

The Florida Green

Winter 2007



Number 17
Skyview at Terra Vista
Hernando
Photo by Daniel Zelazek



President **Craig Weyandt**
The Moorings Club
100 Harbour Drive
Vero Beach, FL 33433
(772) 231-4996

VicePresident **Matt Taylor**
Royal Poinciana GC
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Naples, FL 34101
(239) 261-4987

Secretary/Treasurer **Shane Bass, CGCS**
St. James Bay GC
201 Crooked River Rd.
Carabelle, FL 32346
(850) 528-3839

Past President **Joe Pantaleo**
Indian Creek CC
52 Indian Creek Drive
Indian Creek, FL 33154
(305) 866-7224

DIRECTORS

Calusa	Nancy Miller Maple Leaf G&CC (941) 255-3677
Central Florida	Gary Myers, CGCS Walt Disney World (407) 824-3030
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Treasure Coast	John Curran Johns Island Club (772) 231-1700
West Coast	Bill Kistler Tampa Palms G&CC (813) 972-3375

STAFF

Association Manager Marie Roberts
1760 NW Pine Lake Dr.
Stuart, FL 34994
Phone: Days (772) 692-9349
(800) 732-6053 (Florida WATS)
(772) 692-9654 (Fax)
fgcsa123@bellsouth.net (E-mail)



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SPOTLIGHT: LCCC BENEFIT TOURNAMENT

Gary Dorsch, a regional field manager for the Toro Company hit the 6-iron shot of his life on the Nov. 2 during the annual Lake City Endowment Tournament. The ball went into the cup and earned Dorsch a set of keys to a brand new BMW Z4 convertible.

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COVER STORY: SKYVIEW GOLF COURSE

The Seven Rivers Chapter nominated the Skyview Course for the Winter 2007 cover story, but to tell the full story is to recognize that Skyview is just the newest of three courses built at the Villages of Citrus Hills.

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OFFICIAL BUSINESS: THE FERTILIZER RULE

Industry leaders met at the Bob Crawford Agriculture Center in Bartow Dec. 5 to hear the discussion on the latest version of the newly proposed Fertilizer Rule that will govern labels and tags on fertilizer products sold and used in Florida.

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RESEARCH: DIVERSITY IN THE WORKFORCE

Over a three-week period in June Lake City CC Professor Bruce Witt visited 21 facilities and interviewed 49 executives, managers and supervisors. The workforces at those facilities included people from 25 different countries, 10 of them non-Hispanic.

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AFTERWORDS: GIVING BACK

Jim Colo of the Old Marsh Club is coordinating a group of superintendents in Palm Beach County who are volunteering at The Children's Golf Foundation, the only chapter of The First Tee program designed for mentally and physically challenged children.

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The Florida Green

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Editor **Joel Jackson, CGCS**
FGCSA Director of Communication
Address Florida Green business to:
6780 Tamarind Circle
Orlando, FL 32819
(407) 248-1971 Florida Green voice/fax
E-mail address: FLGrn@aol.com

Publications Chair **Matt Taylor**
Royal Poinciana GC
PO Box 7039
Naples, FL 34101
(239) 261-4987

Editor Emeritus **Dan Jones, CGCS**
Oviedo

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CALL FOR ARTICLES

Hands on Topics: Share your best practices and tips for these upcoming topics. Photographs or slides are encouraged. Digital images that are 5 inches wide at 300 dpi or greater accepted.

Spring 2007 - Nematode Management without Nematicur

Summer 2007 - Managing and Scheduling Overtime

Fall 2007 - Cultural Programs During Golf Season

Winter 2008 - Seashore Paspalum Update.

Please submit articles via email if possible. Attached articles should be saved in Microsoft Word or, if you use another word processor save it as a text file before attaching or you may just copy and paste it into the email text box. Try to limit articles to 1500 words or less. The Florida Green pays \$100 per page and \$50 for 1-3 pictures.

Digital photos must be a minimum of 5 inches wide at 300 dpi for publication-quality reproduction.

Conventional Photos: Do not write on the back of prints. Attach a Post-it note with ID information. All slides and photographs should include identification of persons in the picture and the name of the photographer.

Contact Joel D. Jackson, editor for more information. Mail: 6780 Tamarind Circle, Orlando, FL 32819. Phone or fax: 407-248-1971. E-mail: flgrn@aol.com.

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CONTRIBUTORS TO THIS ISSUE

Barry. Bill Barry is media contact, Key West Golf Club; 305-240-0898; wmbarry47@aol.com

Colo. Jim Colo is superintendent, Old Marsh CC; 561-622-3505; fax 561-622-4549; jcoloomgc@aol.com

Jackson. Joel Jackson, CGCS is director of communications, Florida Golf Course Superintendents Association; 407-248-1971; fax 407-248-1971; flgrn@aol.com

Jacobs. Mark Jacobs is superintendent, Shell Point Golf Club; 239-433-9720; fax 239-598-2002; markjacobs@shellpoint.org

Turner. Matt Turner is superintendent, Orchid Island Golf & Beach Club; 772-388-5545; fax 772-388-5750

Walker. Jim Walker is superintendent, Briar Bay Golf Course; 305-235-6667; fax 305-971-8828; sujim@adelphia.net

Weyandt. Craig Weyandt is superintendent, The Moorings Club; 561-231-4996; craignterri@juno.com

Witt. Bruce Witt is professor of golf course operations, Lake City Community College; 386-754-4218; fax 386-754-4218; wittb@lakecitycc.edu

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Those people who know me well, know that I am a runner. I ran in high school and some during college but once the career kicked in with family to boot, there didn't seem to be much time for running. There always seemed to be more important things than putting on running shoes and logging the miles.

One night about three years ago I got out of bed (if you're over 40 you know why) and let the dog out. Right after the dog went out I found myself sitting on the bathroom floor kind of tingling. I thought to myself, "That was weird!" and shook it off and went back to bed. I did not figure it out till later that day that I had actually passed out and then awakened on the floor.

