



The Florida Green

Winter 1998



13th Hole
Copperhead Course
The Westin Innisbrook Resort
Tarpon Springs
Photo by Daniel Zelazek

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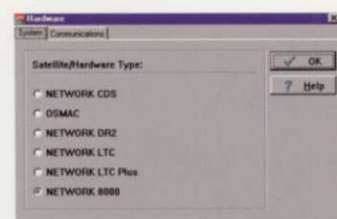
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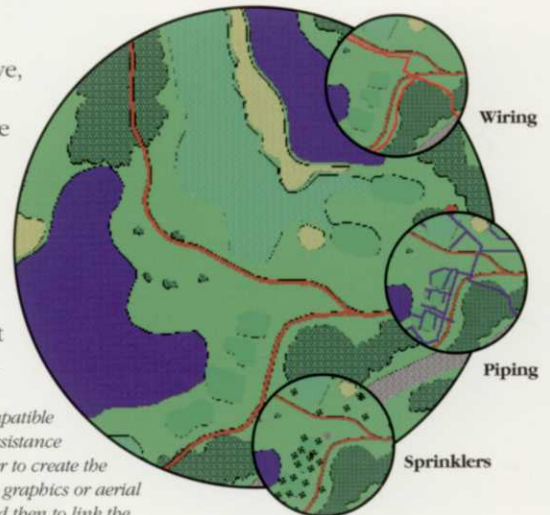


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At some of our local and state meetings I keep hearing about people not having enough time to support all the events and seminars we have these days. I began thinking about when I started at Winter Pines and the events we had to choose from in 1979. Besides the

annual GCSAA Conference and Show, there was the FTGA Conference and Show, the Poa Annuia Classic, the Crowfoot Open, our monthly chapter meetings and not much else. If you attended all these, you could be gone from work about 20 days. Even if you

added in vacation and comp days for personal use, it still wasn't too bad.

At our recent strategic planning session we held in conjunction with our fall Board meeting, the issue of member support and attendance of the various educational and fund-raising events came under discussion. We discussed better chapter communications and promoting each others' events to help increase participation.

After lunch, Joel Jackson took a page off one of the big flip charts and started listing all the conferences, trade shows, seminars, meetings,

tournaments and fund-raisers that are available to attend. If you took advantage of every opportunity, you could be gone close to 40 days. By now adding in your vacation time and personal days, you find it hard to justify being away from work so much.

I think every chapter now has some type of tournament or fund-raiser that provides moneys for turf research, scholarships, Audubon programs for schools, and other worthwhile causes. Every chapter does a great job and should be proud of its accomplishments and contributions. They all need to keep up the good work. I only know that nowadays I have to be careful about what I choose to attend and I plan accordingly.

I failed to mention what all this costs each year. Fees and registration varies by event. Some of the costs are picked up by the club and some are paid by the superintendent himself, but it is a factor nevertheless.

Time for family and job come first. Education is next at local, state, and national levels. If you can combine education and golf, then the time spent is sometimes easier to justify. Please try to support what you can, when you can, and we will all benefit for years to come.

Hope everyone has a great holiday season and continued success in the new year!

Where Does the Time Go?

PRESIDENT'S MESSAGE

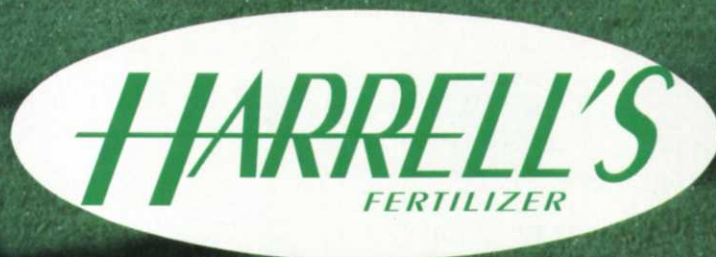


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No one realizes better than ourselves that the increasing demands of our profession require that we be present at our place of employment as much as possible.

At the recent fall FGCSA Board meeting we were privileged to have a strategic planning session facilitated by Joe O'Brien of the GCSAA. This session was an internal look at how your association conducts itself. After listing and discussing the strengths and weaknesses of our current operation, suggestions were made on areas we can improve or want to improve. Look for

exciting news and discussions with your chapter external vice presidents in the months ahead as the FGCSA officers and directors strive to implement new methods of conducting our association affairs.

One area that our discussions touched on was the dwindling participation at external functions: Crowfoot Open , Poa Annua Classic, educational seminars, golf outings, fund-raisers, etc. At lunch time, several participants took it upon themselves to list all such external functions that the group was aware of. A count was taken to determine the total number of days required to attend all of these functions. To the

group's amazement, the final tally was a staggering 40 days.

No one realizes better than ourselves that the increasing demands of our profession require that we be present at our place of employment as much as possible. However, it is also incumbent upon us to remain educated and up to date on new procedures and technology that is constantly coming into our marketplace.

The proliferation of many of these external functions has grown out of the need for golf course superintendents to do their own fund raising . There are many outstanding fund-raisers that generate much-needed money to support and promote the industry, our profession and our association. Without our support, these functions will not be able to continue generating the money necessary to fund our chapter and state endeavors.

Let's all evaluate our individual situations and decide what is best geared to meet our specific needs. I know I always gain something useful from the opportunity to visit with my peers or from a round of golf at a different facility. Unfortunately, I also learn that my golf game stinks, but that's a another story!

Things to do and places to go

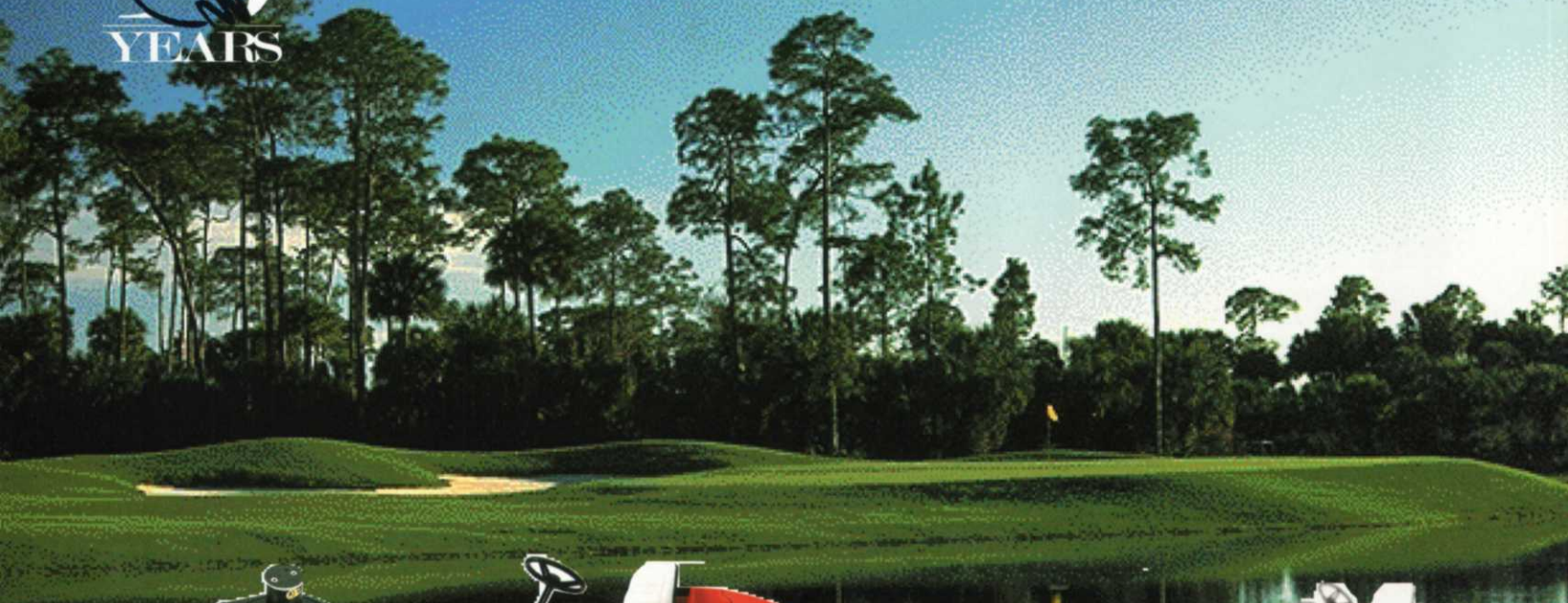
PERHAM'S PAGE



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From left: Crowfoot Open champ Chris Cartin, Poa Annua Classic winner Jim Torba, and perennial contender Mark Henderson congratulate Joe Pantaleo on his victory at the 1997 FGCSA Golf Championship at Southern Dunes. Photo by Joe Ondo.

Palm Beach, Pantaleo win FGCSA titles

Seven out of ten chapters sent teams to the Southern Dunes GC in Haines City on Saturday, Sept. 20 to vie for the Second FGCSA Team Championship. The Palm Beach Chapter won this year's event by one stroke over the South Florida Chapter. Members of the winning team were Mark Henderson, Steve Bernard, Jack Callahan, Jeff Klontz and Glen Landgraf.

Joe Pantaleo and the South Florida Chapter got some satisfaction as Joe won the low gross honors with a score of 75. The South Florida team placed first in the Low Net division.

With his victory, Joe earned a spot on the FGCSA team competing at Anaheim in the 1998 GCSAA Golf Championship. Also winning a spot on the FGCSA Team for Anaheim was Mark Hopkins for having the low average score in two out of three of the qualifying events.

Taking second place in the Low Gross division was Buck Buckner in a match of

cards with Roy McDonald after both shot a score of 76. Bob Harper won the individual Low Net honors with a net score of 69. Bill Griffith took second place in the Net division.

Congratulations to Marty Clark with the shot of the day, a hole-in-one on #14.

Host superintendent Bayne Caillavet had everything in great shape for our second event and General Manager, Denny Snyder and his staff made us feel right at home with a great lunch and help with the scoring.

Hope to see even more chapters participate next year!

Joe Ondo, CGCS

1998 State Team

FGCSA State Team for the 1998 GCSAA Golf Championship

Jim Torba, GCS, University of South Florida GC, Winner 1997 Poa Annua Classic

Chris Cartin, AGCS, Alaqua CC, Winner 1997 Crowfoot Open

Joe Pantaleo, GCS, Indian Creek CC, Winner FGCSA Golf Championship

Mark Hopkins, GCS, Sun 'N' Lake GC, Low Average

Devil Rays' liaison speaks at Quandt event

Once again the annual Bud Quandt Tournament turned out to be a great success on a very enjoyable day. The full field of 148 shared in the pleasure of playing Pasadena Yacht & C.C. Superintendent Jason Richards and his staff had the course in excellent condition as expected.

Dr. Jerry Sartain from the University of Florida started the day with some very informative research updates on projects that are in progress. He was followed by Orestes Destrade who is the director of community development for the new professional baseball team in the Bay Area, the Devil Rays. He spoke of the development of the organization and his role as community liaison to help spread the word about this new team and develop charitable activities for the organization.

The golf tournament followed with a very competitive field. Congratulations to the low gross and low net winners.

This Is the West Coast's big fund-raiser for turfgrass research, scholarships and other charities. It would not be so successful without the help of our sponsors

We would also like to extend our thanks to the many patron sponsors, individual players for their support, and the Pasadena Yacht & CC for being such gracious hosts.

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*Spotlight continues
on page 14*

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Subdue	Control	Control	Control	Control	Control	Control	Control	Control	Control	Control	Control	Control	Control	Control	Control	Control	Control
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CHANGING THE COURSE
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Back row from left: Bob Klitz, Bill McKee, David Lottes and Bryan Singleton look on as SFGCSA President Bill Entwistle (right) presents Nancy McBride, Executive Director of the Center for Missing and Exploited Children a check for \$12,000 raised at this year's event.

SFGCSA raises \$12,000 for missing kids

The South Florida GCSA held its 13th Annual Benefit Tournament for the National Center for Missing and Exploited Children at the Colony West CC in November.

Dale Kuehner, CGCS and the staff at Colony West went above and beyond the call of duty to assure the success of the event. The course conditions were excellent for the

players and they responded as \$12,000 was raised for this worthy cause.

Thanks to the following six individuals for volunteering their days off to assist in coordinating the tournament: Lisa Miller, Richard Levy, Angela McCommon, Bob Wilcox, Susan Denny and Tom McCulley.

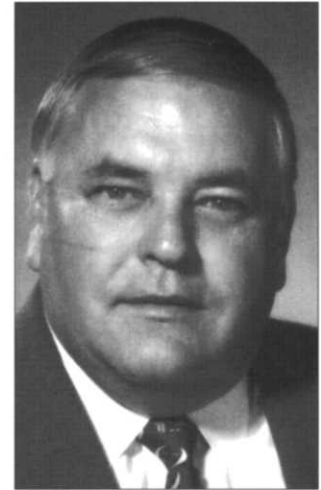
We would also like to thank Rayside Truck & Trailer for providing 400 hot dogs for the tournament.

The committee would

like to thank all our volunteers, participants, Birdie and Eagle Sponsors for their continuing support.

Special recognition goes to Bill Entwistle, Jr., who will not let this event die. Year after year, Bill pushes the other committee members to volunteer, organize and dedicate their time.

Without Bill, there would be no annual event.
*Bob Klitz, CGCS
Orangebrook GC*



Whit Collins

Noted labor consultant Collins dies

1997 has turned out to be a year of infamy as we lost of another key member of our turf management fraternity this past fall. Although he wasn't a superintendent, inventor or a turf researcher, Whit Collins was a familiar figure at many of our local and regional seminars.

He taught us the do's and don'ts of the of being a legally compliant employer with his trademark, dead pan, dry sense

of humor that had the audiences laughing and learning the convoluted world of OSHA, ERA, and ADA. We have lost a good friend to our business.

Superintendent Ron Andrews of Grand Harbour G.C. writes, "From a personal point of view, I have always been able to get Whit on the phone in a very timely manner. He spoke often, not only to superintendent groups but also to other employers. The West Coast Employers Association has been very helpful to my clubs over the years and offers a newsletter and personal phone consulta-

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National Center for Missing and Exploited Children

Colony West CC – October 1997

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Van Waters & Rogers**



tions as part of their basic membership package, but they also are known for their supervisor training sessions and seminars. All in all, I have found them to be a very worthwhile service.”

Andrews continues, “I will miss talking to and listening to Whit but it is nice to know that the work he helped to start will continue.

“I think we would be providing a service to Florida superintendents to acknowledge Whit’s contributions to our education and our clubs, and to let them know that the WCEA will continue.”

Whit was the president and founder of the WCEA, which serves over 600 member companies in employer and labor relations.

He moved to Florida with 15 years of experience as director of employee relations with the Purolator Corporation and six years as human resource manager with Black and Decker Corporation.

He also taught high school for two years in North Carolina as well as serving as guidance counselor.

Whit received his B.A. degrees in economics and business administration from Methodist College in Fayetteville, N.C. and his graduate degree in counseling from North Carolina State University in Raleigh.

Whit is survived by his wife, Jerri and daughters, Candice and Whitney.

Alan Weitzel: South Florida’s Mister Golf!

BY JIM WALKER

*Manager, Superintendent
Palmetto Golf Course*

There are some people I have met who were born with silver spoons in their mouths. However, Alan Weitzel, who is this year’s recipient of the Presidents Award, was born with a cup cutter in one hand and a trap rake in the other.

The eldest of five children, he was born in Caledonia, N.Y. to Robert and Josephine Weitzel, who still own and operate Caledonia Country Club just outside Rochester.

Growing up as part of the maintenance crew and having started playing golf at eight years of age, Alan has had a life-long love affair with the game.

During high school at Caledonia Mumford Central, Alan played football, basketball and golf. He attended Cornell University and graduated with a B.S. in business administration and a minor in turfgrass science.

While at Cornell, he met Jacquie, his wife of 24 years, who was attending Ithaca College. Alan and Jacquie have two sons. Matthew (20) who is a junior at Miami of Ohio, majoring in biochemistry and preparing for medical school, and Todd (16), who is a junior at Miami Palmetto Senior High School. Matthew has the distinction of being the first



Alan Weitzel, tournament director of the Palmetto Jr. Open he founded 20 years ago, presents young Victor Billskoog with a trophy at this year’s event.

person from South Florida to receive a Legacy Scholarship from the GCSAA. Like Alan, Matthew and Todd are avid golfers who grew up in junior golf programs, most of which Alan founded and ran.

Alan moved to Miami in 1972. His first job was as a front desk clerk at the Doral Hotel. About a year later, he became the assistant personal director.

In February 1974, Alan began his career with Dade County, when he was hired as the general manager of Crooked Creek Golf Course. In 1977, Alan was appointed the division head of all five county courses. They include Key Biscayne, site of the Royal Caribbean Classic Senior Tour event and Palmetto Golf Course, an 18-hole Dick Wilson-

designed championship facility.

Departmental reorganization in 1982 left Alan with two courses to run, Palmetto and Briar Bay, a nine-hole precision layout designed by Bruce Devlin and Robert Von Hagge. Additionally, Alan assumed responsibility for an entire district of parks covering 36 square miles in South Dade County.

