greens, 390,000 square feet of tees, approximately 45 acres of 419 fairways, and over 16 acres of sand bunkers. The 45-acre practice facility includes 16 acres of fairways and a 120,000-square foot practice tee. Total acreage of 419 bermudagrass is 215. In

1997 a 400-room hotel and conference center will be opening adjacent to the golf course. The golf course maintenance facility is currently in a renovated farmer's maintenance building. The new maintenance facility will be built adjacent to the second hole in the fall of 1996.

The anticipated opening of the new TPC at Heron Bay is scheduled for May 1996.

During our visit the course was recovering well from the extended periods of cold weather we experienced this past winter. The fairways, tees and rough were in playable condition with good color and turf density. Several suggestions were made concerning the greens conditions in relation to rolling and Hydroject aerification. The discussions concentrating on greens grow-in practices were particularly interesting considering the number of years of construction experience that were onsite at that moment.

This informal meeting of area superintendents provided an excellent opportunity for me to document the spirit of the SFGCSA. We are just a group of people who share the same interests, responsibilities and challenges but have been able to keep developing relationships in our area to help each other through some of



Dale Kuehner, CGCS, Ed Miller, Steve Kuhn, Bill McKee and host superintendent, Chuck Green (left to right) discuss grow-in progress and problems at The TPC at Heron Bay. Photo by Bob Klitz, CGCS.

our more challenging situations. Bill McKee, Ed Miller, Mark Richard, CGCS, and Carlos McKeon are just a few of our members who have called on each other to help in times of need and received support from their fellow members. If you are not doing this in your chapter now, give it a try. You will probably benefit as much from the experience as the superintendent you go to visit.

What's important to employees?

A survey was made of a cross-section of 25,000 employees from the U.S. industry and government organizations. They were asked to list and rank the items that they would like to have more of in their work. The items were ranked from 1 (most important) to 10 (least important) by these employees. The first ten items are shown below in random order. **Please rank them the way YOU think the employees ranked them.** (The survey was conducted a second time using different employees from different locations and the results came out the same both times.) *Editor's Note: The employee rankings can be found on page 74.*

YOUR RANKING	EMPLOYEE RANKING
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- Understanding and help on the job with personal problems.
- Promotion and growth.
- Full appreciation of work well done.
- Job security.
- Higher wages.
- Feeling "in" on things at work.
- Tactful discipline.
- Better working conditions.
- Loyalty to fellow employees.
- Interesting work.



Question: How many golf courses are registered in the Audubon Cooperative Sanctuary Program for Golf Courses (ACSP)?

Answer: As of the end of May, there are over 2160 golf courses who

are registered in the program nationwide. Of these, 72 are fully certified, and another 125 have achieved certification in one or more category.

In Florida, over 180 golf courses are currently registered in the program, 10 are fully certified, and another 15 have achieved certification in one or more category.

When you think about Florida having over 1100 golf courses, the number of ACSP members in Florida should be much higher than it is. Call Audubon International today at (518) 767-9051 and ask for membership information.

Other project ideas are:

- Host an Audubon day at your golf course and invite all members.
- Arrange for wildlife demonstrations (a good way to meet community groups who might be willing to serve on your Resource Committee), composting seminars, information that members might utilize in their backyards.
- Offer "kits" to members which might include a nestbox, birdfeeder, butterfly garden plants, etc...
- Have a designated area in your clubhouse or proshop where members can help with a wildlife inventory by listing species that they see while they are out on the course.
- Host mini-seminars or educational workshops for members. Speakers could be from local Audubon chapters, cooperative extensions, garden clubs. Make sure you encourage them to initiate some of the same programs in their own backyards as you are on the golf course.
- Perhaps start a reference library on Florida birds, wildlife, plants, etc. Make these references available for anyone who might want to borrow them.

USGA announces first wildlife links grant

The United States Golf Association (USGA) has awarded three grants totaling approximately \$100,000 to initiate Wildlife Links, golf's first comprehensive program to investigate its relationship with wildlife and its habitat.

The Wildlife Links program was established in early 1995 to fund research, management, and education projects needed to provide the game of golf with state-of-the-art information on wildlife management issues. The USGA will contribute \$100,000 annually for the next three years. The LPGA has also committed funds for this program.

The program is administered by the National Fish & Wildlife Foundation (NFWF) out of Washington, D.C. Congress established NFWF in 1984 as a non-profit organization dedicated to the conservation of natural resources — fish, wildlife and plants. Among its goals are species habitat protection, environmental education, public-policy development, natural resource management, habitat and ecosystem rehabilitation and restoration, and leadership training for conservation professionals. To date, NFWF

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Employee Survey Answer Key

Employees ranked the conditions, from top, 3rd, 7th, 1st, 4th, 5th, 2nd, 10th, 9th, 8th, and 6th.

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