So I scheduled a doctor's appointment to figure out what was wrong and, after an extremely thorough exam, he said that my blood pressure was kind of high and thought I should be on medication. This was his only explanation for me passing out besides standing up too quick, which did not make sense because I

had let the dog out first.

I did not like the idea of taking pills and asked if there was any other way to bring my blood pressure down.

The doctor said, "Yes, you can try changing your diet and exercising more and that may have an effect on your blood pressure."

The doctor gave me four weeks to see if I could get my blood pressure down. So I changed my diet and started running again.

I joined a local running group three days a week for runs before work. My blood pressure is down and the diet, well it's better but not perfect. The running group trains for marathons and of course talked me into running one.

Last year I did my first marathon (Marathon of the Palm Beaches) for my 40th birthday. Some birthday present! I hit the legendary "wall" at mile 23 and cramped up like I never have before. After lying down three times trying to work out the cramps and looking a lot like a fish out of water, flopping around on hot pavement, I was finally able to finish with a time of 4 hours and 20 minutes.

I did not like the idea of taking pills and asked if there was any other way to bring my blood pressure down.

Not being satisfied with my time, I signed up to do another marathon this year and selected the Jacksonville Marathon. Part of my training was to run 22 miles on the Saturday morning three weeks before the marathon in Jacksonville. So the group suggested instead of running 22 miles on Saturday, wait until the next day and run 26.2 miles in Cocoa Beach in the Space Coast Marathon. What's another 4 miles, right? It will be a training run, they said. Then you can run the Palm Beach half marathon the next week as part of your tapering off to the big event.

Oh, it was real easy signing up for these marathons on the Internet. Just point and click and the dollars are taken from your bank account and name added to the list of other people running to get a tee shirt that you will never wear. So I signed up for two marathons and a half-marathon this year and they are all within three weeks of one another. Not the brightest thing I have ever done. To date I have completed the Space Coast marathon (Better time thankfully at 3:49:08) and the Palm Beach half-marathon and now just one more to go.

My IT band (ilial-tibial muscle from hip to knee) is killing me, three toenails are black and I am quickly finding out that the body does not recover as quickly at forty-something as well as it did when I was in my twenties.

Here's the point: Running marathons can sometimes be like managing golf courses. Signing up for marathons is easy just like saying we are environmental stewards. Actually completing the marathon in reality is far more difficult. Just like taking the time to use small hand equipment to spot spray lake banks or using walking spreaders to keep fertilizer out of the ponds and maybe taking some turf areas out of play and converting them to native areas requiring fewer inputs.

I'm not saying that at the end of the day your work should be as exhausting as running a marathon, but when you go that extra mile to do the right things for the right reasons, it can be just as rewarding.

The Marathon Man



Craig Weyandt
FGCSA President

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CHAPTER ROUND UP

Preparation Begins for The Season

CALUSA

Jeff Cathey hosted our November meeting at the Colonial CC. Our speaker was Dr. Terence Fullerton from DowAgro Sciences. His topic was Soil and Plant Analysis in Fertility Management. In December we will hold our annual Christmas-Charity Tournament at Glen McCandless's Kelly Greens G&CC for the benefit of The Abused Counseling Treatment Center of Lee County. Last year we were able to donate \$1,750 to them. To kick off the new year, James Foster will our January meeting at the Coral Oaks Golf Club. USGA Agronomist Todd Lowe will be our speaker

CENTRAL FLORIDA

Hal Richburg, CGCS hosted our October meeting at the Victoria Hills Golf Club and Jeff Wharton gave a presentation on OSHA Safety Compliance. In December Jim Kernohan was slated to host our annual joint CFGC-SA and TESTA meeting and golf outing at the MetroWest Golf Club. Meanwhile Interlachen Country Club Superintendent Stuart Leventhal, CGCS has been preparing for our annual January FTGA turf research fundraiser. This event invites superintendents and club officials to hear a guest speaker on current issues and then square off in a two-man scramble event.

COASTAL PLAINS

External Vice President Shane Bass, CGCS an-



Drs. James A. Murphy, Rutgers and Roch E. Gausson, Nebraska presented the Everglades GCSAA Regional Seminar on identifying and managing traffic stresses on turfgrass. Photo by Joel Jackson

nounced the chapter's 2007 meeting schedule: January – Capital City Country Club, April – Hilaman GC, July – Seminole GC, November – St. James Bay GC.

EVERGLADES

We recently renewed our GCSAA Platinum Tee Club membership with a \$5,000 donation to the Environmental Institute for Golf.

We also hosted a GC-SAA Regional Seminar in September, which was well attended. The topic, Turfgrass Traffic Stress: Physiology and Management was presented by Dr. James A. Murphy, Rutgers and Dr. Roch E. Gausson, Nebraska. The professors had some interest-

ing takes on the interaction of the various types of stresses from foot traffic, the obvious golf carts and our own equipment. They mentioned a traffic research project done on poa annua, which might be something to consider doing at the new University of Florida Plant Science Center near Gainesville.

Turf research project – evaluated HOC, frequency of mowing (single vs. double) and rolling (every other day) or not. The goal was to determine best ball roll without lowering height of cut to maintain or improve overall plant health.

Superintendent David Fenton of Quail Creek Country Club will host our annual

Christmas Charity Tournament, a two-man scramble, for our continued support to the Children's Home Society.

NORTH FLORIDA

Congratulations to Jay McCord on becoming the new FTGA president. For those in the North Florida area needing pesticide license CEU's, Eddie Lambert of the St. Augustine Technical Institute will be holding a Core, Turf & Ornamental and Limited Lawn Care & Commercial Landscape course Feb.15 from 8 a.m. to 5 p.m. Call 904-829-1041 to reserve a spot.

Congratulations also to Brad Tucker on his new superintendent position at Plantation Bay.

Mark your calendars for a couple of our big events: The Annual Research Tournament at Pablo Creek will be held March 12 and the Annual Memorial Scholarship Tournament at the Jacksonville Golf & Country Club will be held April 9.

PALM BEACH

Bob Randquist, CGCS hosted our annual joint meeting with the Treasure Coast GCSA. Steve Mona, CEO of the GCSAA was the guest speaker. We won bragging rights and the coveted Cavanaugh/Wagner Cup for the first time in three years. It was a good day all round.