In 1983, Alan formed Southern Golf Appraisals, a company with an eye on the quickly growing consulting market. With partner Dave Lottes, their first client was former Miami Dolphin quarterback Earl Morrall, who owned Arrowhead Country Club. They are currently the management team for Eco Golf Course, Holly-

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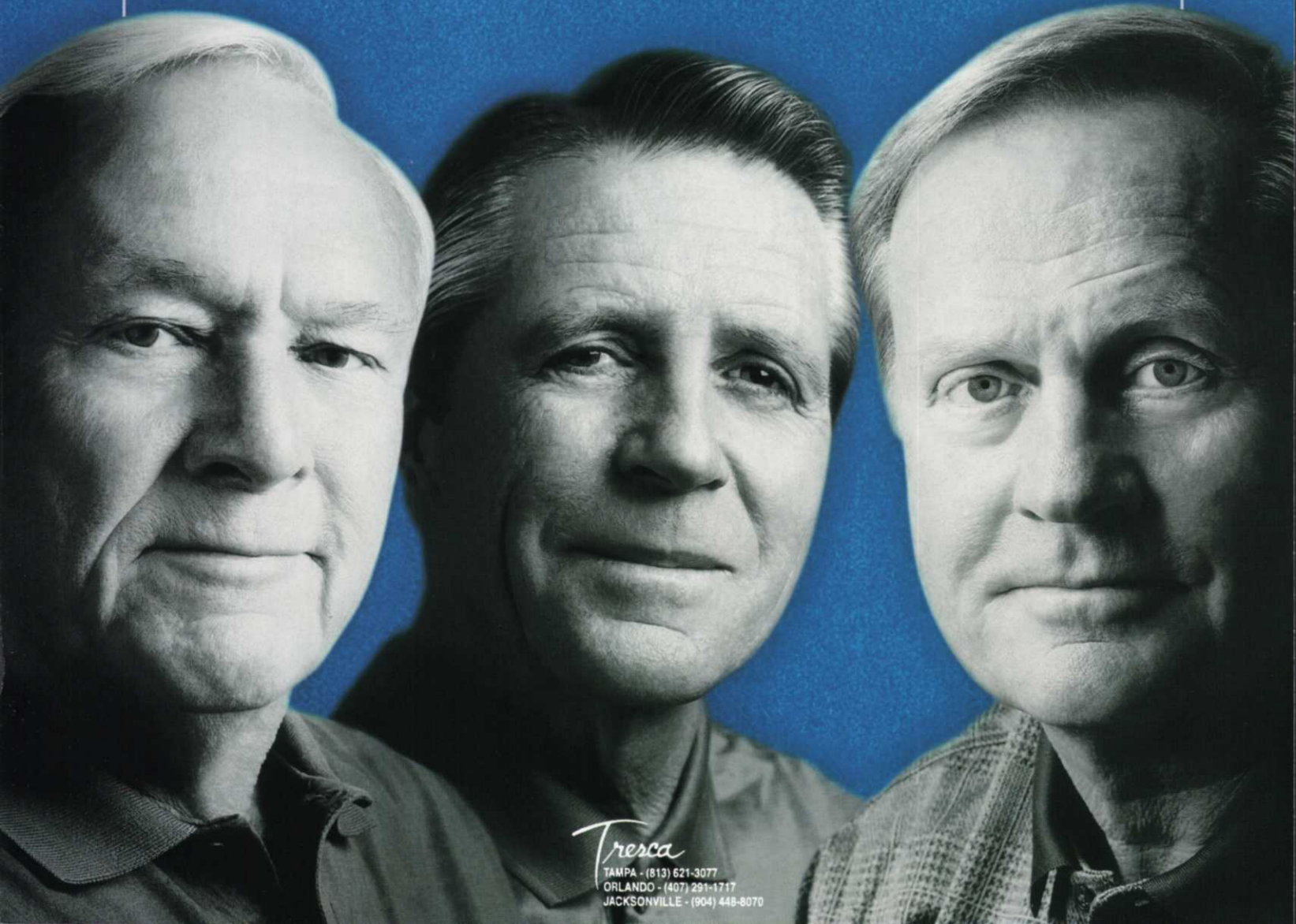
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They put our name on the specs.



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wood Beach Golf Course, and Orange Brook Golf Course.

Alan began his involvement with the South Florida Superintendents Association in 1975. During his 10 years on the South Florida board of directors, Alan served in every capacity. During his presidency, the Palm Beach Chapter was formed, as was the state association. He sat on the first state board and was involved with the formation of the Otto Schmeisser Research Green at the IFAS Station in Ft. Lauderdale. He was also involved with the South Florida Green Magazine, started by Mike Barger and later edited by Dan Jones, becoming the statewide Florida Green magazine we know today.

During Alan's involve-

ment with the South Florida Chapter, his path crossed many other superintendents. Among them are Paul Turcotte, Dick Blake, Fred Klauk, Dick Lemmel, Dan Jones, Brad Kocher, Neil Kalin, Dave Lottes, and Bill McKee.

When asked about his time with Alan on the South Florida board, Bill McKee said, "Alan has been a key figure in the success of the South Florida Chapter. No one has given as much time and effort. Besides his hard work, Alan always had a good sense of humor and made being on the board with him a lot of fun. One of the things I remember most is how he could speak endlessly on state and national news and issues. No one has ever done more to make the South Florida

Chapter the successful association it is today."

Alan's long and dedicated involvement with the South Florida and State Associations was obviously more than enough to have him receive the Presidents Award this year, but his participation and promotion of junior golf is just as impressive.

He founded the Palmetto Jr. Golf Association in 1977, which is one of the largest, most successful and longest-running groups in South Florida. Still going strong 20 years later, this group is still touched by Alan's hand, providing camps, clinics, and tournaments to South Florida children. In 1979, the inaugural Palmetto Junior Open was held at Palmetto and Briar Bay for children 3-and-under to 17

years of age. This annual event is still continuing with Alan as Tournament Director.

In 1981 he helped form the Doral Ryder Pitch, Putt and Drive competition. In 1997 when the Ryder Corporation withdrew its sponsorship of the program and it looked as if the event's 16th year would be its last, Alan, with the help of John Kiskinis, recruited Supreme International, parent company of Munsingwear, to put up the \$50,000.00 required to keep the tournament alive.

Alan created the Dade County Youth Fair Tournaments in 1992, which also continue today. Also in 1992, Alan breathed life into yet another junior program. Seeing a need for underprivileged, inner-city

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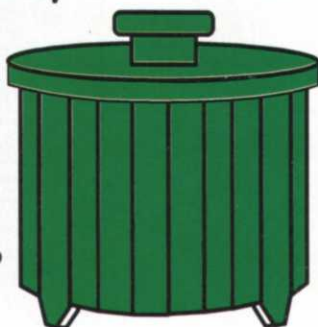
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children to have golfing opportunities, he won the support of the County Park Department and Black Women in Sports Association to fund a year-round golfing camp at Goulds Park in South Dade. He did all of this long before the "Tiger craze" became fashionable.

Alan's promotion of Junior Golf will never wane. He feels very strongly that Junior Golf is the cornerstone of golf's future success everywhere in the world.

If it sounds like I know Alan well and admire and respect him, you are correct. He hired me in 1978 to manage Key Biscayne, and from 1980 to 1990, I was his assistant, supervising golf and park maintenance operations. Like many others, I have learned some valuable lessons from him. I am proud to call him a true friend, and was honored to have had the opportunity to tell you about some of the major contributions he has made to the game we all love and earn our living through.

This quiet man with a dry, quick sense of humor, has touched so many lives through his twenty years of unselfish, dedicated commitment to the game in South Florida, it would take a book to list all he has accomplished. There no doubt that all of us in the profession owe Alan a huge debt of gratitude for all he has done and will continue to do in the future.

Cheers, Alan! Lets hoist a frosty mug to the game we love, your continued work, success and health.

Gary Grigg wins 1997 Distinguished Service Award

BY MIKE MONGOVEN, CGCS

Ft. Myers C. C.

The FGCSA Distinguished Service Award was established in 1985 as a prestigious form of recognition for a deserving FGCSA superintendent. It is presented to a member who has performed outstanding achievements as a golf course superintendent. All three words — "Distinguished," "Service," and "Award" — have meaning for Gary Grigg.

Distinguished is certainly a word you can use to describe Grigg. He was president of the Golf Course Superintendents Association of America, 1995-96. He has been a Certified Golf Course Superintendent since 1977 and has been recertified 4 times. His work at GCSAA has extended to 15 different committees. The British and International Golf Greenkeepers Association certified him as a Master Greenkeeper in 1997. He is one of only 14 Master Greenkeepers in the world.

Service is really the most significant word of Distinguished Service Award that describes Gary. A review of Gary's life reveals that service is not only a function of his professional life, but his entire life.

He grew up in a small community with many relatives. The area had a high Mormon population. The environment was like an extended family where everyone helped everyone



Gary Grigg recipient of the FGCSA's 1997 Distinguished Service Award with his wife, Coleen and grandson, Alec.

else. Gary has continued this credo throughout all aspects of his life. Awards of many different types have been associated with Gary and courses he has worked for. The list of award-winning courses he has helped build and grow in include some of the best-known on golf's "Top 100" lists. He ranks his service (43 years) to the Boy Scouts of America and the Mormon Church (LDS) as his most enjoyable.

Two of his sons — Jared and Aaron — became Eagle Scouts. Gary enjoys the fundamental principles and ideals taught by Scouting. He is grounded in family values and community spirit stressed by his church.

His service to fellow golf course superintendents started in 1970 as a board member of the Western Michigan Golf Course Superintendents. Gary has served continuously as a director or officer of a golf course superintendents association for 27 consecutive years. He credits the "heritage of service" with which he was raised by his parents. Service to others was a virtue which was regarded highly by his parents.

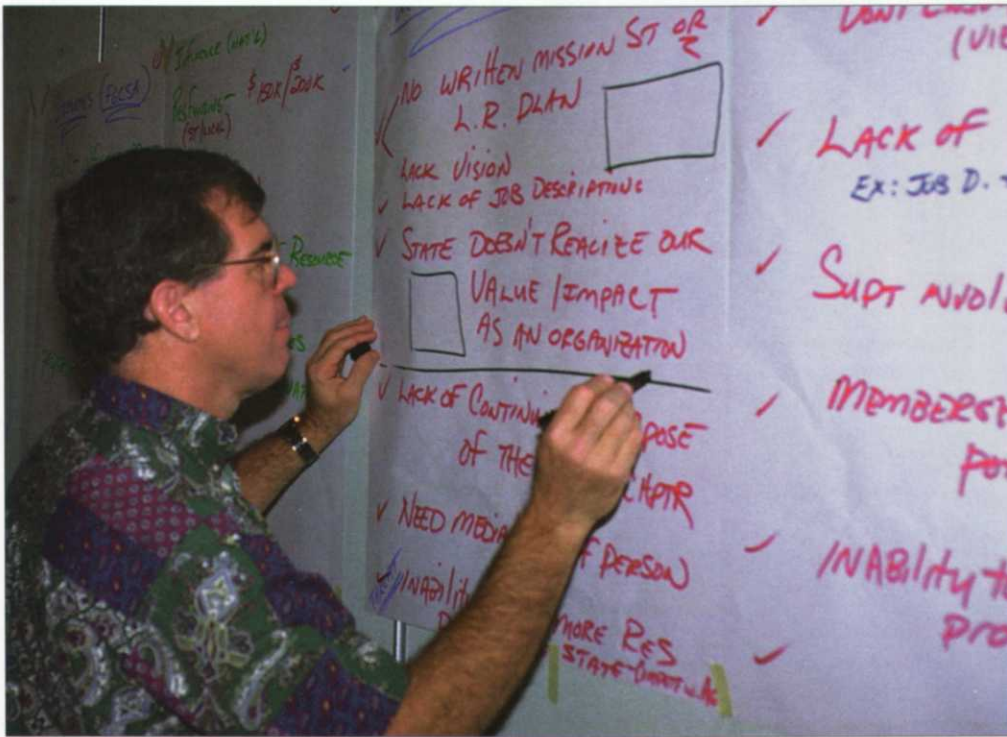
While on the GCSAA board of directors he served with 18 different men for 9 years. He most enjoyed the camaraderie and the opportunity he had to meet people within our profession and allied organizations around the world.

While serving as president, he represented our profession, and the GCSAA membership.

Gary attributes much of his success to the support he has been given by his wife, Coleen, and their children Jared, Aaron, Jill, and Ryan. He has witnessed the requirements to succeed as a golf course superintendent shift to business knowledge with an emphasis on communication skills.

Golf course superintendents must be able to sell themselves and their value. The future of golf, according to Gary, is in the hands of the plant breeders. The demand for grasses that require less water & fertility, handle more salt, and become more hardy, will only grow.

Gary Grigg is very deserving of the FGCSA's highest award. His service to our profession has truly been distinguished.



GCSAA's Joe O'Brien reviews the list of strengths, weaknesses, threats and opportunities for the FGCSA during the recent FGCSA Planning Session. Photo by Joel Jackson.

GCSAA official helps FGCSA Board chart plan for future

On Saturday, Nov. 8, the full board of officers and directors of the FGCSA and the board of the Everglades GCSA met at the Grenelefe Resort in Haines City to participate in a strategic planning session to examine the present operation of the FGCSA and to chart a plan for the future.

The Everglades group was there to see how to apply the process to their own chapter's operation.

Joe O'Brien, Chief Operating Officer of the GCSAA, was the session facilitator. O'Brien has extensive association management experience from his years with the PGA of America and his current role with the GCSAA. This

service and assistance is free to any chapter upon request.

After introductions the group defined an agenda for the meeting:

Purpose:

- Analyze FGCSA organization, operation and it's interaction with local chapters.
- Create a mission statement.
- Develop a plan.
- Set goals/objectives (change)

- Create framework for decisions

Format:

- Open discussion
- Full recording of proceedings

Rules:

- Participate
- Listen/Understand
- Think creatively

O'Brien asked the group to list the strengths, weaknesses, threats and opportunities of the FGCSA. Forty-six items or issues were listed

under the above categories. After these were discussed or explained, each person got to cast three votes to identify what they felt were the key issues for the FGCSA to address for the rest of the session. The top vote getters became objectives for analysis and action planning:

1. Examine and discuss FGCSA & FTGA relationship.
2. Enhance involvement and promotion of FGCSA and local chapters to the golfers, employers and the industry.
3. Find new sources of income for FGCSA and local chapters (decrease vendor support) "Try not to go to the well so often!"
4. Improve the way information is shared among chapters.
5. Enhance the relationship between FGCSA and local chapters in these areas:
 - Conduct planned/announced committee meetings
 - Long range plan for fundraising & spending
 - Local chapter repre-



Darren Davis reports on the action plan his team wrote for one of the key objectives identified by the group. Photo by Joel Jackson.



- Public financial statement
 - Committee meeting minutes published/shared with externals
6. Improve education/general participation, involvement and benefit awareness by superintendents.
 7. Ease transition of state/chapter officers
 8. Document the FGCSA or chapters appropriately with the following:
 - SOPs
 - Committee job descriptions
 - Staff job descriptions
 - Standardize accounts
 - Audit chapter statements
 9. Hire a staff person to manage the magazine/newsletter/PR on a businesslike more profitable basis.

The group was then broken out into small teams and assigned these topics to analyze. The group then reassembled and each team reported out on their objective. Each analysis had the following format:

- State Objective
- List problems affecting objective
- List action steps to be taken
 - Designate responsible person or group
 - Set completion date or time frame
 - Estimate costs
 - Estimate risks

The discussions ended with the subject of hiring another staff person to aid the FGCSA in meeting the goals and objectives identified by the planning process.

Joel Jackson, current editor of the *Florida Green* magazine announced that he was taking early retirement from the Walt Disney Company at the end of this year, and he is interested in being considered for this possible staff position.

The officers were charged with preparing a job description for this position to present to the external vice presidents for discussion with the local chapters.

This matter will be discussed again for action at the Winter board meeting in January.

Darren Davis wins GCSAA's Feser Award

Darren Davis, superintendent at Olde Florida Golf Club in Naples, will be presented with the 1998 Leo Feser Award at the opening session of the GCSAA's International Golf Course Conference and Show in Anaheim, Calif. Feb. 4.

The annual GCSAA award honors the most outstanding superintendent-authored article to be published in the association's monthly magazine, *Golf Course Management*. Articles eligible for the 1998 award were published between November 1996 and October 1997, and written by Class AA, A, or B members. The winner's name is engraved on a plaque for display at GCSAA headquarters in Lawrence, Kan.

GCSAA's Publications Committee selected Davis' article, titles "Sowing the



Darren Davis

Seeds of Knowledge," which was published in the December 1996 issue of *GCM*. The piece provided methods by which superintendents can teach school children about environmental principles.

Davis said he was encouraged to write the article because golf course superintendents are the people most responsible for educating the public about the environmental benefits of golf courses.

"I have made an attempt to educate as many people as I can on the benefits that a golf course provides," Davis said. "It's a subject I feel strongly about, and have consequently given many school tours at Olde Florida and have gone to many classrooms to give slide presentations. One of my goals was to help fellow superintendents understand the value of this task."

A GCSAA member for eight years and a graduate of Penn State's turfgrass management program, Davis has been at Olde Florida since 1992. He has also served as an apprentice

superintendent at Augusta National and assistant superintendent at The Loxahatchee Club in Jupiter.

"It is definitely an honor to have been chosen the recipient of this year's Leo Feser Award," said Davis. "I also feel fortunate to be in a profession that allows me to do many of the things I enjoy doing, and that I'm at a club whose owners have allowed and encouraged me to do these things."

Davis, who took journalism classes in high school and photography classes in college, is the third Florida superintendent to win the Feser Award. Dan Jones, CGCS, superintendent at The Banyan Club in West Palm Beach, received the third annual award in 1978. Jerry Redden, CGCS, now with Professional Turf Maintenance in Tequesta, won the award in 1984.

Jones and Redden both have served as president of the FGCSA. Davis is FGCSA secretary/treasurer. Jones and the late Tom Mascaro founded *The South Florida Green* in 1973, which became *The Florida Green* in 1980.

The award honors Leo Feser, a pioneer golf course superintendent and a charter member of GCSAA. Feser is credited with keeping the association's official publication alive during the Great Depression. For three years, he wrote, edited, assembled and published each issue of the magazine from his home in Wayzata, Minn. Jones did the same thing for the *(South) Florida Green* from 1976 to 1990.