Wrapping up 2006 we will have our Dec. 4 Christmas Golf Outing at the Mizner Country Club – thanks to Erik Knudson for hosting the event. Our annual Christmas party will once again be held at the Delray Beach Marriott.

To kick off 2007 the Country Club of Boca Raton will host our Jan. 24 meeting



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Valent

Many thanks to Dale Kuehner,
CGCS and the Colony West C. C.
for hosting this event





From left: GCSAA Director Bob Randquist, Boca Rio G. C.; Steve Mona, CEO, GCSAA and Palm Beach GCSA President Steve Pearson, CGCS at the Palm Beach – Treasure Coast Joint Meeting. Photo by Joel Jackson.

where all Class A, SM and Class C members are invited and urged to attend.

RIDGE

Our next meeting will be on Dec. 7 at the Harrells fertilizer plant, the meeting will start at 10 a.m. with lunch and bowling to follow. Our member-vendor meeting will be at Lone Palm on Jan. 29, with a GCSAA-approved educational discussion on reptile identification. Registration will be 9:30-10, with lunch and golf to follow.

The Ridge invitational will be in early March and the venue is the Grasslands C.C.

A special thanks needs to go to Ward Pepperman and the staff at Southern Dunes for hosting our October meeting and to Syngenta for providing an outstanding educational session. Steve Kamerer spoke on effective nozzle use for various applications.

SEVEN RIVERS

Congratulations to Superintendent Jim Murphy and the Masters and Memorial Courses at Eagle Ridge G. C. for becoming certified as Audubon International Silver Signature Sanctuaries.

We held our 4th Annual Fishing Trip in November.



PBGCSA Winners of the Cavanaugh-Wagner Cup. (From left) Kneeling: Mark Henderson and Steve Bernard. Standing: Steve Wright, Frank McKee, David Court, Steve Pearson and Brian Bowles. Photo by Joel Jackson.



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SPOTLIGHT

The weather was outstanding and we caught our normal abundance of fish. Many thanks go out to Jim Shaffer and Rory Harding for helping to make the trip a success. As usual no one left hungry or thirsty and everyone had a great time. Fisherman Pete caught the biggest fish and Wilson Randolph came in second place.

The December meeting was held at Brooksville Country Club once again with Barry Greenwalt as host superintendent. They had their grand opening in November for the newly renovated nine at the course. As I mentioned before, we play there every year, but each time something is different.

We would like to thank Mike Sbarro for stepping up to serve as membership director for the chapter. Mike is filling the vacancy left from John Cunningham's departure. Mike is currently working on finishing up the membership directory, so that we may send it out before the beginning of the year.

Mark Kann, president

SOUTH FLORIDA

Our golf team rocks! Congrats to Seth Strickland, Bob Harper, Jason Bagwell and Stephen Fox along with Joe Pantaleo for winning their second consecutive FGCSA Golf Team title and to Harper for winning the low gross competition to earn a spot on the FGCSA National Golf Team in Palm Springs next February.

We'd like to welcome our newest members: Matt Brecht, Ph.D with Syngenta; Pat Kearney with DuCor/ Disbrow; Riaan Potgieter,

Weston Hills C.C. and Anthony Ursoleo, Plantation Preserve.

Thanks to Jim Goins for hosting our November meeting at the Hollybrook G&TC. Dr. Dale Sansan, director of research & development for PBI Gordon, talked about "The effects of water quality on insecticide and herbicide efficiency." Our annual Christmas party will be at the Fort Lauderdale Sheraton.

Happy New Year everyone.

SUNCOAST

This year wrapped up in a flurry of meetings and outings including the 7th Annual Grounds Management Seminar at the Selby Botanical Gardens. We partner with the UF/IFAS Sarasota County Extension Service to provide quality education. This year's topics included Easy Color in the Landscape by Rick Schoellhorn, New Management Tools for Turfgrass Managers by Bert McCarty, Turf Fungicides by Phil Harmon, Aquatic Plant Management by Ken Langeland and Pesticide Storage Facilities by Peggy Dessaint. On the social side we had a football trip to the Tampa Bay Buccaneer - Washington Redskins game and a Christmas Dinner Cruise followed by our annual Christmas Part at the Bird Bay Golf Club on Dec. 7.

TREASURE COAST

The joint meeting with Palm Beach was a great event and very informative with the comments by Steve Mona from GCSAA despite the fact we have to let the PBGCSA hold "our" Cavanaugh/Wagner cup for

a year. Our next meeting is scheduled for Gary Chaney's The Majors Golf Club Jan. 16 where we will have two speakers: Jim Mendenhall on Reptile Identification and Safety and Bert Ruege, Florida Dept. of Agriculture and Consumer Services on Fertigation Inspections and Obtaining Fertilizer and Seed Purity Tests.

WEST COAST

Thanks to Bill Kistler at Tampa Palms for hosting our 43rd Annual Bud Quandt Research Tournament. We had 104 golfers and raised \$6,146. Next on the agenda was our Vendor Day Dec. 19 at the University of South Florida. On Jan.16 it will be back to Tampa Palms for a GCSAA Regional Seminar



Tournament namesake Bud Quandt, a veteran West Coast superintendent helps Chapter Administrator Christi Haley at the registration table for his research tournament at Tampa Palms. Photo by Joel Jackson.

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Team Aeri-fine

From left: Keith Nicoletta, Gary Newcombe, Tim O'Neil and John Reiley (standing) shot a score of 57 to win the 43rd Annual Bud Quandt Tournament.

Photo by Joel Jackson.



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FGCSA

The FGCSA Golf Committee members decided that good deeds shouldn't go unrewarded and so at the 2006 FGCSA Golf Championship at the Southern Dunes G.C. in Haines City, Kevin Downing, CGCS and Joe Pantaleo presented "Golf Chairman for Life" Joe Ondo, CGCS with a token of our appreciation for his service in organizing FGCSA golf events and team selection and record keeping.

In the government relations arena, FGCSA Secretary/Treasurer Shane Bass, CGCS and Director

of Communications Joel Jackson, CGCS Retired have represented golf course superintendents at two Florida Fertilizer Rule Making Workshops, one in Tallahassee and most recently in Bartow. See the Official Business section for a more detailed report on this issue.

It is time to consider nominations for FGCSA Honors and Awards. Chapters should send their nominations along with supporting documentation of why the named person deserves consideration for the award. The eligible awards are Distinguished Service Award, Presidents Award and The Marie Roberts Award. See the FGCSA Membership Directory for qualifications and past winners.

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Florida's own GCSAA Director Bob Randquist, CGCS left greets the Florida delegates attending the October 2006 GCSAA Delegates meeting in Kansas City: Front row – Dale Kuehner, CGCS, Nancy Miller, Brian Main and Eric Reiter. Back row – Darren Davis, Bill Kistler and Rip Phillips. Photo by Joel Jackson.

It is time to consider nominations for FGCSA Honors and Awards. Chapters should send their nominations along with supporting documentation.

If you are planning your educational opportunities for your PDI education points, the FGCSA will once again host a GCSAA Leadership Series Seminar in May at the Poa Annu Classic in Naples. You need not register for the entire event to participate in just the education. Bruce Williams, CGCS, past president of the GCSAA will be the guest speaker.

Congratulations to Robert R. Bittner, CGCS at The Club Pelican Bay, Naples, Fla. for completing the renewal process for maintaining his status as a certified golf course superintendent with the GCSAA.

Bittner, a 24-year GCSAA member, has been at The Club Pelican Bay since 1990. He initially achieved his certification in 1992 and is among approximately 2,000 golf course superintendents worldwide to hold CGCS status.



Joel Jackson, CGCS (left) and Bob Solms represented the Central Florida and Ridge chapters at the GCSAA Delegates meeting in Kansas City.

Photo by Rip Phillips.

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Thank you to all who participated in the tournament or donated raffle prizes to make this year's event so successful.



15TH ANNUAL LCCC ENDOWMENT TOURNAMENT

One for the History Books

6-Iron Ace nets BMW for Toro's Gary Dorsch

Gary Dorsch, a regional field manager for the Toro Company hit the 6-iron shot of his life on the Nov. 2 during the annual Lake City Endowment Tournament. The ball went into the cup and earned Dorsch a set of keys to a brand new BMW Z4 convertible.

Playing in the second-to-last group, Dorsch aced the 15th hole to win the hole-in-one prize that retails for about \$40,000 and was offered by BMW of Fort Myers, which had insurance, of course. Another contestant ended up just inches from the hole. Ironically, only one hole-in-one was insured so any ace after the first one would win the player only a big bar tab.

After the tournament John Piersol, director of the Landscape and Golf Operations Department at the Lake City Community College, told the crowd that the cumulative funding spearheaded by this event and matched with state funds has meant more than \$250,000 to the school. Piersol thanked the alumni, sponsors and participants who make this event so special for the school.

It turned out to be a doubly lucky day for Dorsch and his partner Steve Simpson as they ended up winning the Low Gross division, no doubt helped by that 1 on the



Chuck "The Hit Man" Hiter put on a dazzling and dizzying display of golf ball whacking to entertain the crowd while the scores were being tabulated. Photo by Joel Jackson.

scorecard. Maybe it ended up being a net zero if he got handicap strokes. Meanwhile Melanie Mark and Greg Plotner teamed up to take the Low Net honors.

Once again WCI Communities donated the venue. This year it was The Colony Golf & Bay Club in Bonita Springs. Host superintendent Scott Hamm and staff had the course in flawless condition. Chuck "The Hit Man" Hiter made an impressive encore presentation with his amazing ability to hit golf balls from the most precarious positions imaginable, and he kept the audience in stitches while the committee totaled up the golf scores.

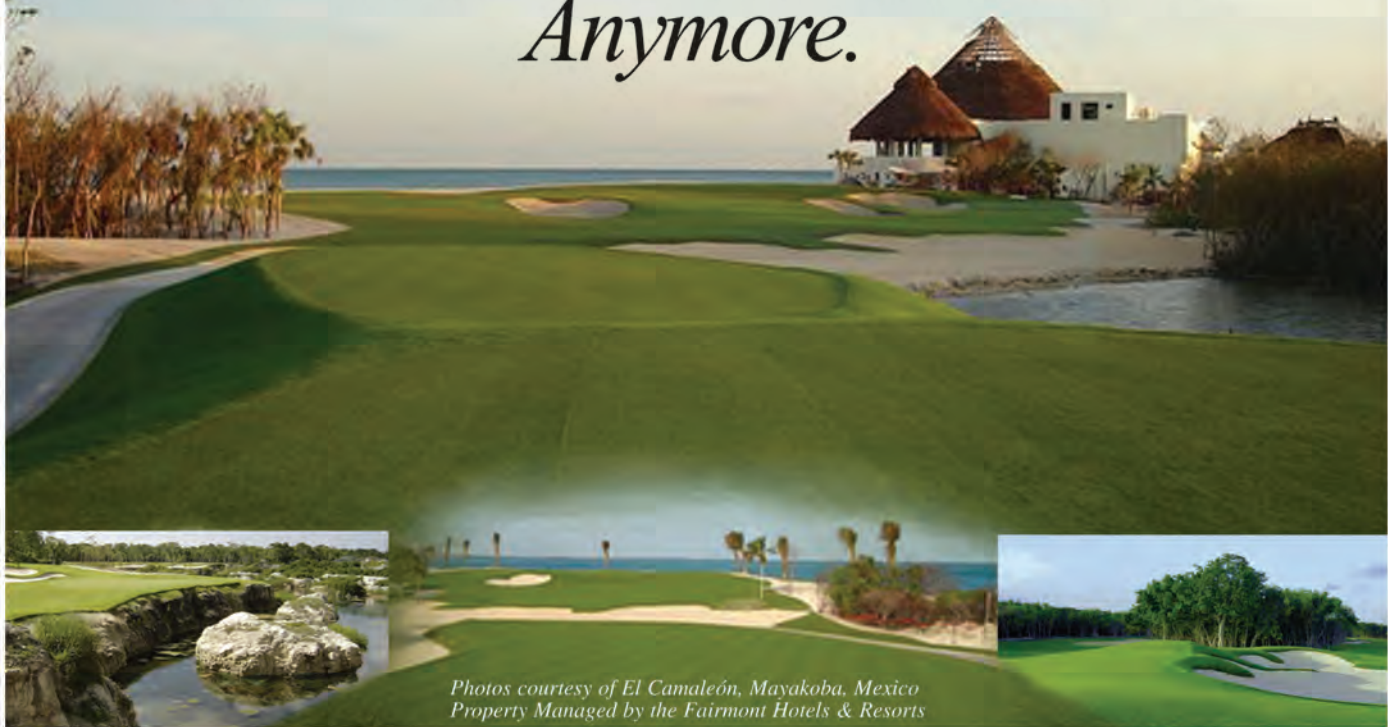
Kudos also to the Tournament Committee for its work to put together another