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15th Hole
312-yard Par 3
Photo by Daniel
Zelazek



Westin Innisbrook Resort

1,000 Rooms - 1,000 Acres

BY JOEL D. JACKSON, CGCS

The Westin Innisbrook Resort is located on Florida's west coast between U.S. Highway 19 and Alt U.S. 19 just north of Clearwater. The property claims the highest elevation in Pinellas County on the 11th tee of the Island Course as it straddles an old prehistoric beach dune called the Gulf Ridge.

From 1970 to 1974 golf course architect Larry Packard and the Wadsworth Construction Company transformed the rolling terrain into 45 holes of golf consisting, in their order of appearance, the Island Course, the renowned Copperhead Course, and the 27-hole Sandpiper Course.

Peter Bass, CGCS has been at the helm of this multi-course resort operation for nine months and he says he quickly focused on the scope of his operation by remembering these three facts: 28 lodge buildings, 1,000 rooms and 1,000 acres of golf courses and grounds. Pete works for Troon Golf, which manages all of Westin's golf properties.

Westin is cutting Pete some slack, however, as last week they outsourced all the resort's common-area landscaping to the ISS Company, which had been doing the landscaping around the condominium buildings



The rolling terrain of the Copperhead Course can be seen on the signature 14th hole. Photo by Daniel Zelazek.

for the past 16 years. Pete estimates his staff was spending at least 20 percent of its time on this non-golf-related work.

With the addition of another nine holes to the original Sandpiper Course to create two new 18-hole courses — Eagle’s Watch and Hawk’s run — and the acquisition of an off-site course — Tarpon Woods, now called Lost Oaks — Pete and his staff needed to concentrate only on golf course maintenance responsibilities.

Staff of 123

The Innisbrook golf maintenance staff consists of 123 people. Pete is the director of golf course maintenance over five courses. Each course has a salaried superintendent, an assistant superintendent and a supervisor/foreman.

“I have weekly staff meetings with the superintendents and each one of them has a weekly staff meeting with their respective crews,” said Pete. “They



Twilight on Copperheads’s 1st hole. Photo by Daniel Zelazek.

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The 175yard 13th hole (shown on cover) as seen from the tee. Photo by Daniel Zelazek.

all work together very well. They share equipment for special events or when someone has a piece of equipment down.

“We don’t shift the crews around very much. The one exception will be the J.C. Penney Classic coming up in December.”

With one central maintenance complex for support services, housekeeping and golf maintenance, Pete’s operation, like many others, suffers from lack of space to house all the equipment.

“Some day, it would be nice to have individual maintenance areas for each course’s equipment, he said. “Right now everyone has to originate and return to this compound. We don’t have service roads connecting the courses, so we have to use the main roads. There is a travel time factor in our labor costs.

“As new owners, Westin wanted to make an impression on the membership and our new and returning guests,” Pete

explained. “Working with Jeff Spangler, head agronomist for Troon Golf, we have upgraded and changed some of the annual ornamental beds to highlight the three clubhouses and the 1st and 10th tees on all the courses.

“We have also added new mowing contours around the greens surrounds on the Island Course to provide chipping areas.

“Most importantly we are overseeding the fairways for the first time. We wanted to provide the best value and conditions for our guests all year, so we felt that the time had come. That cold front last week dumped almost 10 inches of rain on our new seed. It really impacted the Eagle’s Watch and Hawk’s run courses because they were the last to be seeded.

Getting the overseeding down and established has been a priority for Bass and his staff.

“We started with the Copperhead

course, since it is the tournament site,” said Bass. “We put down all of our green’s seed with the first application. We don’t have time to split applications. The fairways were seeded at 500 pounds per acre, and we are applying granular ammonium sulfate and sulfate of potash every week supplemented with a complete foliar minors package also weekly to really push the ryegrass establishment.

“The PGA tour would have preferred we didn’t overseed, but they understood at this time of year we had to get ready for our heavy winter play. We will maintain the fairways at 7/16” cut for the tournament.”

Overseed experiment

Bass is trying an experiment with the overseeding on the new courses.

“I used an 80-20 blend of ryegrass and Poa trivialis on those fairways at 350 pounds per acre. We want to see if the ball sits up a little better and we want to



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Tim Rappach
Superintendent
Medalist Golf Club



Peter R. Bass, CGCS Director of Golf Course Maintenance

Originally from: Acushnet, Massachusetts.

Family: Wife, Antoinette; Children: Tom, Dave, Peter and Andrea.

Education: AA in Turf Science from UMass Stockbridge School of Agriculture.

Employment History: Crew member, New Bedford Public Links, New Bedford, MA; crew member/intern, Sunningdale CC, Scarsdale, NY; crew member, Westchester CC, Rye, NY; assistant supt., Hauppauge CC, Hauppauge, NY; superintendent, Cypress Run G.C., Tarpon Springs, FL; superintendent, Palma Ceia CC, Tampa, FL; director of golf maintenance, Westin Innisbrook Resort, Tarpon Springs.

Professional affiliations/Offices held/Honors/Awards: Certified member GCSAA; Member of the FGCSA; former secretary/treasurer West Coast GCSA; former committee member FTGA; all chairs in the Long Island GCSA board; past member of the Metropolitan GCSA of New York City.

People in or out of the industry who have influenced your life and career: My father, Raymond Bass, a retired superintendent. He was a great role model for honesty and work ethic. Stan Brown who taught to love the game of golf. Bob DePencier who gave me his friendship and some of my first technical knowledge of the business. Bob Rankin and Phil Zimmerman for their professional support. Brent Wadsworth for sharing construction and landscape experience and philosophy. A note of interest: Dennis Ledger, one of the PGA Tour agronomists, was a classmate at UMass.

How did you get into the business? When I was just a kid in 1955, I did some caddying but I didn't like it. I went to the "greenskeeper" at the public links course and asked for a job. My introduction to the business was raking bunkers and hand mowing greens with a Pennsylvania push mower. I worked after school and summers until I went to college. After one year of pursuing a chemistry major, my father said, "You love golf. Go for it!"

Goals, Accomplishments, Philosophy, Advice: Prepare a golf course for a major tour or USGA event. Became a CGCS in 1991. Be consistent, honest, fair and firm in your demands of others. Do your job the very best you can the first time and do your homework before tackling a project. Plan ahead! I don't like surprises! Work with your crews and be a daily presence on the course. Maintain an open policy for ideas and discussions. Acknowledge jobs well done and don't accept poor efforts. Surround yourself with positive thinking people.

Memorable moments: My wedding day. I had a bad-fitting tuxedo and we had an ice storm that day. All of our children were born on snowy days. After we moved from New York to Florida in 1982, our water pipes froze that winter. Trips to Germany, France and England. Coaching Little League and Junior League baseball.

Hobbies and interests: Golf, action movies, mystery novels and family.



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From left, front row: Alan Bollenbacher, John Fake, CGCS, Mike Blanchard, Carl Collins. Back row: Charlie Comblo, Bill Grosser, Bob Makres, Rob Gates, Chuck Knowles, Bob Messinger, Pete Bass, CGCS. Not pictured: Andrew Troutner, Jeff Troutwine, Malcom Hardinge, Steve Davis. Photo by Joel Jackson.

Westin Innisbrook Resort

Location: Tarpon Springs, Florida.

Ownership: Starwood Capital Group.

Playing Policy: Resort.

90 holes: Copperhead (18) Par 71. 7,807 yards. Rating/Slope = 74.4/14; Island (18) Par 72. 6,999 yards. Rating/Slope = 74.1/132; Hawk's Run and Eagle's Watch (under construction), formerly 27-hole Sandpiper course.; Recently acquired Lost Oaks (18) formerly Tarpon Woods C.C.

Management Team: General Manager Westin Innisbrook Resort, Michael Welly; Facilities Manager Troon Golf, Jay Overton; Director of Golf Course Maintenance, Peter Bass, CGCS; Course Superintendents = Copperhead, John Fake, CGCS; Island, Carl Collins; Eagles Watch & Hawk's Run, Mike Blanchard; Lost Oaks, Andrew Troutner; Support Services Manager, Alan Bollenbacher.

Designed by: Lawrence Packard. Constructed by: Wadsworth Golf Construction. Opened: 1971

Major renovations/projects: Additional nine holes under construction for Eagle's Watch. Opening scheduled for December 1997. Recent purchase of Tarpon Woods C.C. renamed Lost Oaks of Innisbrook.

Acreage under maintenance (4 courses): 650 acres.

Waterways: 3 acres managed by Aquagenix

Greens: 12 acres. Average size = 6,000 sq. ft. Turf type = Tifdwarf. HOC: .125 - .150 in. Overseeding - Type and rate: Poa trivialis @ 18-20 lbs/M. Putting surface goals: 8.5 Medium fast.

Tees: 11 acres. Turf type = Tifway 419. HOC: 3/8"-7/16". Overseeding = Perennial Ryegrass @ 25 lbs/M.

Fairways: 160 acres. Tifway 419. HOC: 7/16"-5/8" . Overseeding = Perennial Rye @ 500 lbs/Acre.

Roughs: 200 acres. Turf type = Tifway 419. HOC including seasonal changes) = 1.5"-2.0". No overseeding.

Bunkers: 280 bunkers. All hand raked. Sand Pro with plow blade used for erosion repairs.

Irrigation - Source = Pinellas County effluent stored in five holding ponds. Direct line connection to new 9 holes on Eagle's Watch at 95 psi with booster pump. Five pump stations with turbine pumps. Toro VTII Hydraulic Control System. Single and double row coverage.

Staff: Total of 123 including superintendents. Administrative assistant, Linda Abel; projects manager, Bob Messinger; general grounds superintendent, Joe Manning. 6 assistant superintendents; 14 mechanics; 5 irrigation technicians, 4 pest control operators; 3 administrative/clerical support.

Special circumstances, unusual conditions, which are challenging in managing the turf: High, sandy ridge areas with droughty conditions followed by low wet areas on the original Sandpiper property. The golf courses are the main drainage runoff areas for the entire property. Pine needle collection and removal. Rerouting irrigation to prevent damage to pine trees. In 1991 100% sand-based greens built on Copperhead and original 27 holes of the Sandpiper. Original 1971 80-20 mix on the Island course greens.

Special events: Copperhead course - Home of the PGA/LPGA's J. C. Penney Classic held in December.

Wildlife: A variety of ducks and wading shore birds, anhingas and cormorants, swans, Canadian geese, hawks, ospreys, bald eagles, Graham's fox squirrels, grey squirrels, raccoons, opossum, and fox; 40-acre nature walk and nature preserve with identified tree species.

check out how it transitions back to bermuda in the spring. On all the courses we applied the seed with two 8-foot wide Gandy drop spreaders. It was too time-consuming. Next year I'd like to try Vicon or Lely spreaders to speed up the process."

Overseeding is one of those tasks we all must face in the fall, but the Innisbrook property offers some of its own management challenges. The property is a primary drainage area for the surrounding area west of U.S. 19. Within the property, the roadways, parking lots and condominium grounds all drain onto the golf course and its series of retention ponds. The beautiful, rolling terrain can become a nightmare as intense rain events accelerate downhill, eroding bunkers and native areas maintained with mulch.

"Last week we spent two days repairing every bunker we had," said Bass.

But when it doesn't rain, those same high, rolling hills get too dry.

"We don't have wall-to-wall irrigation," Bass explained. "We have single-

and double-row systems that have been further restricted because the pine trees were beginning to decline from the original irrigation coverage. Now when it dries out, we have to put someone on hand-watering duty to move roller sprinklers around to cover the wilting scalloped edges of the roughs and fairways. It is a long-range goal to redesign the system with part-circle heads to protect the pine trees and irrigate the turf properly at the same time."

Another part of the original construction was the crushed shell base used for the cart paths, which is wider than the paving on top. Consequently, the turf does not grow up to the edge of the path and stabilize the ground surface. Heavy rains erode the soil and shell areas which have to be backfilled. Bass hopes to be able to excavate the excess shell material along the paths and back fill with good soil to grow a good strong turf cover.

Growing a healthy turf cover in a densely wooded setting is also a challenge.

"We have several areas that are showing signs of stress from too much shade and root encroachment, said Bass." Next spring we hope to start a root-pruning program. We will begin with the greens complexes, then the tees and then key fairway and rough areas.

"We will also have to dedicate an irrigation repair crew to follow along with the pruning crew. There have been so many modifications to the 26-year-

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Pete's fleet! It takes lots of equipment to groom 600 acres of turf. Photo by Joel Jackson.



Pete partners with the tennis pro! Old nets become fairway drags with the addition of a piece of PVC. Photo by Joel Jackson.



Many Graham's fox squirrels can be found on the courses. Photo by Joel Jackson.

Camera's view of Innisbrook



Another traffic-control idea. Photo by Joel Jackson.



This flock of Canadian geese is getting an early start on their winter vacation. Photo by Joel Jackson.



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old irrigation systems no one is real sure of where all the tubing and wiring might run.”

Juggling the routine maintenance on five courses and preparing for a special tour event would be enough for anyone, but Bass is also supervising the construction of the new nine holes on the Eagle’s Watch course. Bass explained, “The new nine will be holes 5 through 13 and will combine with holes from the old Sandpiper Palmetto Course to make the new 18 holes.

“The project has been impacted severely by heavy rains and we have had to repair large-scale erosion damage several times. Fortunately we have construction insurance, which will help defray some of the repair expense. We are running in four to five sod trucks daily to get the new holes completed in time to open up for play in January.”

Pilot effluent program

The new nine holes will also be a pilot program for direct effluent service from Pinellas County. The county’s treatment plant is located adjacent to the course and is tied into the irrigation main line. An in-line booster pump raises the static pressure of 95 psi to 125 psi for irrigating.

All of the courses use effluent water which is stored in irrigation ponds on the other courses and pumped out using traditional turbine pumps. Innisbrook also has a 30-acre power-line easement which is irrigated so they can distribute the effluent when it is too wet to put out on the courses.

Bass misses one other modern feature not present on the old irrigation system.

“I hope some day we can install a fertigation system on all the courses,” he said. “Fertigation can be a real useful tool, especially in getting nutrients to all parts of the golf course.

“One of my main concerns is bunker lips. Right now we are on a weekly program of foliar drenching the lips with our portable sprayers. It’s tough to get good coverage with a granular spreader on the steep faces, so the fertigation is a real plus. Of course the

ability to spoon feed nutrients is also a sound environmental practice as well.”

Audubon Sanctuary

Innisbrook management is keenly aware of the importance of sound environmental management. It has a dedicated nature preserve with a boardwalk that meanders through a wetland. Plaques identify the native plant species and an observation deck at the end of the boardwalk allows guests to sit and watch water fowl, wading birds, otters and other wildlife up close.

Once all the construction is completed, Bass is ready to get all the courses involved in the Audubon Cooperative Sanctuary Program.

“We already practice good stewardship in several areas,” he said. “It’s high time we make it official and get some recognition for the company. Not only do we use of effluent water, we collect all our grass clippings and put them in a Mill Creek spreader and scatter them on property daily.

“We are a very heavily wooded property and we continually lose trees to lightning and high winds. We stockpile the downed trees and limbs and twice a year we rent a couple of tub grinders and they come in and grind up all the wood to make mulch that we use on the grounds.”

Pete showed me Mulch Mountain in a staging area to illustrate the point.

Pete has lots to do at Innisbrook, but it is the type of position he had hoped for.

“Two of my goals were to manage a multi-course facility and prepare a course for a tour event. Innisbrook has provided me with those opportunities. I had hosted some U. S. Open qualifiers and the Florida Open a couple of times, but I wanted to experience the big show! Ironically, Dennis Ledger, the PGA Tour agronomist who just made his second advance visit was a classmate of mine in 1965 at the Stockbridge School at UMass. Small world isn’t it?

“You have to love this business. If you don’t, get out now! Because it can wear you out quick. Each day is a bal-

ancing act among what you would like to do, what you have to do and what your boss wants you to do. All the salaried staff put in 55 to 60 hours a week including me. I’m the first one in and the last one out, but I also leave my work at the gate when I go home. I learned that lesson when we were raising our four active kids.”


“Career paths can be funny. I used to work down the road at Cypress Run. We held a lot of board and committee meetings here before the clubhouse was built so I got to know the property and a lot of the people before I moved on to Palma Ceia in Tampa. You have to prove yourself, but building relationships and not burning bridges are still key factors in seeking positions.

“Now I work for a management company. After years at private clubs, I didn’t quite know what to expect. I must say I feel more secure than I did at a private club where you could get fired on a whim, contract or not.

“At least a management company operates with a business approach. Goals and performance are better defined and there are a lot of opportunities to explore. Salaries may not be as competitive at all levels, but the benefits and opportunities as the company expands are very good.”

“Another issue driving the growth of management companies is the changing profile of club members. As time goes by more and more working professionals join clubs and take over leadership roles, they don’t have the time or want to spend the time to run a club.

“They want to come out and enjoy a day at the club and not get bombarded with complaints all day long. Doctors, lawyers, bankers and hotel chains don’t have the expertise to run a golf operation, so they hire that expertise!”

The Innisbrook resort and golf courses have long been a showplace of beauty and excellence in Florida’s golf industry. Now Westin Hotels, Troon Golf and Pete Bass take up the challenge and the opportunity of managing those 28 lodges, 1,000 rooms and 1,000 acres. 



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If you are a golfer or live near a golf course, you already know this professional as the golf course superintendent. The superintendent is the person responsible for the physical management of the facility and is equipped with science, business and communication skills. An overwhelming majority of these professionals grew up around the game of golf, and therefore also understand how the game is meant to be played.

"Since the golf course superintendent deals with a variety of issues, you typically find him or her involved in numerous community projects outside of normal job responsibilities," says Golf Course Superintendents Association of America President Paul McGinnis. "Many superintendents serve as consultants to schools and recreation departments in the maintenance of athletic playing fields. Others are regular guests on outdoor-type radio shows or provide a periodic column in a newspaper. Still some host field trips for civic and education groups at their local course. This professional is truly a community asset."