Gary Dorsch (right) carded a BMW-winning ace to help partner Steve Simpson to also win low gross at the 15th Annual Lake City Endowment Tournament. Photo by Joel Jackson.

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SPOTLIGHT

brilliant reception and tournament: David Fry, COO/ senior vice president WCI Communities; Scott Hamm - director golf development/ superintendent, The Colony Golf & Bay Club; Glenn Zakany - owner, G to Z Turf Services, Inc.; John Johnson - project manager, RS Walsh Landscaping; Mike Smith, Odell Spainhour, Roy Bates and Celeste Langer.

Please see our Sponsor Thank-You ad on the adjacent page for all those generous vendors who helped to make this event a success.



John Piersol, 30-year veteran of Lake City's Golf Operations Department, thanks Scott Hamm, WCI director of golf development for hosting the 2006 tournament. Photo by Joel Jackson.



Melanie Mark and Greg Plotner, both with IGM, teamed up to win the Low Net prize in the Lake City Endowment Tournament. Photo by Joel Jackson.

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South Florida Repeats State Championship

The South Florida Golf Course Superintendents Association continues to dominate the Florida Golf Course Superintendents Association's annual golf championship by taking the Chapter Team and Low Medalist honors. It was the third team victory in a row and Bob Harper from The Club at Emerald Hills won his second title in his last three tries. The tournament was held at the Southern Dunes Golf Club on Saturday, Oct. 7.

Harper had to battle teammate Stephen Fox from the Ocean Reef Club and Everglades GCSA superintendent Jim Torba (Wilderness Club, Naples) in a playoff for the low medalist title. All three shot 72s for the 18-hole event contested with some very demanding pin placements. Harper birdied the first two playoff holes to win the title.

Using the best four out of five net scores, the South Florida team shot 301 to beat the closest pursuer of six chapter teams, Central Florida with 309. South Florida team members were Bob Harper, Seth Strickland, Stephen Fox and Jason Bagwell, Westview C.C. in Miami.

Harper's individual victory qualifies him for the Florida GCSA team to compete in the GCSAA Golf Championship to be held in Palm Springs in February 2007. Joining Harper on the Florida team so far will be fellow south Floridians Stephen Fox, Ocean Reef who won the Poa Annuu Classic in May,



Prior to the tournament Joe Ondo, CGCS (center) was recognized for his years of service as FGCSA golf chairman. Flanking him from left: Kevin Downing, CGCS and Joe Pantaleo on the golf committee and Ward Pepperman, host superintendent and Kevin Woodard golf professional at Southern Dunes GC. Photo by Joel Jackson

and Seth Strickland, Miami Shores G.C., who won the Crowfoot Open in July. The fourth team member will be the superintendent with the lowest scoring average in two out of three of the statewide qualifying events.

Congratulations to Golf Course Superintendent Ward Pepperman for having the course in terrific shape for the event and to Head Pro Kevin Woodward and his staff for scoring and operational assistance. This is the 11th year that Southern Dunes has hosted the event.

Prior to teeing off, FGCSA Golf Committee members Kevin Downing and Joe Pantaleo presented perennial Golf Chairman Joe Ondo, CGCS an award for his many years of continuous service organizing FGCSA golf events, tracking qualifying scores and submitting the paperwork for the Florida team that competes in the GCSAA Championships every February.



Winners of the 2006 FGCSA Golf Team and Individual trophies: from left kneeling are Jason Bagwell and Stephen Fox; standing are Seth Strickland, Bob Harper (individual winner) and team captain Joe Pantaleo. Photo by Joel Jackson.

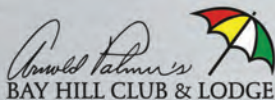
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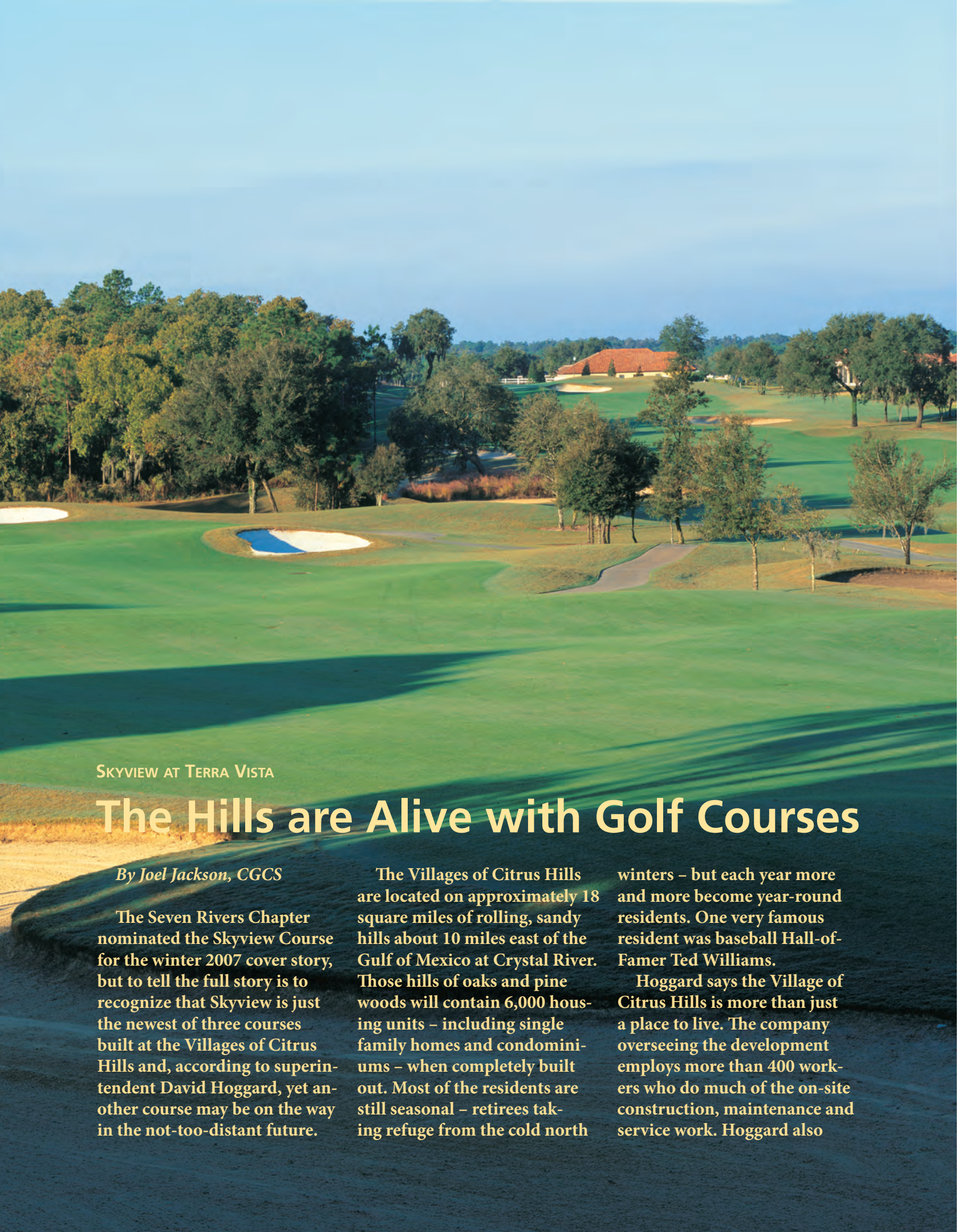
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Number 10
Par 5, 601 yards
Skyview Course at Citrus Hills
Photo by Daniel Zelazek



SKYVIEW AT TERRA VISTA

The Hills are Alive with Golf Courses

By Joel Jackson, CGCS

The Seven Rivers Chapter nominated the Skyview Course for the winter 2007 cover story, but to tell the full story is to recognize that Skyview is just the newest of three courses built at the Villages of Citrus Hills and, according to superintendent David Hoggard, yet another course may be on the way in the not-too-distant future.

The Villages of Citrus Hills are located on approximately 18 square miles of rolling, sandy hills about 10 miles east of the Gulf of Mexico at Crystal River. Those hills of oaks and pine woods will contain 6,000 housing units – including single family homes and condominiums – when completely built out. Most of the residents are still seasonal – retirees taking refuge from the cold north

winters – but each year more and more become year-round residents. One very famous resident was baseball Hall-of-Famer Ted Williams.

Hoggard says the Village of Citrus Hills is more than just a place to live. The company overseeing the development employs more than 400 workers who do much of the on-site construction, maintenance and service work. Hoggard also



Hole No. 13, 181- yard, par 3. There are 40 acres of native sand “waste” bunkers on the course. Photo by Daniel Zelazek.

says that President and General Manager Stephen Tamposi keeps his hands on the operation and is heavily involved with the entire project from soup to nuts; he can be seen checking out the site daily, making sure work is progressing according to plan and ensuring quality control for the project.

There are currently three golf courses in the Citrus Hills complex. The Meadows opened in 1982, the Oaks in 1985 and Skyview opened nine holes in 1999 and the second nine in 2001, and 22 years ago, a young but well-grounded David Hoggard took over the Meadows Course and helped build the Oaks course with in-house staff.

In 1999, Terry LaGree and the Barbaron Company designed and built two holes on the Skyview Course, the lots sold out immediately and soon seven more holes were built and once again the property sold out. Main-

taining 36 holes of golf nearby and then having two more distant holes to maintain became a challenge of timing and access and it didn't get much easier adding the seven more holes. Finally in 2001, a new maintenance complex accompanied the final nine holes and a dedicated crew took over the routine maintenance.

Assistant Superintendent Tony Rotundo has 20 employees on the Meadows and Oaks courses to maintain approximately 200 acres of property on those 36 holes. Over at Skyview Assistant Superintendent Gary Carter, also has 210 acres of golf course including 40 acres of native areas consisting of native sand and grasses. Consequently he also has 20 employees to help groom the property.

Hoggard is based at the Skyview maintenance complex, but he covers the entire property every day helping

to walk and ride the courses to keep tabs on pest outbreaks, turf quality and playing conditions.

Hoggard firmly believes that “drier is better” and therefore he employs a rigorous moisture monitoring program daily by checking soil moisture levels with a moisture probe and a superintendent's best friend – a pocket knife. To make his point Hoggard cut out a wedge-shaped plug on the 10th green to compare the actual appearance and feel of the soil in the root zone compared to the readings he had on the moisture meter. He applies liquid and dry wetting agents as needed to maintain proper moisture levels on the greens.

Another information source that Hoggard relies on is the comments from engaged members playing the golf courses. He said, “I like to hear the questions and comments from the members. They can help me find out

COURSE FACTS



Skyview Maintenance Staff

Citrus Hills Golf & Country Club

Location: Hernando

Ownership: Villages of Citrus Hills. Playing Policy: Semi-private

Number of Holes: 54 – Meadows 5,885 yds, par 70; Oaks 6,325 yds, par 70; Skyview 7,142 yds, par 72

Designed & Constructed by: Meadows and Oaks – Phil Freil, Sr. opened 1982 & 1985; construction in-house by Richard Mann and David Hoggard. Skyview – Terry Lagree and Barbaron Company. Opened nine holes in 1999 and second nine in 2001.