A recent *Golf Digest* survey revealed that the superintendent was the most important golf course employee. Imagine trying to play golf without the work of

this individual. Or, visualize what your housing development may look like and hold in valuation without this person's expertise.

"I believe the public looks at the superintendent for expertise and leadership," McGinnis says. "We are entrusted by golfers to provide optimum playing conditions, while owners of the facilities are quite cognizant that the value of their investment rests in our abilities to maintain and improve conditions.

"But we are morally and ethically responsible for performing our work in the most environmentally-sensitive manner possible. The golf course superintendent is an educated professional who is attuned to the environment. Anyone who spends time with a superintendent recognizes that golf courses are valuable sanc-



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tuaries for numerous animal and plant species.”

If the superintendent is regarded as the most important person on the golf course, just imagine what he/she can do for your community. You may already have a superintendent who is involved in a multitude of civic activities. But if you notice a void or are in need of advice, give your local professional golf course superintendent a call. He/she might just be the best kept secret in town.

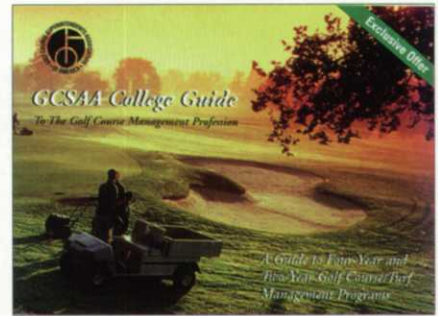
For additional information about the golf course superintendent profession or the Golf Course Superintendents Association of America, write to 1421 Research Park Drive, Lawrence, Kan. 66049, call 800/472-7878, or visit GCSAA Online (<http://www.gcsaa.org>).

Editor's Note: This is the second in a series of three syndicated articles released nationally by the GCSAA to promote the golf course superintendents role in the industry and the community.

GCSAA guide profiles collegiate turf programs

During my career, I have been approached many times by young crew members expressing an interest in pursuing a career in turf management. We all know a lot of the major turf programs available out there, but few of us possess complete knowledge of all the possibilities. The GCSAA has just released a guide book that could be a very beneficial resource to the mentor and the prospective turf student: *GCSAA College Guide To The Golf Course Management Profession*.

This new and exclusive 300-page guide provides a concise profile of each turf management program offered by two- and four-year colleges and universities. You may order the *GCSAA College Guide* by calling the GCSAA Bookstore toll free



at (800) 974-7272. The cost is \$15 for members. \$18 for non-members.

Users of the guide will find information on faculty, special research and laboratory facilities, types of degrees offered, number of hours required for a degree, internships required, career placement assistance, tuition costs and much more. This guide will help students select the program that best fits their needs.

“Education is the cornerstone of GCSAA’s existence, and we’re pleased to expand this service to those individuals who are interested in pursuing a career in the golf course/turf management industry,” said Tommy D. Witt, CGCS, GCSAA director and career development committee chairman. “Students, parents and career counselors will benefit from the information contained in the college guide, and the industry will benefit by identifying educational opportunities for tomorrow’s turfgrass professionals.”



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Turf management career tips:

- Working at a golf course, ideally on a superintendent's maintenance staff, is a good way to explore a potential career in golf course management.
- More and more modern-day superintendents must possess formal education or training to be competitive in today's job market.
- Eighty-eight percent of all golf course superintendents have some type of formal education. Sixty-seven percent have completed a two- or four-year degree program.



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How the College Guide is organized:
• Section One describes the profession of a golf course superintendent and the role the superintendent plays in the operation of a golf course.

• Section Two provides examples of course offerings that comprise the curriculum outlines for a two- and four-year program.

• Section Three provides in depth profiles of U.S. institutions that offer some form of two- or four-year program.

• Section Four is a geographical listing and chart of the U.S. and selected international turfgrass programs. This section also includes a quick reference chart that depicts the degrees and majors offered by each U.S. institution.

For additional information, contact the GCSAA career development department at 800/472-7878, ext. 612 or E-mail Enid Frost, student programs coordinator.

Joel Jackson, CGCS

Surfing cyberspace yields many turf plots

For the computer-minded hunters, gatherers, browsers and surfers...

Web sites are proliferating faster than bacteria on a culture plate. However, there's one site run by David Collard, a self-proclaimed golf fanatic and software weenie, that has endeavored to gather and link all legitimate golf-related sites. It's called Thor's Golf Links.

Now mind you, this is for all golf-related topics, so be prepared to be amazed at what's out there besides the standard organizations and products. Check it out along with some of the more familiar sites.

Keep in mind that some of these sites are linked together and are accessible by the click of a button. These are sites I have book marked on my web browser.

Thor's Golf Links - 3 pages of golf links to hundreds of sites: <http://www.ttsoft.com/thor>

Golf Course Superintendents Association of America: <http://www.gcsaa.org>

Florida Turfgrass Association: <http://www.ftga.com>

FTGA Digest Publisher - Betrock Information Systems: <http://www.hortworld.com>

United States Golf Association: <http://www.usga.org>

iGolf - Interactive site and magazine: <http://www.igolf.com>

Florida Golfing - golf magazine: <http://www.floridagolfing.com>

PGA Tour: <http://www.pga.com>

Florida Green Publisher - Janlark Communications: <http://www.janlark.com>

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The role and responsibilities of the assistant superintendent...

Long hours caught in the crossfire

They come to the work place brimming with facts and figures fresh out of turf school, only to find out quickly that growing grass is the easiest part of their job.

BY JOEL D. JACKSON, CGCS

The assistant superintendent... the understudy... the partner who covers your back... a superintendent-in-waiting in most cases. In any case he should be qualified to step in and run the operation when the superintendent isn't there.

It is a role that requires energy tempered with patience, initiative coupled with obedience, and asks the eager and youthful sometimes to manage those who are older and set in their ways.

They come to the work place brimming with facts and figures fresh out of turf school, only to find out quickly that growing grass is the easiest part of their job.

Nobody taught them how to referee a dispute between crew members, or deflect criticism from veteran operators and not take it personally. They haven't been caught in the crossfire between members wanting different playing conditions on the same day, or balancing a budget between reality and expectations.

These are our assistants for those lucky enough to have them... apprentice superintendents whom we work long hours and hopefully mentor so that one day they may assume the mantle of leadership on their own.

Ten superintendents from six different chapters and from courses ranging from private to public answered questions about the role and responsibilities of assistant superintendents.

In many cases their answers are similar, which I suppose offers validation to some of the expectations of the position.

In a sidebar, Larry Gilhuly of the USGA offers his view of the changing role of assistants, and a national survey of benefits for assistants is provided to compare

Nobody taught them how to referee a dispute between crew members. They haven't been caught in the crossfire between members wanting different playing conditions on the same day, or balancing a budget between reality and expectations.



with those reported in the following responses.

1. What qualifications and experience do you look for when hiring an assistant? What are your expectations?

WHEN I LOOK for an assistant, I look for a person with a professional appearance, a stable employment history, and with longevity at each position held. This person should be ambitious and creative on a reasonable level. This person should be able to do anything the

superintendent can do on a short-term basis. After a three-to-five year training period, this person should be ready for a full time superintendent position.

- Tad Altman

IF ANY ASSISTANT has a goal of being a superintendent, he must first have a good education. From what I have seen lately, a turf program alone is not enough for a soon-to-be professional to become well rounded enough to perform in our world today. The most important qualification is common sense.

- Buck Buckner



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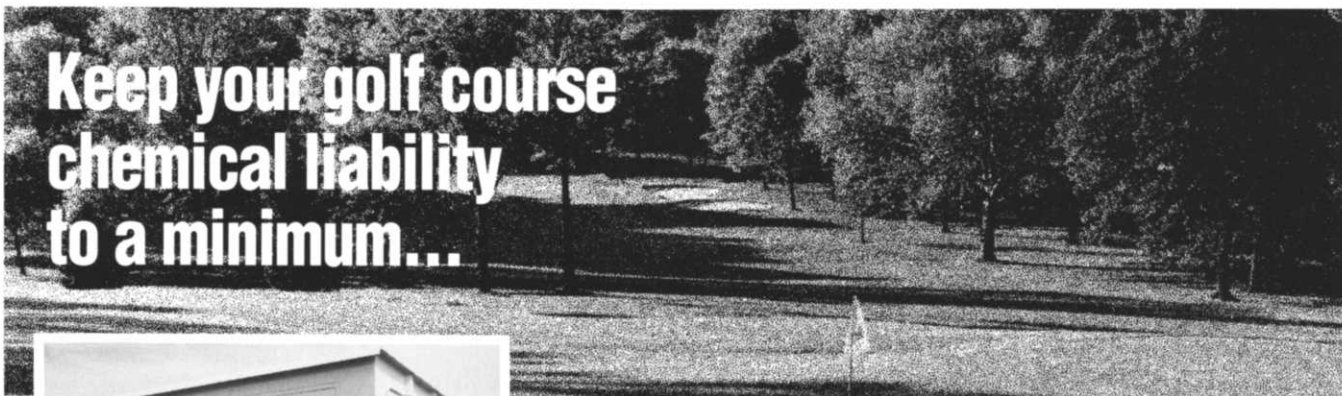
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AS OF THIS date we have just completed the hiring process of our new assistant. Our criteria for hiring was based on the management's request that we have an assistant in place that they felt would be capable of running the golf course in the event that I was indisposed. We were looking for a candidate with a recognized turf degree at either the associate or bachelor degree level, coupled with practical experience including supervisory skills.

We wanted the assistant to have a desire to improve him/herself through continued education and hands-on training. The suitable candidate had to look towards taking over the role as superintendent here or to look at moving on to a superintendent's position within the next two to three years.

- Geoff Coggan, CGCS.

I LIKE TO BASE assistant hiring on a combination of education, experience

and overall knowledge. People-management skills are a must along with being flexible. I would like this person to be committed to becoming a superintendent when they feel ready.

- Steve Hritsko

WE LOOK FOR experience. We want someone with knowledge of the game who has worked in all aspects of turf maintenance. Education is a benefit, but experience is more important to us at this level. I'd love to have a candidate with a degree who has worked their way up through the ranks on a course.

- Bill Lanthier

THE SELECTION process for an assistant superintendent is not an exact science and contains many pitfalls. I have a tendency to look for someone who has a college education and at least two years' experience on the technician level. I want an assistant who is capable of assuming

the responsibilities of the superintendent and has the desire to assume this position some day.

Each assistant must have a pesticide license and a thorough knowledge of the safe usage of each and every pesticide. They must be able to calibrate and do the job as proficiently as the technician. I expect the assistant to be able to recognize symptoms before they become problems. They must also investigate the symptom to determine if the problem was caused by some practice that we performed.

- Greg Pheneger

A TURFGRASS management education is preferred. If not, then certainly someone who has come up through the ranks and has a lot of experience. Above all I look for someone who is intelligent, can communicate well, is assertive, hungry for knowledge and not afraid to work. I prefer an assistant who has the goal of



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becoming a superintendent. I expect the assistant to learn people skills by managing the crew and dealing with management.

- Bill Plante

I LOOK FOR the following qualifications and character traits when promoting or hiring an assistant. While all are not necessarily prerequisites, in time all will be expectations:

- 1) Strong work ethic. A must for the assistant to set the example for the staff.
- 2) Dedication and commitment. Must be very flexible to work long hours and be committed to high quality course conditioning.
- 3) Turf management skills. Have a sound knowledge of fertilizers, chemicals, irrigation, etc. A turf related degree is definitely a bonus.
- 4) Professionalism. Understands proper conduct around peers and staff.
- 5) Management skills. Understands how to manage subordinates tactfully.
- 6) Plays golf. Should have some knowledge and interest in the game.
- 7) Good observation skills. Must be able to "see" the course through the eyes of a golfer and the superintendent to prevent problems and stay on top of details.

- Kevin Rotti

I LOOK FOR someone who can help me run the golf maintenance operation and perform as much of the routine supervision as possible. They must be able to perform all the duties on the golf course. I would hope that this person will want to and be capable of becoming a superintendent themselves. I feel very strongly that my assistants should play and understand the game.

- Jim Walker

I LOOK FOR a particular attitude or demeanor that will be compatible with the operation. Experience and education go hand in hand, because I value them as

being one in the same. Education is vital to success. Without practical experience, education isn't of much use. I think one advantage in our industry is that turf schools require some experience or internship as part of their educational process.

- Terry Wood

2. Do you have a formal training program for your assistant? How do you document his/her performance? How often do you give guidance and feedback on performance?

WE DON'T HAVE a formal training program for the assistant's position. Oral feedback on performance is almost daily. Documented written performance appraisals are conducted annually.

- Buck Buckner

• Formal training has to be tailored to the individual, I will assess them over the first few weeks as they become adjusted to their new surroundings and we will develop a program with goals and time frames accordingly. The program will start out with the most important thing to me which is the irrigation system as this also includes the fire hydrants located throughout the resort. We will concentrate on the day-to-day running and scheduling of employees and the daily reporting.

As time goes on, the assistant will be responsible for scheduling employees, purchasing and new employee orientation. Feedback and guidance will be given as needed. Staff meetings between the assistant, second assistant, mechanic and myself take place weekly to assure everyone is on the same page and working together. Formal evaluations are done twice yearly.

-Geoff Coggan

A NEW ASSISTANT'S training would begin by simply riding the course with me talking about expectations — mine and the club's. Generally, I like to do this playing the course so we can see everything tee to green in a relaxed atmosphere. A written evaluation is provided

every six months and guidance and feedback given daily.

- Steve Hritsko

WEDON'THAVE a formal training program. Feedback is given daily. We discuss what tasks are to be performed and evaluate based on their completion. I am on the course all day and involved in training and evaluation constantly.

- Bill Lanthier

IDON'THAVE a formal training program. I just try to develop an assistant by feeding him/her as much information as I can. I try to give feedback every day. Formal performance evaluations are done annually, although I try to evaluate them informally frequently.

- Bill Plante

WEDON'THAVE a formal program, but I encourage my assistants to take classes at our local junior college and to

attend the USGA and local superintendent seminars. I also like them to attend an IFAS Extension program yearly. My assistants receive a yearly performance evaluation.

- Jim Walker

THEFIRSTTWO or three weeks are spent going over course conditioning and basic practices that are in place. Then we get together daily to plan special events or procedures that need to be scheduled or modified. Guidance and feedback is fairly regular.

I try to give praise when due and correct situations or problems before they get out of hand. We do an annual review to show what progress has been made and identify strengths and weaknesses that need attention.

We are trying to get away from using the annual review as the only means for a pay raise.

- Terry Wood

3 & 4. What type of duties is the assistant expected to perform? What is his/her work schedule? Does the assistant perform a supervisory or working role?

ALONG WITH PEOPLE management skills, they also need to know what level of maintenance is expected from the club management. They need to have the ability and experience to do all the jobs in the golf course maintenance department.

Some mechanical ability is also often needed on a daily basis. They should have to have a good handle on irrigation system operation and repair, and current state Restricted Use Pesticide license that has been in use for at least one year.

The assistant will have to be a supervisor and helper to anybody that is in need of assistance.

- Tad Altman



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THE ASSISTANT'S position is a combination of supervisory and working. The assistant's primary duty is to manage the labor. He also supervises and participates in pesticide and fertilizer applications. He continually trains and retrains the staff on all jobs.

-Buck Buckner

THE ASSISTANT is required to work approximately 46 hours per week. This includes starting before the rest of the crew arrives and leaving after everything is closed up. Weekend duties are rotated among the assistant, second assistant and myself.

The assistant can expect to spend their time roughly 50 percent or their time supervising and 50 percent working.

- Geoff Coggan

60-70 PERCENT supervision and scheduling, 30 percent working on chemical and fertilizer applications and other work requiring detail and perfection.

- Steve Hritsko

OUR ASSISTANTS handle a combination of supervisory and working duties. Most working tasks allow them to be

mobile to observe conditions and employee performance. They understand our goals and pitch in when needed. They are expected to perform any task necessary to make Mariner Sands better. They make out the daily schedules and supervise their execution. Assistants are on call and average 45 hours per week.

- Bill Lanthier

THE ASSISTANTS at John's Island are supervisors. When needed, they do pitch in (as we all do): setting cups, mowing, or whatever is needed. A major task each day is scheduling of employees. This is an important task that many assistants overlook. The proper management of labor hours is critical since membership is always looking for ways to trim a budget.

Assistants at John's Island must have the next day's schedule on the task board prior to leaving. This practice allows for a smoother operation, considering changes inevitably occur. Jobs need to be done on time, properly, and with minimal lost time due to scheduling conflicts.

- Greg Pheneger

MY ASSISTANT is expected to direct

the crew by assigning daily jobs and then follow up on the work. He makes sure safety rules are followed and he acts as another pair of eyes for the pest control and irrigation technicians. He also helps out with new employee training.

- Bill Plante

AT EASTWOOD our assistant wears many hats. Some of his duties include: course set up; equipment operator; irrigation repairs; landscaping; fertilizer and chemical application; overseeding and running projects. He is the spray tech and foreman as well. After a year of training, I will delegate daily work scheduling to him/her. Work schedule is Monday - Friday with every other weekend off. Hours range from 8-14 hours per day Monday - Thursday. 4-8 hours on Fridays. 4-5 hours on weekends. Weekly hours vary seasonally: 50-60 hours/week April - November. 40-50 hours/week December to March.

- Kevin Rotti

MY ASSISTANTS have always been working assistants. They perform many spray and fertilizer duties. How much work time versus supervision time de-

The Changing Role of the Assistant Superintendent

As the superintendent's role at the golf course has expanded, the responsibilities of the assistant have also evolved.

Role: The assistant is much more involved in the day-to-day operation of the golf course. Fifteen years ago, a golf course superintendent may have gotten by with just a foreman.