Management Team: Steve Tamposi, president and general manager; Anthony Lambert, club manager; Tim Driscoll, green chairman, Meadow & Oaks; Bob Gardner, green chairman, Skyview; Peter Summers, director of golf; Steve Fisher, golf professional; David Hoggard, golf course superintendent.

Property: Total acres, 720; 410 under maintenance (100 acres each Meadows and Oaks, 210 acres Skyview).



Meadows and Oaks Staff

Greens: Tifdwarf; avg size: Meadows 5,000, Oaks 6,500, Skyview 7,000 sq.ft.; HOC: Meadows & Oaks .140 - .180”; Skyview .100-.170; green speeds: Meadows & Oaks 7-9; Skyview 7-10. All greens are overseeded with *Poa trivialis* @ 15 lbs/1000 sq ft.

Tees, Fairways and Roughs all courses: Tifway 419 hybrid bermudagrass; area: Meadows & Oaks 2.5 acres; Skyview 5.0 acres; HOC: avg .5; overseeded with perennial ryegrass.

Fairways: Meadows & Oaks 30 acres; Skyview 60 acres; HOC: .625 on Meadows & Oaks; Skyview .400 - .500; overseeding: 300 lbs/acre on Meadows & Skyview courses.

Roughs: Meadows & Oaks 20 acres; Skyview 70 acres; HOC all roughs and slopes: 2.0.

Bunkers: Meadows 36, Oaks 36, Skyview 75; sand type 37M. Combination of hand and machine raking

Waste or Native Areas: Skyview has 40 acres of native sand. The Oaks has 5 acres of sand and pine straw and the Meadows has some pine straw beds around trees.

Lakes: 11 lakes covering 35 acres on the 54 holes.

Superintendent Facts

David Hoggard

Membership: Class A Member GC-SAA

From: Windsor, NC. Grew up in Lakeland

Family: Wife Robin; Son Joshua (18) and daughter Jessica (16)

Education: A.S. Golf Course Operations, Lake City Community College (Class of 1984)

Employment and Mentors: 1978-82 Crew member, Carpenters Home G&CC, Lee Pearson; 1982 OJT Student, Countryside C.C., John Luper; 1983 OJT student Grenelefe G&RC, Paul Hickman; 1981-84 weekend crew, Bartow G.C., Lee Pearson; 1982-84 work study student, LCCC Maintenance Complex, Ed Combest; 1984 to present superintendent Citrus Hills G&CC.

Professional Affiliations: 25-year member of the GCSAA. Seven Rivers GCSA – served in all offices on the board, president in 1995-97. Member of the Florida Turfgrass Association.

Memorable moments: The births of my kids. Hunting trips with my son. Coaching our Little League team to the state championships. Making a hole-in-one on a par 4 hole.

Hobbies: Golf, fishing, hunting, tennis, scuba diving, water and snow skiing and camping.



David Hoggard cuts out turf plugs daily to check turf roots. Photo by Joel Jackson.

what is most important to them and just maybe they saw something or had a question about something we missed.” Hoggard says he considers most of the comments as constructive criticism and most are given in that spirit.

I had the opportunity to observe Hoggard interacting and getting feedback from Green Chairman Bob Gardner and committee member Joe Glaser as they putted on the 10th green of the Skyview course during the Tamposi-Nash Cup tournament. Later, Director

of Golf Peter Summers explained that, throughout the year, players compete in qualifying tournaments on men’s day and the top two point-getters are selected as respective captains of the Tamposi and Nash teams. Then they go down the list of the next 18 top point winners and finally each captain gets two at-large picks and the two 12-man teams square off in a Ryder Cup-style competition of best ball and alternate shot formats.

Just one way a club can build cama-

raderie among members.

The development of advisory green committees on all the courses has given Hoggard another way to communicate besides on-course conversations. Making presentations to these committees makes him plan and organize his programs, practices and schedules in a way that all can be on the same page. Hoggard admits that in the hustle and bustle of maintaining 400 acres of golf course, he sometimes takes for granted what everyone knows or understands about course maintenance.

Hoggard said, “I think I do a real good job of communicating with our assistants and crews, but having these committees active helps me to better communicate up the chain of command too.”

Hoggard reports to Peter Summers, director of golf and head golf professional, who has been at Citrus Hills for 18 years. Hoggard says it has been a good working relationship, “Peter understands the golf side and I represent the turf side. He knows we need to maintain the turf to give the members good conditions, so we work together.”

Hoggard meets with Summers weekly and the green committees monthly. He also meets with or radios his assistants each morning for daily updates and directions. Each assistant meets with his crew at the start of the day and more formal meetings are held as needed. Hoggard says, “We all have one goal and that is to always provide the best product within our budget. I try to do that by leading by example, being organized and prepared and being professional at all times.”

Hoggard learned his professional values from a couple of his golf mentors. “I started working on the Carpenters Home Golf Course in Lakeland when I was 13 years old. I knew then that this was what I wanted to do. Lee Pearson, manager of Carpenters Home was very supportive and suggested that I attend Lake City to get my formal education in the business. I did one OJT summer at Carpenters Home and the other with the legendary Paul Hickman back in the glory days of the Grenelefe Resort.”



Oaks, pines and bunkers accent the 543-yard, par-5 14th hole. Photo by Daniel Zelazek.

“But I can also recall in my early teens when Jack Harrell, Sr. was on the road calling on clients and he would help me calibrate my sprayers and set up maintenance programs. And perhaps one of the best mentors I had when I was starting out on my own was Jeff Hayden. Jeff was a leader in the industry both as an active superintendent and a very involved vendor when he went to work for Golf Ventures. Jeff was the one who always said to be successful you needed to surround yourself with good people.”

Hoggard had an interesting take on that subject which we explored a lot in the last issue with Matt Taylor at the Royal Poinciana Club in Naples. Hoggard says, “Besides having good people you need to be a good person back. It is a two-way street and creates a good work atmosphere, but you also need to



Director of Golf and Head Pro Peter Summers, left, with Superintendent David Hoggard on the clubhouse veranda overlooking the 18th hole. Photo by Joel Jackson.