Changes: The increasing responsibilities of the golf course superintendent in regulatory compliance, personnel and financial and business management keeps him or her in the office. Much of the golf course operation falls to the assistant, who acts as the eyes and ears of the superintendent, deals with sophisticated irrigation systems, and supervises and trains the crew.

Importance to the golf facility: Without an assistant, the golf course becomes top-heavy in labor and the quality of course conditions may suffer.

Responsibility of the golf facility: Support the superintendent's programs for assistants, including:

- Approve budget allocations for continued education and training.

- Endorse participation in GCSAA and local chapter associations.
- Welcome attendance at management meetings and require participation at green committee meetings.
- Appreciate the opportunities provided to the assistant to play golf, which enhances an understanding of golf course maintenance practices from a golfer's perspective. Encourage the assistant to play with the ladies' and the men's groups and give on-the-course presentations about maintenance practices.
- Acknowledge the assistant's value to the golf course.
- Support the golf course industry by advocating advancement of the assistant to a head position when your superintendent recommends it.
- Treat your assistant with respect.

Source: Larry Gilhuly, Western Region Director, USGA Green Section, Gig Harbor, Wash. in GCSAA's September/October 1997 Leader Board.

depends on the time of year and crew size. My assistants usually have the weekends off because I am always at the course to play golf anyhow.

- Jim Walker

THE ASSISTANT spends most of the time managing the crew and attending to the finer details of chemical and fertilizer applications. It helps if the assistant can set the proper example by working along with the crew to show they already know how to do the job and what is expected of their subordinates. Basic schedule is Monday - Friday 6 a.m. to 4 p.m. and the weekends are rotated among the superintendent, the assistant and the equipment technician.

- Terry Wood

5. Is the assistant able and encouraged to seek continuing education and to join and attend professional association meetings?

TIME PERMITTING, we encourage our assistant to seek continuing education and attend local meetings.

- Buck Buckner

AS PART OF OUR search for an assistant we wanted a person with drive and the desire to move forward. We make continuing education a requirement. Opportunities will be afforded to them to join the GCSAA, the FGCSA and the local chapter. I have a long-time experienced employee on my crew that has been given the title of second assistant.

It is my desire to see that each employee take classes and put himself in a position to move up with the new assistant should the assistant take over here. It was made clear during the hiring process that the assistant will seek to encourage and aid the second assistant to move forward.

- Geoff Coggan, CGCS

ABSOLUTELY! WITHOUT question! We try to rotate attending chapter meetings depending on the work load. We all attend the FTGA Conference and Show. It's mandatory! My rule!

- Steve Hritsko

OUR ASSISTANTS ARE FGCSA and GCSAA members. They are encouraged to attend meetings on a rotating basis so they are not both gone on the same day.

- Bill Lanthier

EACH ASSISTANT IS a member of the national association and the local

chapter. They do attend meetings when available and have attended the seminar for superintendents concerning supervision that the Treasure Coast sponsored at Indian River Community College.

- Greg Pheneger

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Typical Benefits Provided to Assistants

Based on information from GCSAA's Employment Referral Service and the 1995 Compensation and Benefits Report, superintendents indicate that the following benefits are offered to their assistants. Number in parentheses is the percent of Assistants who receive it.

Golfing Privileges.....	(95%)
Life/Health Insurance	(90%)
Vacation	(87%)
GCSAA Dues Paid	(77%)
Sick Leave	(75%)
Educational Reimbursement	(67%)
Pension	(42%)
Meals	(40%)
Trans./Vehicle Allowance	(10%)
Clothing	(8-9%)
Dental	(8%)
Housing	(5%)
Disability	(1-2%)
Stock Options	(1%)

Average salary of an assistant superintendent is \$26,062.00

From: GCSAA's September/October 1997 Leader Board.

education and association meetings are on an "as-much-as-possible" basis.

- Bill Plante

HIGHLY ENCOURAGED to read as many turfgrass magazines as possible. When time allows, I try to send my assistant to as many seminars and Central Florida meetings as possible.

- Kevin Rotti

MY ASSISTANTS have always been encouraged to grow professionally. Continuing education opportunities and association meetings are avenues to achieve this.

- Jim Walker

IT IS ABSOLUTELY essential that the assistant be well informed on all current issues. It is also important for the assistants to be trained to present them-

selves as professionals. Superintendents need to set the proper example for their assistants.

-Terry Wood

6. What are some of the benefits available to your assistant?

THE TEAM MEMBER benefits for our course are: 401k plan offered; paid medical, optional dental at their expense; two weeks vacation annually; six paid holidays; uniforms supplied with a \$250.00 pro shop clothing allowance; lunches in team-member area at the clubhouse; golfing privileges when tee times are available; flex time during non-busy periods. Salary range should be from \$25,000 to \$35,000.00 depending on talent, experience, budget, and attitude.

- Tad Altman

BENEFITS FOR THE assistants position include: Salary-\$30,000-\$32,000; 21 days total vacation, sick time and holidays; 401K; uniforms; limited golf privileges; membership dues paid for local and national superintendent associations.

- Buck Buckner

OUR ASSISTANT POSITION is an hourly paid position which will be around \$26,000 plus an incentive bonus of approximately \$1,300. Benefits include: paid medical coverage; dental plan; 401k and profit sharing plans; uniforms.

Personal time off (combination of vacation, sick and holiday pay) 136 hours in the first year; 176 hr. thereafter. 80 hours can be carried over to the next year. Golfing privileges are available and encouraged.

- Geoff Coggan

USING FGCSA WAGE & benefit survey and comparing types and location of facilities: salaries range from \$23,000-\$28,000; membership dues: FGCSA and GCSAA.

FTGA is at their expense; seven new golf shirts provided each year; one week vacation for one year or less, two weeks

after two years and three weeks after five years.

- Steve Hritsko

OUR ASSISTANTS are in the upper end of the salary range for our area. They get two to three weeks vacation and are expected not to get sick. They have six holidays although one assistant is on duty every holiday except Christmas. They receive uniforms, meals, and limited golf privileges.

- Bill Lanthier

BENEFITS FOR ASSISTANTS are the same as for the hourly employees. These include: sick/personal days, vacation, holidays, clothing, golf privileges and a 401K program. The club also pays their dues for the various associations.

- Greg Pheneger

BENEFITS: SALARY RANGE - \$23,000 - \$26,000; vacation - one week after one year, two weeks after two years; sick leave - six days per year; six paid holidays; 401K plan; meals; golf privileges. Association dues: state and local only.

- Bill Plante

BENEFITS: SALARY RANGE - \$18,000 - \$25,000; 2 weeks vacation for 1-3 years service; three weeks vacation over 3 years service; sick time: three days/year; six holidays/year; uniforms; 50 percent off lunch; golf: immediate family plays free. Friends pay cart fee. Merchandise: 10 percent over cost. Association dues: state and local only.

- Kevin Rotti

BENEFITS: SALARY: \$20,000 - \$30,000; 2-4 weeks vacation depending on years of service; sick leave: 10 days/year; 13 paid holidays; uniforms; golf privileges.

- Jim Walker

BENEFITS: SALARY: \$26, 000 - \$30,000 at this time; paid holidays; sick time; medical insurance; uniforms and golf privileges.

- Terry Wood

Other comments.

ASSISTANT SUPERINTENDENTS have a tough job to fill. The person has to have the ability to take charge of the entire operation in the superintendent's absence. That is a lot of pressure and responsibility. People management is the most important part of the assistant's job. They need to know who can do the job and operate special equipment to produce the desired results. They also need to know the club's level of expectations for the course maintenance department.

- Tad Altman

I'M VERY PROUD of our assistants and I rely on their dedication to Mariner Sands.

- Bill Lanthier

I HAVE BEEN MOST successful in hiring assistants through word of mouth, friends in the industry or hir-

ing an individual who is already on staff. The latter of these three methods is my preference. The obvious knowledge about your operation that the applicant who was hired from within has is invaluable.

I have used the GCSAA job referral service without much success. I received approximately 75 applications in response to several different openings. Seventy-five percent of those applicants did not meet the specified job qualifications or their resumes were of very poor quality.

-Greg Pheneger

ASSISTANTS ARE VERY important and quality ones are becoming very hard to find. Superintendents must stress the importance of their jobs to them and allow them room for error so that they can grow and become much more valuable to the industry.

- Greg Pheneger

Acknowledgments

Tad Altman, GCS. Alan Ragland, AGCS Stonebridge CC

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Bill Plante, GCS. Donald Whyner, AGCS, Orange Park CC

Kevin Rotti, GCS. Lear Despeaux, AGCS, Eastwood GC

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Locked cabinet with limited access.....



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....which are checked out using a numbered employee ID tag. Photos by Scott Mac Ewen

Super Tips

Small Tools Management System

BY SCOTT MAC EWEN, GCS
TPC of Tampa Bay

As the superintendent of the Tournament Players Club of Tampa Bay I have implemented a system of small-tool management designed to improve the problem of lost or broken small tools.

I am sure that there have been times when each of us has encountered situations where the tool we reach for is missing.

After scratching your head or turning the place upside down you end up running to the local department store to purchase the needed item.

You can help eliminate this problem by setting up a system of having the staff "check out" the small tools they need.

Checking out the tools helps keep track of where that tool is, who had it last and puts responsibility on the individual to feel he or she is the tempo-

rary owner of the tool and held accountable for its return to the proper place.

This can easily be accomplished by setting up an inventory for screwdrivers (various types and sizes), hammers, saws, measuring tapes, pliers, wrenches, bolt cutters, utility knives, machetes, pruners, loppers, extension cords, staple guns or any other tools you wish to incorporate into the system.

You should arrange the tools in a cabinet that can be locked. Each tool has its own assigned place in the cabinet by use of a nail, screw or hook. The description of the tool is labeled and affixed in that location.

Example: "25" tape measure" with a piece of self-adhesive label tape next to the nail. Then at each of these spots a small screw hook is installed.

This system is working well and over the long run I expect to show a cost saving in replacement of tools needed every day.

Each employee of the club has an assigned number, the superintendent, general manager, golf course maintenance staff members all the way down the line to the cart staff. Anyone who might need a tool has an ID number.

On the inside of the cabinet we have posted everyone's assigned number and installed a small rack of metal tags with the numbers stamped into them. When staff checks out a tool they hang a tag with their assigned number on the small screw hook. When they return the tool they return the tag.

The cabinet remains locked at all times with only key personnel having access to the cabinet. This ensures accuracy of the check-out process. This system is working well and over the long run I expect to show a cost saving in replacement of tools needed every day.

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Deeply rooted in Florida

University of Florida one of first sites for USGA turf research

BY JAMES M. LATHAM
USGA Agronomist & Regional Director, retired

Did you know that the very first research grant on warm-season turfgrasses sponsored by the USGA Green Section was to at the University of Florida? Yep — some 74 years ago. That was only two years after the establishment of the Green Section as a source of information aimed at solving problems on golf courses in the United States.

A sum of \$25 a month was provided to the Gainesville Experiment Station, entrusted to Vice Director and Animal Industrialist John M. Scott. C. V. Piper and R. O. Oakley, who were the Green Section research team then, apparently made the contact through their USDA work with forage plants. Incidentally, a Mr. L. C. Menager of the Florida Country Club in Ortega, served on the first Green Section Committee.

The initial work involved testing sod-forming grasses for their potential use on golf courses. A couple of years later the turf work was taken over by USDA Forage

Crop Agent C. R. Enloe, who sent duplicates of the Gainesville grasses to the Everglades Station (at no extra charge). Just growing the grasses in a pasture-like setting was not enough for Piper and Oakley, so they bought and sent a brand new, \$75.00 Pennsylvania putting green mower to Enloe, to determine how the grasses withstood daily mowing at putting green height — 3/8 inch.

Mr. Enloe didn't have the time to do this grunt work, but he found a graduate student who wanted to do research on grass root development. Thus came the first post-graduate student project supported by the Green Section, with an annual grant of \$750, later raised to \$900. The money was for labor and was not like the formal scholarship or fellowship grants we see today.

Mr. Addison Shuler Laird did an excellent job of measuring and photographing the root systems of the grasses under mowed and pasture conditions, with different fertility regimes in different soils and wrote his thesis entitled "A Study of the Root Systems of Some Important Sod-Forming Grasses" in 1927.

The USGA or the Green Section weren't exactly household words then, as noted in the Preface to the thesis: "So great has been the desire for accurate information concerning golf grasses in Florida that the American Golf Club Association has financed part of this investigation."

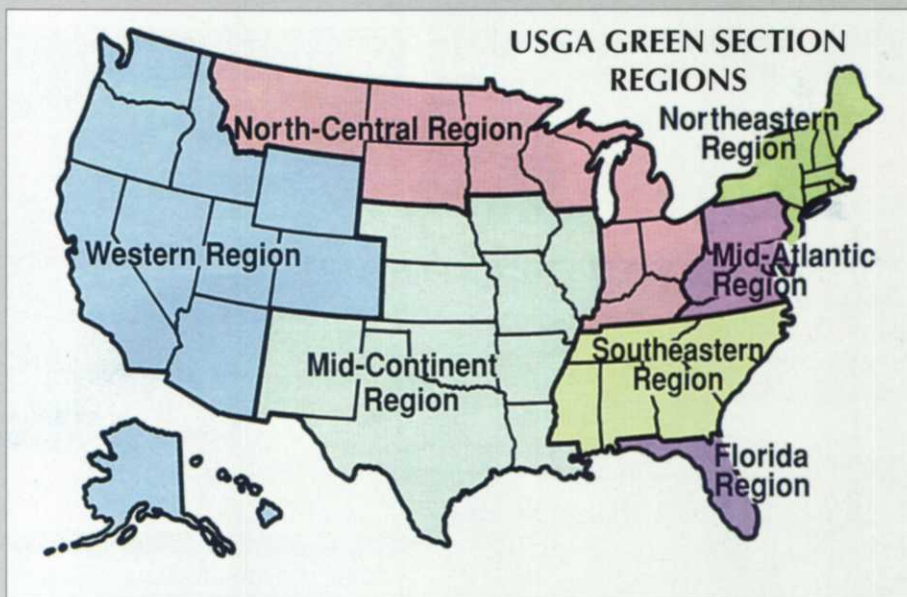
The thesis provided the basic material used in the production of Bulletin 209, published by the University of Florida Agricultural Experiment Station, entitled *Lawns in Florida* by C. R. Enloe and A. S. Laird, in 1930. Both publications are in the University Library.

In 1930, times were hard and the USGA could not continue the high-level grants, but could go for \$300. That could not support the present level of work, so the two organization mutually agreed to halt it. The connection was reestablished after World War II at the Everglades Experiment Station under the direction of Roy Bair.

This continued until 1950, when Mr. Bair resigned to go into private consultation work. Turf research was then moved back to Gainesville where, in 1952, Dr. Gene Nutter became the guru of grasses for



John Foy has been director of the Florida Region since it was separated from the Southeast Region at the beginning of the decade.



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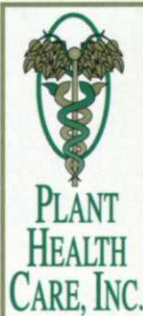
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*Ken Burnette,
Golf Course Superintendent
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the state and brought the program up to a leadership position in the country.

The Florida experience is not unlike many of today's state or regional turfgrass research and extension programs. Many were initiated by seed money from the Green Section and the salaries of the turf specialists were picked up by the university administrations, through the prodding of local golf associations and golf course superintendent's organizations.

Turf-oriented research today, however,

is receiving less and less governmental support, so the Green Section is again playing a major role in its fiscal support, along with that of the local, regional and national superintendents organizations and a few privately funded research foundations.

Back in the days before the Green Section was established, Piper and Oakley were besieged by requests for information on the establishment and care of golf course turf. They had some small research projects

under way, but needed a vehicle to disseminate what little scientific information they had. The organization of the Green Section of the United States Golf Association did that, in 1921.

Working from Washington, D. C., with plots in Arlington, Va., (where the Pentagon now stands), they published *The Bulletin of the USGA Green Section*, a periodical containing articles on their research and those written by other learned men, on golf course maintenance.

Remember that the chairmen of green committees made most of the decisions on golf course maintenance at that time and greenkeepers (there were no superintendents then) just did the work. Chairmen attended the few turf conferences and went home to tell the greenkeepers what to do.

With the golfboom of the 1920's, came demands by southerners to do something for the courses below the bentgrass/bluegrass zone. The Tufts family of Pinehurst fame had been experimenting with grasses for several years to get some kind — any kind — of turf cover on their fairways (they were happy with sand greens).

But until the Green Section came along, there had been no organized effort to look into producing sod-forming grasses that were suitable for use on southern golf courses.

Another USDA scientist, plant pathologist Dr. John Monteith, came to the Green Section in 1928, to continue his work on plant diseases. His research introduced the use of inorganic mercury and other compounds for disease control and prevention.

It was during his administration that many of the named vegetative bentgrasses were selected. Those selections gave rise to many commercial turf nurseries and the impetus for commercial turf supplyhouses to develop high quality products for golf course use.

The Depression years had a stifling effect on existing golf courses and new course development. The fallout was felt in research and extension conducted by the Green

Section, since the only source of funds was memberships fees and admissions to the US Open and Amateur Champion-

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ships. All of the travel costs were borne by member clubs requesting personal visits or the golf organizations and universities sponsoring conferences or short courses. The shortage of funds was made worse during WW II by the shortage of scientists to conduct the work.

Fortunately for the turf industry, the Green Section hired a plant physiologist to administer the project and continue the research and extension work—Dr. Fannie Fern Davis. Her interest in plant hormones resulted in the discovery that a compound identified as 2,4-D could selectively remove broadleaf plants from grass populations. Her dislike of administrative duties led to her resignation in 1945.

She was replaced by Dr. Fred V. Grau, who preached strongly for the support of university training and post-graduate degrees for people interested in the turfgrass field. His efforts bore fruit with the establishment of a position at Penn State University that resulted in James R. Watson becoming the first recipient of a Ph.D. in

the turfgrass field. Many others have followed a similar route.

After W.W.II, the picture changed and golf associations felt the need for a kind of extension service not available in most states — one directly related to golf course conditions. Research carried on by the Green Section, then located in Beltsville, Md. was inadequate to answer questions from other climatic zones.

Several states had developed their own, more locally-relevant research projects with funding by the Green Section. The upshot was the creation of the regionalized Green Section Visiting Service, which took the pertinent information from regional and national research to individual clubs and help fit it into their maintenance programs.

The agronomists in each region visited member clubs and courses on a regular basis to evaluate conditions and help solve existing problems and prevent others from developing. In 1954, Mr. B. P. Robinson became the first of these agronomists to serve Florida—and six other southeastern

states. He was followed by several others, until the golf industry in Florida became so large that it became a one-state region with John Foy as its Director.

Leadership of the Green Section since Dr. Grau's departure has been vested in men who had served as regional agronomists — Dr. Marvin Ferguson, Mr. Bill Bengueyfield, and Mr. Jim Snow. Each of them has made significant contributions to golf: Ferguson by initiating the putting green construction studies, Bengueyfield by inaugurating the massive maintenance and grass development projects and Snow by broadening the program to include environmental proactivism on individual courses. There have been too many fine field agronomists to name in this article, but all have had a lasting, positive impact on golf course quality in the areas they served or serve today.

Through the years since 1921, the Green Section has grown to be the primary source of science-based golf turf information. From the \$300 spent in 1923



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on research outside of the DC home base, its budget for research and support of environmental improvement grew to over \$1.3 million in 1997, requiring the full-time attention of Dr. Mike Kenna.

There are now seven regional offices across the country, staffed by 16 "visiting agronomists." The interest in building or rebuilding greens or entire golf courses created the need for a Construction Education Program, directed by Mr. Jim Moore, from which the latest information on the art and science of golf course construction can be obtained.

The Green Section Record is the current periodical publication of the Green Section, which closely adheres to the principles established by *The Bulletin of the USGA Green Section*, in the 1920's: interesting, factual, articles by knowledgeable authors — and no advertising.

Simply gathering and disseminating turfgrass-related information is not the end of the line. There was a need to develop a central preservation facility to accumulate and catalog the thousands of books, research papers, magazines and popular articles dating from the days of yore to the present and into the future.

Dr. James B. Beard saw the need and, working with Dr. Richard Chapin, Director of Libraries at Michigan State University, found a home for the collection of the books and periodicals accumulated by O. J. Noer during his agronomic career with the Milorganite Division of the Milwaukee Sewerage Commission.

The Noer Memorial Collection proved to be the seed for the development of the Turfgrass Information File at MSU, through special grants by the Green Sec-

From the \$300 spent in 1923 on research outside of the DC home base, its budget for research and support of environmental improvement grew to over \$1.3 million in 1997, requiring the full-time attention of Dr. Mike Kenna.

tion. TGIF is the most complete library of turfgrass publications in the world and is accessible by any mode of communication. Mr. Peter Cookingham has done a masterful job of organizing and maintaining the files. It was he who located the Florida publications mentioned in this article.

The surge of environmentalism in the 1980s brought the golf industry under an unkind light that stirred the USGA to begin a multi-million dollar research program on golf course maintenance procedures and materials.

USGA President Grant Spaeth said that if golf was guilty of contaminating the environment, it would have to clean up its act. But if not, golf needed hard, unbiased, scientific facts to disprove the accusations.

That program is still under way through the Green Section Environmental and Research Committee, which is charged with providing funds to further an understanding of the influence of course maintenance operations on environmental conditions and to produce new grasses and procedures that require less intensive use of fertilizers, pesticides and potable water.

To help golf organizations set up formal programs of environmental stewardship, the Green Section has wholeheartedly supported the educational efforts of the Audubon Society of New York State, now Audubon International. Its Cooperative Sanctuary Programs have helped superintendents develop positive, written procedures to preserve and protect the environmental treasures on individual courses and their surroundings.

Throughout its long existence, the USGA Green Section has worked for the good of the order, by supporting good science in turfgrass research and then getting the word out. It has been a strong supporter of golf course superintendents — their continuing education and their organizations. All of this has been done with one goal in mind — to provide America's golfers with the best possible playing conditions at a reasonable cost for the greatest number of days, every year.

Editor's Note: Jim Latham served the USGA Green Section as Southeastern Agronomist from 1957 to 1960, and as Director of the Great Lakes Region from 1984 to 1994.



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Florida Plants of the Year

Landscaping on golf courses ranges from very formal annual beds and sheared hedges to the natural look of aquatic plants and clumps of native grasses. The Florida Nurserymen and Growers Association has begun a program that will identify superior plant material that performs well but is often underutilized. If you are looking for proven plant material to provide color and diversity on your course you may want to give these 1998 Florida Plants of the Year a closer look.

The program's selection committee includes horticulturists, nurserymen, educators, architects and other professional members of the horticulture industry from central, north and south Florida.

Ground covers

PEACOCK GINGER

Kaempferias are a group of low herbaceous perennials usually less than one foot tall. Most have large 4- to 10-inch round or oval shaped leaves. The basic leaf color ranges from green to purple. However, most are striped or spotted with various combinations of purple, silver, white or iridescent markings that give the group their common name Peacock Ginger. Flowers are solitary, usually four-petaled and produced daily throughout the growing season. Flower color ranges from pure white to pink to purple.

Kaempferias are trouble-free, shade-loving ground covers that form thick clumps that out-complete weeds for available space. They are excellent companion plants for hostas in north Florida and competent replacements



for them in south and central Florida. Kaempferias, which are native to Southeast Asia, are naturally winter dormant, so they are hardy into Zone 8 and adaptable to all of Florida.

Commonly found varieties include: *K. rotunda* 'Asian Crocus', *K. roscoeana*, *K. masonii*, *K. pulchra* and *K. gilbertii*. New varieties include: *K.* 'Brush Strokes', *K.* 'Satin Checks', *K.* 'Shazam' and *K. pulchra* 'Silver Spot.'

Common Name: Peacock Ginger

Botanical Name: *Kaempferia* spp.

Hardiness: Zone 8

Mature Height: 12"

Classification: Herbaceous perennial

Use: Ground cover

Characteristics: Leaves range in color from green to purple and are spotted or striped and oval

AUTUMN FERN

Ferns are becoming more widely used ground covers in large drifts. *Cyrtomium falcatum* (Holly Fern) has been planted for years, but *Dryopteris erythrosora* (Autumn Fern) is quickly becoming as popular. This clumping fern has upright foliage reaching about 24" in height and spread. Also called Japanese Shield Fern, its young foliage is an eye-catching red that matures to a glossy dark green.

"Autumn Fern has fewer insect problems and seems more cold

tolerant than Holly Fern, and this makes it a more desirable selection," says P.J. Klinger of Lake Brantley Plant Corp., Longwood, Florida.



Autumn Fern is hardy to Zone 8 and evergreens without frost. The best growth is achieved in an organic, well-drained soil in light shade to shade. Though

the water requirements are moderate, Autumn Fern will signal a water stress with wilting and a change in foliage color.

Common Name: Autumn Fern

Botanical Name: *Dryopteris erythrosora*

Hardiness: Zone 8

Mature Height x Spread: 24" x 24"

Classification: Herbaceous perennial

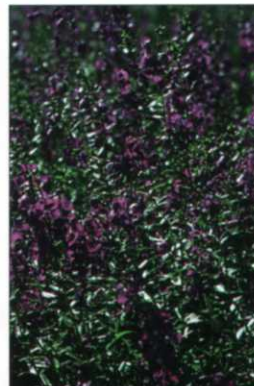
Landscape Use: Masses in shade

Characteristics: Clumping fern growing to 24"; new growth is coppery red, maturing to deep green

Masses and Borders

HILO PRINCESS ANGELONIA

Angelonia is a great new plant for Florida. A bushy perennial from



Mexico and the Caribbean, it grows well in our climate. 'Hilo Princess' reaches a mature height up to 24 inches and the stems support groupings of

deep violet-blue flowers that are present throughout the warm months. When planted in a moist, rich, well drained area, *Angelonia* will thrive in a wide range of light levels. It makes quite an impact as a mass planting or in combination with other flowers in decorative containers. Although some say to treat 'Hilo Princess' as an annual in colder areas, it tends to come back reliably as far north as Gainesville.

Common Name: Hilo Princess Angelonia

Botanical Name: *Angelonia angustifolia* 'Hilo Princess'

Hardiness: Zone 8

Mature Height x Spread: 24" x 24"

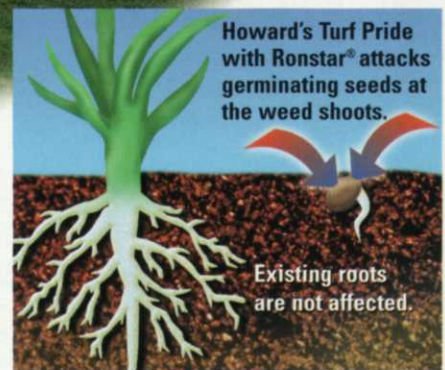
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Classification: Perennial

Landscape Use: Mass planting accent in perennial borders or in containers with other flowers

Characteristics: Deep violet-blue flowers; lance shaped leaves; blooms through warm months

FIREPOWER DWARF NANDINA

A plant long known for its fall color, but underutilized in the landscape is *Nandina Domestica* 'Fire power.'

Also called dwarf heavenly bamboo, this dense, low-growing cultivar is usually tinged with orange or red, but becomes an intense red mound in the fall and winter. Firepower,



with its rounded habit, reaches a mature height and spread of about two feet.

When planted in groupings or drifts behind low ground covers, Firepower creates an impressive impact. It is adaptable to a wide range of conditions, but prefers moist, fertile and well-drained soils.

Common Name: Firepower Dwarf Nandina

Horticultural Name: *Nandina domestica* 'Firepower'

Hardiness: Zone 6

Height x Spread: 2' x 2'

Classification: Low growing shrub

Landscape Use: Masses or borders

Characteristics: Dense, dwarf growing variety; intense fall color of red

Shrubs

FIREBUSH

When designing a landscape in south

or central Florida, be sure to give *Hamelia patens* (Firebush) some thought as a small accent tree.

Reaching 10 feet in height and six feet in spread in warmer areas, its

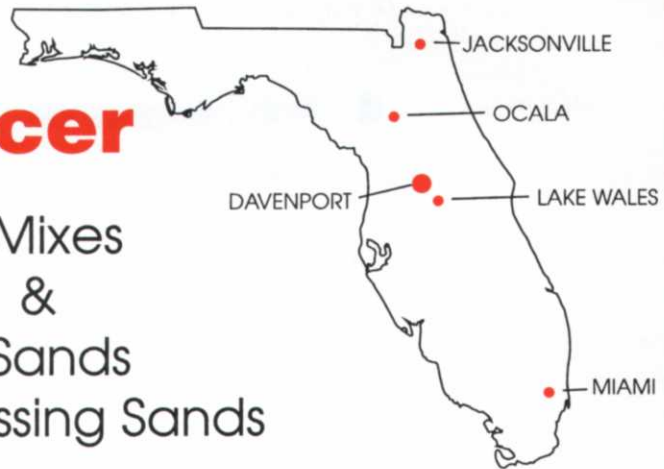


showy orange tubular flowers (March-November) are a big attraction to butterflies and hummingbirds. The leaves of

this evergreen shrub are reddish for much of the year, turning green as they mature. Foliage damage will occur in the upper 20s with die back in the upper teens. When knocked to the ground by cold, Firebush has been known to bounce back quickly the following spring. This variety

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prefers moist conditions and is tolerant of full sun to partial shade. Because it is not drought tolerant, be sure to plant near water loving plants in the garden.

Common Name: Firebush

Botanical Name: *Hamelia patens*

Hardiness: Zone 8

Mature Height x Spread: 10' x 6'

Classification: Large shrub to small tree

Landscape Use: Specimen shrub in partial shade

Ornamental: Red leaves with showy orange

Characteristics: tubular flowers attracting butterflies and hummingbirds

PINK LOROPETALUM

A plant that seems to be sweeping the industry is *Loropetalum*. Many of the new popular cultivars are being

developed from *Loropetalum chinense* var. *Rubrum*, which has red



foliage. Cultivars may reach 10 feet; others are easily maintained at four to six feet. Also called fringe flower, *Loropetalum* is tolerant of full sun to shade in moist, well-drained acid soils. Young

leaves are burgundy, maturing to green in the center of the plant. Some cultivars stay redder than others. The pink bloom of the fringe flower is heavy in the spring and then continues sporadically until fall.

Some of the cultivars available in the market today are:

- **Blush** - dense compact growth habit to at best six feet
- **Burgundy** - height will be six to

eight feet with drooping branches; expect this cultivar to bloom several times during the year

- **Zhuzhou** - taller, more open growing form; can be trained like Ligustrum as a multi-trunked small tree
- **Monraz' Razzleberri TM** - a Monrovia Nursery (California) introduction with a low-growing weeping form reaching four to six feet in height and spread.

Common Name: Pink loropetalum

Horticultural Name: *Loropetalum chinense* var. *Rubrum*

Hardiness: Zones 7 & 8

Mature Height: 6' to 10'

Classification: Shrub

Landscape Use: Accent plant or hedge plant

Characteristics: Red foliage, pink flowers

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Agreement to use Navy's recycled water enables restoration of Donald Ross classic

Golf course architect Bobby Weed had two golden opportunities in one with the restoration of Timuquana Country Club in Ponte Vedra Beach.

The course is a 1920s Donald Ross design that had succumbed to years of tree overgrowth and drainage problems. Its prime location, on the banks of the St. Johns River south of downtown Jacksonville, also provided the club with another challenge with regard to irrigation water supply.

The local agencies were not going to reissue necessary water permits to the club unless treated water was used to irrigate the golf course.

The solution created a way for the golf club to reduce the amount of water taken from the Floridan aquifer and assist the Navy in its goal of releasing less treated water into the St. Johns River.

"It was a joint effort as both the club and the Navy were pursuing a good outcome for what looked like a difficult situation," Weed said.

"The Navy, which borders the course, had been looking for a way to discharge less treated water into the St. Johns River. The course needed a supply of treated water to irrigate due to the mandate by

the state and water management district. The members were also seeking a solution to the drainage difficulties that caused the course to be closed after heavy rains, which we get quite often in north Florida."

After negotiations between Timuquana Country Club, Rear Admiral Kevin Delaney, commander Naval Base Jacksonville; Captain Dick Steinbrugge, commanding officer, Public Works Center; and Captain Robert Whitmire, commanding officer Naval Air Station Jacksonville, it was decided that the Navy would send treated water to Timuquana Country Club and the club would complete a golf course restoration along with a new irrigation system to accommodate use of the Navy's wastewater.

"This was the right thing to do," said Michael Lanaham of Timuquana Country Club.

"We have an agreement. that says we can take as much effluent water as we can use."

"We'll send more than 100 million gallons per year of treated water from our wastewater treatment plant to Timuquana Country Club to irrigate their golf course," Capt. Steinbrugge said. "NAS Jacksonville's wastewater treatment plant treats, on average, one

million gallons of water per day."

Kathy Chinoy of the St. Johns River Water Management District Governing Board hailed the agreement as a victory for "common sense."

Chinoy added that the continued growth in Jacksonville is draining the Floridan aquifer and that community water reuse systems need to be established to reduce consumption of valuable groundwater, improve the quality of drinking water and aid in clean up of the St. Johns River.

The Navy completed the water treatment system and installed a pipeline to a pumphouse at the east side of the property line of the golf course. From there, the club now routes the water to a large collecting pond which it uses to irrigate the course.

The soil removed to form the collection pond was used by the Navy on the base, which benefited both parties.

Weed is a member of the American Society of Golf Course Architects, the Donald Ross Society, the Golf Course Superintendents Association of America and the Florida Turfgrass Association.

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GCSAA water study confirms...

Pesticide runoff, leaching are minimal

A GCSAA-funded water quality study confirmed the results of previous research that pesticide runoff and leaching to ground water from golf courses is minimal, and when detected, at levels that are usually well below health advisory standards.

Researchers Stuart Cohen, Ph.D., Amelia Svrjcek, Tom Durborow and N. LaJan Barnes analyzed data from 36 golf courses, all in the United States with the exception of one on Prince Edward Island, Canada.

The group analyzed water quality monitoring data for the pesticides, metabolites, solvents and nitrate/nitrogen used on courses.

Summaries of data were also obtained from Guam and Japan, but were treated separately. The results were published in the November issue of *Golf Course Management*.

The study determined that just nine of 12,101 analyses for pesticides in groundwater samples were in excess of drinking water health advisory levels. Only eight of 2,731 analyses for pesticides in surface water samples exceeded their respective drinking water limits,

...just nine of 12,101 analyses for pesticides in groundwater samples were in excess of drinking water health advisory levels. Only eight of 2,731 analyses for pesticides in surface water samples exceeded their respective drinking water limits...

and 25 exceeded guidelines for aquatic organisms.

In the surface water samples, there were no readings of nitrate/nitrogen levels above the federal drinking water standard, while just 31 of 849 groundwater samples exceeded the standards. The results from Guam and Japan were similar.

GCSAA Director of Research Jeff Nus, Ph.D., said the study was the first attempt at a comprehensive examination of water quality on golf courses. Past research, with similar results, was limited to just one geographic region.

Still, Nus said this most recent study was not meant to be national estimates for golf course impacts on water quality.

"Based upon previous scientific research funded by the United States Golf Association, GCSAA had contended that properly managed golf courses do not pose a discernible health risk, and in many cases improve the quality of water," Nus said. "This latest study is important because the data analyzed from surface and ground water from golf courses support the results of the previous USGA-funded studies under carefully controlled laboratory conditions."

Nus said three factors largely explain the positive results of the study:

1. Golf course superintendents are educated, licensed and regulated in the application of golf course chemicals—therefore they judiciously employ their use and adhere to science-based course management practices.

2. Healthy turfgrass acts as a good filter of water, thereby removing pollutants. Additionally, chemicals in water are broken down by microbes in the turfgrass ecosystem before they reach water sources.

3. The U.S. Environmental Protection Agency intensely scrutinizes all pesticides before they are registered for use.

"These results should not be used to support a relaxation of environmental stewardship by superintendents, especially when one considers the geographic data gaps," said Cohen, President of Environ-

'These results should not be used to support a relaxation of environmental stewardship by superintendents, especially when one considers the geographic data gaps... However, these results invalidate the claims by some that golf courses should be treated as if they are hazardous-waste sites.'

mental & Turf Services and principal investigator of the study. "However, these results invalidate the claims by some that golf courses should be treated as if they are hazardous-waste sites."

While this study is significant, Nus said additional scrutiny is likely. The issue of water quality for all uses (golf courses, industry, agriculture, etc.) is receiving considerable attention from researchers. He indicated that the United States Golf Association has contributed major funding to the issue of pesticide and nutrient fate.

For additional information contact: Stuart Cohen, Ph.D., President, Environmental & Turf Services, Inc. Wheaton, Md., at 301/933-4700. Jeff Nus, Ph.D., GCSAA Director of Research, 800/472-7878 ext. 429 or E-mail jeffnus@gcsaa.org

From GCSAA Online News

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Planting and cutting-in the "ultradwarf" sprigs at the Olde Florida test green. Note the separation boards. Photo by Darren Davis.

Are 'ultradwarfs' the answer?

The excitement is certainly understandable with the years of struggling that many superintendents have gone through with contaminated or mutated turfgrass.

BY DARREN J. DAVIS
*Golf Course Superintendent
Olde Florida Golf Club*

In life, sometimes there are things that are just too good to be true. Most likely, we have all experienced this scenario at some point in time. With this said, there are some people that would have you believe that the new "ultradwarfs" or "vertical dwarfs" are a new wonder grass that will make us all heroes with our golfers.

Well, more than ever golf course superintendents in the south are in need of a "magic crystal ball" so that we can determine the destiny of these new, putting green grasses. These new grasses have cer-

tainly created quite a stir and superintendents all over the south are talking about them. The excitement is certainly understandable with the years of struggling that many superintendents have gone through with contaminated or mutated turfgrass.

Since these new ultradwarfs have been grown in test plots around the country for several years, it is certainly safe to say they can succeed in some situations. I have even personally seen three of these new varieties look outstanding, at certain times of the year.

But there have been some negative things seen dealing with stress, overseeding transition, and thatch accumulation. Therefore, it may be wise to allow some time for these new bermudagrass to be

Since these new ultradwarfs have been grown in test plots around the country for several years, it is certainly safe to say they can succeed in some situations.

tested in "real life" situations.

Since testing of these new bermudagrasses on actual "in play" golf course greens has been very limited, the Everglades Chapter of the FGCSA in conjunction with Olde Florida Golf Club planted a test green on August 20, 1997.

The green was planted by Olde Florida Golf Club turf maintenance staff under the supervision of a committee of people including John Foy, director, Florida Region USGA; Raymond Snyder, University of Florida (Dr. John Cisars' assistant); Roy Bates, immediate past president, Florida Turfgrass Association; and myself.



But there have been some negative things seen dealing with stress, overseeding transition, and thatch accumulation.

Dr. J. V. Krans, professor, Mississippi State University, and Dr. Wayne Hanna, geneticist, USDA/ARS both of whom are also on the committee helping to oversee this project, were unable to attend. However, both of these scientists reviewed the planting protocol and provided valuable input.

All four ultradwarfs — FloraDwarf, TifEagle, MS-Supreme and Champion — arrived at Olde Florida on August 19, or 20. The material was shipped via airfreight, Federal Express or trucked in (FloraDwarf). It is our determination that all of the material arrived in similar condition.

Earl Elsner, director, Georgia Seed Development Commission, provided input on the method of sprig measurement to assure equal amounts of all the varieties were planted on the test green. It was our determination that the FloraDwarf was delivered with a quantity closest to our desired sprig rate of twenty bushels; it was also the least amount delivered of the four. Therefore, the quantity of FloraDwarf we had on hand was the standard used to decide the total volume of sprigs planted of each variety.

The method of sprig measurement used is as follows: Sprigs were put in a five-gallon bucket until it was half full. A tray of weights was then used to compress the

sprigs in the container. The remainder of the bucket was then filled and compacted again. Finally, the full bucket was weighed and the remaining nine buckets that were filled with sprigs (10 total) were weighed to assure we had ten equal containers of sprigs.

Although the four varieties all weighed different amounts (due to variances in soil or moisture content), it is our judgment that each variety was planted in very close volume amounts, at a rate that is standard in the industry (20-25 bushels/ 1000 sq.ft.).

After each variety was placed in the ten containers they were transported to the green and dispersed by hand evenly on the two predetermined plots. The green had been separated the day before into eight equal-width plots so that each of the four varieties could be planted in duplicate strips.

Care was taken in the planting process to ensure no material was accidentally placed on another variety's plot. Immediately after the sprigs were placed on the greens surface, they were manually sliced in using a dull, flat-pointed shovel. Several employees performed this task in an attempt to "cut in" as much of the material as possible.

Prior to placing the next turfgrass variety into the ten buckets, all of the containers were thoroughly cleaned with water. The floor that we were working on, inside the turf maintenance facility, was also swept and then blown clean.

Prior to planting, the plots were tem-

Growing in the test plots. Guillermo Gomez hand-mows the plots after the sprigs take hold. Photo by Darren Davis

porarily physically separated with plywood that was installed six inches below, and extended six inches above the surface of the green. This helped keep the varieties separated during the planting process and also the grow-in. It did create some hardships with the grow-in but it was believed to be crucial in keeping the individual plots "pure".

After all four varieties were planted and cut in, the green was irrigated to seal the surface. An irrigation program was immediately installed in the controller to keep the surface moist at all times during daylight hours.

This irrigation program remained in place until the turf was sufficiently tacked down. Once the turf was tacked down a vibratory mechanical compactor plate was used to smooth the surface. Care was taken to assure the machine did not transport any material between plots.

Prior to planting the turfgrass, Milorganite (6-2-0) was applied at 5 pounds of N/1000 sq.ft. and Scott's Starter Fertilizer (19-26-5) was applied at 1 pound P/1000 sq.ft.. Both materials were worked in to the soil by a mechanical trap rake.

After planting, Lesco Ammonium Sulfate (21-0-0) was applied weekly at 1 pound of N/1000 sq.ft.. Also applied weekly on a different day of the week was the 19-26-5 at 1 pound of P/1000 sq.ft.. This fertility program remained in place until the turf was well established.

When the sprigs had sufficiently tacked down, a Toro GR 1000 greens mower was used to mow the plots. The initial bench setting on the GR 1000 was .300. This was lowered gradually as the turf allowed.

We probably could have begun mowing sooner but we were very concerned about dislodging sprigs from the surface of the green and possibly transporting them to other plots. In the mowing process, to be extra cautious, both plots of each variety were mowed and the mower was then thoroughly washed clean prior to mowing the next variety.

The basket was also used to ensure no material was physically thrown over the plywood barrier into another plot. Each time the turfgrass was cut with the greens mower, a Red Max hand-held reciprocator was used to cut the turf next to the

board where the mower was unable to cut. After the mowing began, the green was also rolled numerous times with a riding greens mower to help smooth the surface.

After 6 weeks of growing, a triplex vertical mower was used to groom the plots and help encourage lateral growth. Again, we probably could have performed this process sooner if the green were a mono-stand. Each variety was vertically mowed separately. Immediately after the vertical mowing, the plots were cut with a greens mower (with the basket attached) to help clean up debris on the surface.

The plots were also blown clean. Prior to beginning the next variety, the machine was cleaned thoroughly. All of the plots were also carefully inspected prior to being vertically mowed for any material that may have been transported from another plot. In this process the plywood certainly enabled us to keep the material separate.

The plywood remained in place until the plots were close to 100 percent filled in. This was to assure that there would be no open spaces for runners to encroach into the adjacent plot. We are comfortable that by having the boards in place during the grow-in, there will be very little merging of the varieties unless one variety is dominant or one is severely weakened by stress or by some other factor.

The last step in the establishment of the new test green was the installation of the Greens Encroachment Barrier System to keep out any encroachment from the surrounding fairway and rough "Tift 94" bermudagrass.

With the grown-in now complete, we have determined that there are no unusual facts to report on the establishment of the four varieties from sprig material.

They all appear to grow in at about the same rate. Although Tifdwarf is not included in the test, it appears that there is little difference in the grow-in rate from sprigs of the four "ultradwarfs" compared to Tifdwarf.

The only difference in the establishment of the individual plots on the test green was that the varieties whose sprigs

were delivered a little "clumpier" took hold a little better. I do not feel that this is the "norm" but in our situation we were unable to utilize a mechanical sprig slicer because of the placement of the above-ground plywood barrier. Instead the sprigs were manually sliced-in with shovels.

Had we been able to achieve better soil/sprig contact across the entire plot it would have certainly resulted in better survival of the sprigs. For example, the varieties that were "shredded" were unable to be 100% sliced in and consequently some of the sprig material that remained on top (with no roots or soil), dried out before the turf was able to take hold.

Obviously the greater percentage of material that is worked into the soil, the better the survival rate will be. There was not a huge difference in the four varieties but some difference in this regard was noticeable. This is in no way a negative for any of the varieties. They all appear to grow in at about the same rate.

Turfgrass managers in the south are keeping their fingers crossed that these new varieties are successful. However, many experts feel there is a need for caution.

In the November/December 1997 issue of the *USGA Green Section Record*, John Foy (USGA agronomist) wrote, "The development and introduction of new bermudagrass cultivars holds great promise for warm-season golf courses. However, some patience needs to be exercised. The new bermudagrasses have not been thoroughly evaluated in replicated putting green and fairway trials

"A number of questions still need to be answered regarding the stress- and pest-tolerances of these grasses over a wide range of locations. Furthermore some of the new putting green bermudagrass cultivars exhibit a faster rate of thatch production."

To me, this is an accurate assessment of where we are at now with the new grasses. There will be some leaders that will take a slight gamble and plant these new turfgrasses, but only with time will we know the long-term success with the new ultradwarfs.

Letters..

...to the Editor

Thanks for article

Joel,

Your article was fantastic! The pictures are beautiful. We are all very proud of Joe and our golf course. Thank you very much.

Sincerely,
Jon McMillin

General Manager, Winter Pines GC

Response

Jon,

You're welcome. It was an easy story to write having known Joe, the man and the superintendent all these years. Did I forget to mention I once shot five over par on Winter Pines when it was a par 63? Maybe I'm biased. From all of us, thank you for being an owner who understands the business and participates in getting things done.

Superintendent - Vendor Relationships

Dear Mark,

While attending the joint meeting of the Treasure Coast and Palm Beach GCSA's in Hobe Sound, I was moved by your comments in regards to the FTGA state show and its lack of participation by members. I was so moved that I decided to write a letter and volunteer myself if vendor comments or committee participation is wanted.

Today I read your "Afterwords" articles in the Fall issue of the Florida Green and realized the time to write is, NOW! Maybe I am not as well read as I should be but I felt this was one of the first published articles to put some sutures in an open wound. The relationship between superintendents and vendors has become more financial than professional.

Your joint meeting comments and article have a strong correlation and it falls back to finances. All of our organizations need financial support for existence. Golf course vendors need sales to continue their financial support. If we bury our heads in our USGA spec greens and don't address the problems

at hand, we will lose what's left of our professional relationships.

Mark, when someone of your caliber and respectability within his profession sends out a cry for help, we all know it's time to come to the table and try to work things out.

On behalf of all vendors I want to thank you for the articles. It should awaken all parties concerned that we can solve this problem as soon as we address it. The same Fall issue also showed us that Joe Ondo plans to provide leadership that welcomes questions on things we don't like or understand.

If you feel we are thinking along the same lines please call me and we can plan a method to get ourselves to the next level.

It will probably be a little more difficult to organize a group of vendors as we are also competitors, but when our professionalism is at stake, I am sure a good representation can be formed.

Respectfully,
Mark A. Atherholt
Pro Greens Turf Services

Seeking Help for Fairy Ring Control Research

I recently published a popular article on Fairy Ring Control, Preliminary Observations in the Florida Turf Digest, Sept/Oct. 1997, pages 26 - 27. In this article, we (John Cisar and I) discussed the symptomatology of fairy ring, causal agents of fairy ring, unknown factors that influence the development of the ring type and control.

Our focus on control was chemical although cultural practices also may influence ring development. In this study, we evaluated two fungicides (Heritage and ProStar) and a wetting agent (Aqueduct) for their curative effects in reducing the visual symptoms of the ring. Although we were able to reduce the ring with one of the fungicides, it is too early to tell if this will always be the case.

This was one experiment in one location, during one season.

I would like to continue with product testing for trying to curatively control fairy ring. Since I, and many other researchers do not know how to artificially induce fairy ring in the field at will, it would be very difficult to effectively evaluate fungicides and other products for preventative control at this time. However, with superintendents providing sites on golf courses where fairy ring is presently a problem (now or in the future), we could design experiments to evaluate curatively many of the products that are being sold for fairy ring control more vigorously.

If you are in agreement I would appreciate hearing from you. I can be reached at University of Florida IFAS - Everglades Research and Education Center, Belle Glade, Phone 561-996-3062 ext 148, FAX - 561-996-0339, E-mail - LEDA@GNV.IFAS.UFL.EDU.

Lawrence P. Datnoff
Associate Professor of Plant Pathology
University of Florida

Famous Golf Quotes

- "Golf is a compromise between what your ego wants you to do, what experience tells you to do, and what your nerves let you do."
-Bruce Crampton
- "My best score is 103, but I've only been playing 15 years."
-Alex Karras, former NFL defensive lineman and actor
- "What other people may find in poetry or art museums, I find in the flight of a good drive - the white ball sailing up into the blue sky, growing smaller and smaller, then suddenly reaching its apex, curving, falling and finally dropping to the turf to roll some more, just the way I planned it."
-Arnold Palmer
- "For most amateurs the best wood in the bag is the pencil."
-Chi Chi Rodriguez

Clippings

Pesticides said to pose little danger

Editor's Note: This didn't make page one like the unfounded scare with Alar on apples, but I did find these results and recommendations from a panel of cancer experts on page 11 of the Nov. 14, 1997 Orlando Sentinel. Post it and share it with your co-workers and club members.

ATLANTA (Associated Press)—The trace amounts of pesticides on fruits and vegetables pose practically no risk of cancer to people, an expert panel says.

In fact, the danger was found to be so small that it would actually be riskier to stop eating fruits and vegetables.

"A diverse diet that has plenty of fruits and vegetables is very important in reducing cancer," said Dr. Clark Heath of the American Cancer Society. "Compared to that, the risk of cancer from man-made chemicals is negligible."

Pesticides are thought to be toxic to people in large and frequent doses, but most people are exposed to them only in tiny amounts in fruits and vegetables.

Nonetheless, public fear prompted the panel of cancer experts to form in 1994 and review at least 50 published studies on pesticides to find out whether there was cause for alarm. The studies were published between 1981 and 1996.

For the average person, there's nothing to fear, the panel said in a published in the journal *Cancer*.

The American Cancer Society recommends people eat five or more servings of fruits and vegetables a day to help reduce their risk of esophagus cancer by 90 percent, their risk of colon cancer by 50 percent and their risk of breast cancer by 27 percent.

Quote

"Competitive golf is played mainly on a 5-1/2 inch course, the space between your ears." -

Bobby Jones

Viewpoint...

Lack of environmental information can make you surprisingly gullible

BY DAVID B. LONG, CGCS

Lakeview G. C., Ardmore, Okla.

As a golf course superintendent, I like to think that I'm doing my part to protect the environment. We have worked hard to change the image of the "greenskeeper" and to educate people about what it takes to be a golf course superintendent.

Our job is more than growing grass. It's our responsibility to protect golfers, animals, watersheds and trees. We need to think what the land we care for will be like when we leave it.

New laws change our working conditions almost daily. New products and chemicals hit the market almost as fast. Do you take time to educate yourself about new products? Have you overheard someone say a particular product or chemical is bad for the environment, and before checking it out or researching the product, you just agree and discontinue its use? It's our goal — and our duty — to protect the environment as much as we possibly can. Part of this duty is staying informed. I ran across a story (author unknown) that illustrates this point so well I thought I would share it.

A freshman won first prize at a city science fair last spring. He was attempting to show how conditioned we have become to the alarmists practicing junk science and spreading fear of everything in our environment. In his project he urged people to sign a petition demanding the strict control or total elimination of the chemical "hydrogen hydroxide." The chemical:

- Causes excessive sweating and vomiting
- Is a major component in acid rain
- Causes severe burns in its gaseous state
- Kills when accidentally inhaled
- Contributes to erosion
- Decreases effectiveness of automobile brakes
- Has been found in tumors of terminal cancer patients

The student asked 50 people if they supported a ban of the chemical. Forty-three said yes, six were undecided and only one knew what the chemical was.

The title of his prize-winning project was, "How Gullible Are We?"

He believes the conclusion is obvious. So, 43 of 50 people polled wanted to ban hydrogen hydroxide. I believe we would be in a lot of trouble if we decided to ban or discontinue the use of products or chemicals just because their names sound terrible or we have failed to do our research. Where would we be if we banned hydrogen hydroxide? We'd be without water. It makes you think, doesn't it?

Editors Note: This Viewpoint column from the November 1997 Golf Course Management magazine was just too good to pass up. It relates directly to the concerns in the cancer risk article and the scare tactics of environmental extremists.

The Heat is On

Don't all golf course superintendents figure that a break from the hectic routine is in order... After busting our cans all season long... we deserve a few weekends off during some nice weather, don't we?

BY PAT NORTON, GCS
Nettle Creek CC
Morris, Illinois

Editor's Note: Good writing and a hearty passion and understanding of our business is not limited by geography. Please enjoy the scenery and perspective in a fellow superintendent's article I read and enjoyed in the November/December 1997 issue of Wisconsin GCSA's, The Grass Roots.

The fact of the matter is that it's now early October down here in north central Illinois, and the heat is on... quite literally, the heat is on... to the point of being 85°F for many days running this past week!

So now we're facing a warm spell that is nothing but pure enjoyment... pure enjoyment in being outdoors every day... all day... on a gorgeous golf course that's not under any stress whatsoever!

This is beautiful growing and working weather... dusky, crisp early mornings are actually moonlit for the first hour of the work day. Then the sun warms us all up for the remainder of the day... by five or six p.m. a hint of evening chill is in the air, followed by enjoyable evening weather and star filled skies each night.

An open golf course like ours does have its autumn advantages. Because of its open nature, lots of the golf course can be seen in a panoramic instant. Given the fact that our course has what might be called a flat, 'prairie' look... getting up on a high greenside mound counts here for a 'bluff top vantage point'.

Our course is also extremely spread out, which makes it possible to check things out way out there about 3/4 mile away. "Hey, that little red dot in the distance is one of our guys mowing greens

on the back nine... I think"... Beautiful green bent fairways wind down through the property... contrasting vividly with the colors of the changing leaves and the surrounding farm fields. Green and tee complexes look so good... so interconnected to each other because of the vivid colors.

Top off these great fall days with the unseasonably warm weather as of late and a busy aerification work schedule and it's easy to see why the weeks are flying by so quickly.

Like most golf courses, there's way too much to do and too few people available this time of year. So, in addition to the weather being so nice and warm, the heat is on in another respect... getting finished with all of the fall cultural tasks before the weather collapses and November takes over...

Don't all golf course superintendents figure that a break from the hectic routine is in order during October? After 'busting our cans' all season long... we deserve a few weekends off during some nice weather, don't we? Do we always have to wait until the golf course closes for the season and the snow begins to fly before we can slide out of town for the weekend? If so, what a warped and inbred life we all lead!

Overall though, the degree of this heat is way mild compared to the heat of battle this past summer. I don't know much about the Wisconsin summer of '97, but we out here on the hot flatlands experienced some really dry, but very golfable weather for essentially two months stretching from mid-June through mid-August.

Our roughs became dry, hard-baked wastelands during that period, while the daily battle to keep the irrigated

areas fully green and functional wore us all down by the end of August.

These two months were just full of irony for our public course. The course was seriously suffering from lack of rain-fall... the agronomic troops were starting to lose their resolve... while the golfers just kept coming and coming, resulting in some very happy ownership faces as they reviewed financial figures for the summer... and as usual, the battle to keep the golf course looking good... the golf staff functioning smoothly... and the golfers happy... was somewhat taken for granted!

Being taken for granted comes with this business, I think, so it doesn't do any good to complain.

So, with age comes a little bit of experience on how to deal with things when the heat is really on... and I fully realize that while it's nice to get verbal compliments on the condition of the golf course... the ultimate compliment is to have a strong membership and player base that keeps on patronizing and enjoying our golf course! A full golf course makes the heat much easier to bear... whether it's during the really hot summer months or during a most idyllic autumn...

On any golf course I've ever been at... whether as a student, an assistant superintendent, or as 'the head cheese'... the heat that's generated is almost always internal. In other words, we all put heat on ourselves to always do a perfect job, and have a perfect golf course... with too few labor and equipment resources.

The idea list... the 'to do' list... on any golf course... never gets completed... as some items on the list continue to age for lack of priority and lack of time. What's interesting about our

attitudes toward these lists is that we view everything as very crucial, as a personal challenge to get everything completed... this week!

The real kick is that nobody else understands your priorities or your list for the golf course... nobody else on the property really knows what's going on with the golf course... if you really think about it.

Whether it's a daily, weekly, or season long thing... each and every superintendent holds the key to that great big secret out there called the golf course... and it's with some satisfaction that we're all constantly trying to explain and educate our golf professionals, owners, boards, or members as to the secrets of this great agronomic game called golf course management.

They pretend to understand or be interested... but the fact of the matter is that there is some mystery surrounding

each and every beautiful golf course. People just can't understand how it is that it all stays so beautiful... even if they are really interested! Things that we all take for granted agronomically or horticulturally are as foreign to them as nuclear physics is to me!

Others in my ownership group, however, cannot and do not share my zeal... nor can they be expected to understand what all goes into making the golf course so nice and playable.

So, what often happens is that I have my daily and weekly priorities changed with just one short visit from one of the senior owners. I always tend to put the heat on myself as concerns the condition of the playing surfaces and the aesthetics of the course itself... I want that golf course out there to look as sweet as possible every day. We have a limited number of people available daily to accomplish that task, so when priorities get

changed for me... on a seeming whim... the heat is really on to accomplish everything in a mutually satisfying and satisfactory manner!

This week, for example, we are moving out of our triple-wide, mobile-home clubhouse and preparing for the initial phases of a new... and very modest... clubhouse construction. This requires all of my people to scoot on up there after morning chores to help with the moving out, prepping the construction site, and cleaning up the entire area... considerable man-hours spent off of the golf course... but helping out the overall situation.

Then, we look forward to verti-draining our greens at mid-week with one of my few remaining Wisconsin connections... Wisconsin Turf Equipment... who accomplish that task at a very affordable price.

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and "needs to know how soon it'll be before we're finished fertilizing our roughs with their two-ton spreader... "Heck, man, we haven't even started", I reply, "but we'll get right on that and be done by mid-morning tomorrow"... which we were!

I finish off the week by working until 2:30 p.m. Saturday... installing that 'can't wait' equipment washstand drain line with a contractor friend who certainly does not have children at home anymore... and is the type who would certainly understand it if I left for the day... but somehow I can't bring myself to leave... because he's also costing us \$65 per hour... and we'll obviously finish the job sooner if I stay until the bitter end!

The heat is really on now... in October? Am I working my life away... consumed with my obligations at the course above all else... not caring what else

happens in the world? If our employers take us a bit for granted... don't we take our spouses and families a lot for granted... for three seasons out of each and every year? Do we put too much heat on them to try and understand why they can't every go on a summer vacation... like all of their friends?

The fact is though... that there's a point beyond which any of us isn't willing to travel. When it all gets to the point of getting totally taken for granted... with no career advancement in sight... it's time to make a change. The entire employer/employee relationship has to be based on mutual respect with an understanding that most of us are capable of going on to better career opportunities. And there is definitely a point in time when each of us understands this... and decides to pursue something else in life.

I've always loved to work hard... to

Am I working my life away... consumed with my obligations at the course above all else... not caring what else happens in the world? If our employers take us a bit for granted... don't we take our spouses and families a lot for granted... for three seasons out of every year?

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put in the effort to make my course look and for me to feel... successful. I'd say that all of us have tremendous pride in what we do for a living... to the point of doing much more than is required each and every day.

BACK ISSUE SEARCH

Looking for a copy of the April 1974 *Florida Green*!

Dan Jones, editor emeritus of the *Florida Green*, has passed along to me the complete collection of back issues of the *Florida Green*, well, almost complete! We are missing one issue — April 1974. If any of you packrats out there have a copy, please send it to me. I would like to have the complete collection bound in hard back covers to preserve the magazine's history.

This is part of the formula for success... whether in golf course management, turfgrass sales, or any other calling in life. Successful people thrive on the intense heat of living active, busy, rewarding lives... which often times is not easy.

Easy is working forty hours per week maximum and depending on the union to keep your lazy, poor attitude butt employed...

Easy is blaming the world for your supposedly tough problems and your unhappiness... without stopping to consider how darned good you've got it all presently... not to mention the fact that numerous opportunities for a better life surround each of us every day! !

Easy is blaming the company for not giving out ever better wages and benefits without considering the fact that most people make themselves all too replaceable by virtue of their lousy work attitude and greedy behavior. . .

And by the way, people... good businessmen don't usually keep on giving out raises and bonuses based solely on

length of service, seniority, etc.... job performance and value to the company that help lead to company profitability are the keys to a great career with any company, aren't they?

Actually for me... it's all worth it. When this golf course... this investment project is completed in about three years... Susan and I will be somewhat 'in the clover'... as my parents keep reminding us. And when I read over the GCSAA Employment Opportunities Bulletin every week... I notice that too many of them are mediocre in nature... and do not interest me anymore.

So... bring on the heat... even if it is October. The end of the season is very near... and it's been a great one for almost any golf course in 1997. Too soon we'll be feverishly wishing for some of that heat... to keep our bodies warm and our minds challenged.

The cold alternative is too soon and too lastingly upon us. Then I know... I just know for certain... that I'll quickly be so sick of winter that heat... any heat... would be most welcome.

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Call For Articles

This is a call for articles for the 1998 issues of the *Florida Green*.

Contact Joel D. Jackson, Editor for more information. Phone: 407-248-1971. Fax: 407-248-1971. E-mail: FLGrn@aol.com. All slides and photographs should include identification of persons in the picture and the name of the photographer.

HANDS ON TOPICS for 1998: Share your best practices and tips for these upcoming topics. Slides or photographs are encouraged.

- Spring Issue - Spray Tips: Equipment, Nozzles, Rates, Tank Mixes.
- Summer Issue - Selling Your Budget to the Board.
- Fall Issue - Managing Overseeded Greens Through "The Season."

SPOTLIGHT: People and events making news in Florida. From award winners to chapter tournaments and other accomplishments. Send in your story. Slides or photographs encouraged.

SUPERINTENDENT'S JOURNAL: Personal observations or

experiences related to any phase of the turf management profession. Slides or photographs encouraged.

PROFESSIONAL DEVELOPMENT: General management topics beyond turf. Examples: Education, facilities, personnel, computers, training, etc. Slides or photographs encouraged.

INDUSTRY NEWS: News items of interest to Florida superintendents from allied associations in the turf/horticulture industry. Slides or photographs encouraged.

OPINION: Exactly what it means! Articles voicing a personal point of view on any topic concerning Florida superintendents. Slides or photographs encouraged.

RESEARCH: A section reserved primarily for university and technical authors to report on research results within the turf industry. Slides or photographs encouraged.

RUB OF THE GREEN: Articles and anecdotes with a humorous twist. Slides or photographs encouraged.

STEWARDSHIP: Superintendents are invited to submit ideas and articles about environmental issues and initiatives at their courses. Slides or photographs encouraged. Contact Shelly Foy, Stewardship Coordinator for more information. Phone: 561-546-2620. Fax: 561-546-4653. E-mail: sfoy@usga.org

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Both of our state industry associations, the FTGA and the FGCSA, have reached crossroads. Recent meetings and conversations confirm that major changes are in the wind for both groups. More meetings are being scheduled, including at least one between

members of both the FGCSA and FTGA boards, to determine which course to chart for the future.

Starting first on a positive note: Based on the results of the recent FGCSA day-long planning session held in November, the board is actively pursuing the hiring a full-time staff person to serve as an

executive director. I think it is an excellent idea whose time has come.

An executive director could give us professional representation at regulatory, legislative, and allied industry gatherings that we currently are conspicuously absent from, helping to build the necessary bonds and steer a course for the betterment of our industry. Expanded coverage of statewide events for publication in the Florida Green and closer coordination with FTGA would be other benefits of having in this position. Making this move will help elevate our association to the next level.

Moving to the less pleasant developments: Attendance at nearly all industry-related events throughout the state, reportedly, is down. This includes the FTGA Conference and Show, the Poa Annua, the Crowfoot, the South Florida Expo, and some of the other chapter events. The suppliers and manufacturers who sponsor these events are disgruntled, and rightfully so. We can't continue to ask the same companies to support activities that we ourselves do not attend.

In my opinion, the primary problem is not apathy on the part of the superintendent — though it is applicable to a certain degree — but lies with the sheer number of events available to

superintendents to attend on a regular basis. No matter how much you'd like to participate in everything offered, the reality is that you wouldn't hold your job very long if you did. Few employers would accept a superintendent being away from the job 30 or more days a year in addition to family vacation time. Hard decisions must be made determining which events are most beneficial to you and your club.

So what can we do to improve attendance and ensure success of worthwhile and traditional events that, for the most part, raise funds necessary for the turfgrass research we all want and need?

First and foremost is to have each organization review its mission statement, if they have one, or otherwise determine just what their function is and who is their target audience. It is painfully obvious to me that superintendents are the primary target for a majority of these events, and since we can't attend them all, one of two things must happen: Either the number of events must be reduced, or the target audience must be expanded.

I don't think that simply changing the content, schedule, or venue, whether in a major or minor way, will improve attendance at many of these events. No matter how good a program, superintendents can't go to them all, so whatever Herculean efforts are put into making one event successful will probably come at the expense of reducing attendance at another industry event. People working within the same basic industry shouldn't be in competition with themselves and fighting over the same limited sources of support.

This doesn't mean that efforts shouldn't be made to make an event a "can't miss" affair, it just means that hard decisions must be made using common sense and logic rather than emotion, ego, and/or competition to reduce the number of offerings. Communication and coordination between the various organizations becomes essential for any hope of cooperative resolution of this serious problem.

Trying to put a positive spin on matters, what is wrong with expanding our target, where applicable, to club managers, golf pros, members, and anyone else with an interest in our business? There may be certain events where the golf course

Where do we want to go and how do we get there?

Mark My Words



Mark Jarrell, CGCS Assistant Editor

superintendent or his suppliers are the only desirable participants, but I can think of very few. We've complained for years about the golfer's indifference to our problems, but how many events do we attempt to reach out to include these people so that they have an opportunity to interact with us and learn about our needs and concerns? Why don't we use this problem of poor attendance to our advantage by including those who might be able to help us if they had any idea what we needed?

Putting on my FTGA hat for a moment, I can tell you that the FTGA will be considering co-sponsorship of the annual Conference and Show with other organizations to increase attendance and reduce the burden on the vendors who go to great expense "showing" for various organizations. Many other ideas

will be considered, all aimed at increasing attendance, excitement, and value to both attendees and exhibitors. Our task is made more difficult given the GCSAA's decision to hold its annual Conference and Show in Orlando every three years, but many talented and dedicated minds will be working on solutions.

For those of you serving on various association boards, I hope my words have struck a chord and you will consider taking appropriate actions. I also hope you will reach out to the younger superintendents in your area to encourage their participation - Sherry Krasula of the Howard Fertilizer Company pointed out to me that many of the younger guys are intimidated by those of us who have been involved for so long, and though I can't imagine

another superintendent feeling "intimidated" by me or any other association volunteer, she's probably right. If I've ever made anyone feel that way, I apologize, and hope that you realize your ideas and insights are just as important as mine or anyone else's, so speak right up and get involved!

In closing, I'd like to (once again) emphasize the importance of supporting those suppliers who fund our various activities and functions. I've heard enough recent rumblings to consider it fair warning that many of our long-time supporters aren't going to continue financial support of our industry's events if they continue losing business to competitors who make no such contribution, usually over insignificant differences in price.

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A funny thing happened on the way to my 55th birthday this past November. I kept tripping over my career path.

The only thing I could see in the beam of my golf cart headlights were mower tracks and armadillo trails in the dew. They led to 10 more years of chasing sunrises before detouring into the Social Security office. After 20 years of mowing and going at the Walt Disney Company, I thought it was time to consider

other adventures to pursue before Medicare kicks in.

Effective December 31, yours truly terminated his employment for the purpose of starting a pension. That's legalese for "Joel's taking early retirement!"

Previously, I balanced my day job and my association service like

the rest of the superintendents across the state. I struggled like everyone else to find the time to do justice to it all.

Time is such an issue that it moved both Joe Ondo and Mike Perham to write about how much time could theoretically be spent to support our many events throughout the state. The now-infamous list of 27 opportunities for conferences, meetings, seminars, tournaments, trade shows, demonstrations, research updates and other fund-raisers was an interesting exercise to illustrate a point.

Why the list?

At the FGCSA Planning Session we were discussing the subject of dwindling participation for some of our state and local events — including the 1997 FTGA Conference and Show

— and what to do about it.

This topic has come up before. Everyone keeps saying there are so many things to choose from these days. I wanted to put it down in black and white to get a real handle on it. All these functions are worthwhile! They just have the annoying requirement of taking time to plan, execute and attend.

I don't expect any superintendent actually spent 40 days away at these functions because some are very local events. The point is there are a lot of opportunities and they take up our time and resources. It may be time to reevaluate how we market these events and try to expand our audience to increase participation and financial support. Those kinds of issues were also addressed at the Planning Session.

Well, there's a message in here somewhere. It's about changes and challenges and choices. Over these past 20 years of inhaling pixie dust and having to admit to family and friends that, indeed, I did work for a mouse, I managed to have lots of fun and satisfaction in working on the *Florida Green* magazine as a sideline. People would often say, "I don't know how do you find the time to do it!"

Truthfully, it has been so rewarding I thought it might be time to follow an old dusty dream of mine of writing for a living.

The association is also discussing changes it would like to make to accomplish some of the goals that were identified at the Planning Session. Ironically, some of these current goals are similar to ones that were identified by former Long Range Planning Committees. They have been sitting idle on the back burner gathering dust for over a decade.

Whenever there's change, there are challenges to be met and choices to be made. Maybe we need to get a Dust Buster to make those dreams and plans come true! I'd be willing to give it a try. After all, now I've got the time!



Green Side Up



Joel Jackson, CGCS
Editor

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