A large, native-grass stormwater retention area separates the tee and green on the 208-yard, par 3, 5th hole. Photo by Daniel Zelazek.

be around good people on and off the golf course to have a positive outlook in general. We can't always choose the people we have to work with, but we can choose how we treat each other."

"Sometimes you have to apply pressure to crew members at times to get things done on time or to correct poor quality work, but you can't be that way with people every day. It just won't work. We all have a solid nucleus of workers on the crew we can count on. These folks don't need detailed instructions, they just need to know the results you expect and then you must step back and let them use their experience and creativity to get it done. New staffers need more training and sometimes retraining until they get it down right."

Over on the Meadows and Oaks Course, Hoggard cited some of the key

folks helping Tony Rotundo: equipment technicians Gary Littlejohn and David Hutchinson; pest control technicians Bill McGowan and Mike Wadsworth; irrigation technician David Kohn and 16-year veteran equipment operator Chuck McCray.

Rotundo was a Lake City graduate and came to Citrus Hills from IGM when his only option was to move to New Jersey to take a course. He went over to Lake City to look at job postings and set up three interviews in one day. When he and David hit it off and David made him an offer, he took the job. Rotundo even got married on the 18th green of the Meadows Course.

Key staff members helping Gary Carter on the Skyview Course are equipment technicians Joe Frontel and Steve Blackwelder; pest control techni-

cians Paul Atherton, James Coxyaw and Kim Tressler; irrigation technician Alan Christman and long time equipment operators Wally Bridge and P. J. Wolters. Carter is a retired serviceman and learned his craft while working his way up on several courses in the area. When the Skyview Course opened up, Carter joined the team and Hoggard is tickled to have them both on board.

There is a sense of family about the whole company and the mutual respect and support among the employees across the board has made Hoggard feel welcome and proud to be part of the successful team at the Villages. Hoggard is big on family values personally so it has been a great fit for him and for the community. Hoggard says of his goals, "My goal is to continue my career as the best husband, father, son and



Hard-working assistant superintendents Tony Rotundo, left, and Gary Carter.
Photo by Joel Jackson.

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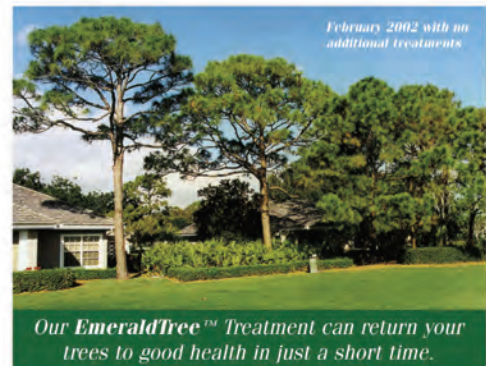
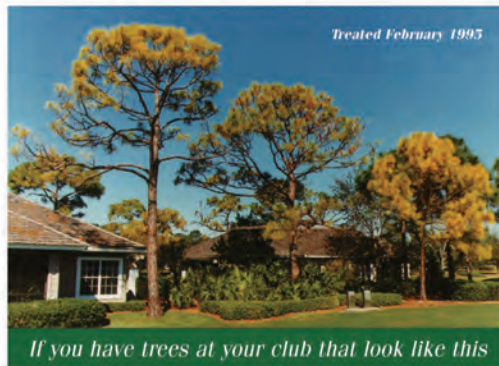
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Fun Facts



The Meter Man. Dave Hoggard with his favorite tool, a moisture meter. Photo by Joel Jackson.

Dave's Data:

Vehicle: Ford F350 , 4x4

Last good movie I saw: RV with Robin Williams

I stay home to watch: Gator Football

The book I've been reading: Cabela's hard-back catalogue

Favorite meal: Fish

Prized possessions: My family

Personal heroes: My dad

Nobody knows that I: Can ride a unicycle

I'm better than anyone else when it comes to: Winning

The one thing I can't stand: Golfers not repairing their ball marks

If I could change one thing about myself: I'd lose 25 pounds

Most humbling experience: The sudden death of my friend Jeff Hayden

The words that best describe me: A good listener, organized

My dream foursome would be: My dad, my son, Phil Mickelson and me

My best fish story: Scuba diving with an 800 lb. Goliath Grouper

My best golf shot: Double eagle (hole in one) on a par-four hole.

If I could do it over: I'd take the same road

superintendent that I can be.”

He gets his pleasure from friends and others, especially his kids, on hunting, fishing and SCUBA diving trips. Although he admits sometimes watching his kids is entertainment enough as

he teaches them to stalk fish and read signs in the woods and move in on a deer. One of Hoggard's biggest stress relievers is to take a family vacation during deer hunting season in South Dakota on an 8,500-acre ranch owned

by his wife's family.

Reporting to work every day at Citrus Hills might not be the same as a ranch in South Dakota, but with a wildlife inventory that includes deer, turkey, coyotes, bobcats, fox, wild hogs, raccoons, opossum, armadillos gopher tortoise, skunk, snakes, bald eagles, red shouldered hawks, blue birds, plover, dove, quail, egrets, herons, mocking-birds, cardinals and crows – what's not to like?

Even in this utopian atmosphere of course there are some challenges in managing high expectations for the golf turf. Hoggard says the number-one issue is traffic control during the heavy-play season and requires daily attention so the turf doesn't get worn out in highly used access areas. To help the turf withstand the wear, Hoggard will aerify six to eight times a year to reduce the damaging compaction. As at many courses, ball mark and divot repairs can also be an issue during periods of heavy play.

A close second in terms of potential damage is stress from nematode activity. With the phase-out of Nemacur – a chemical nematicide – in May of 2007, Hoggard and others hope that other fast-acting products will be available soon to provide quick knockdown and suppression. Bio controls are a great concept and a potential way of the future, but they aren't as reliable as some of the old standby products. Hoggard has used Curfew with decent results but the distance limitations (100 feet from nearest structures) prevent treatment on some critical areas. So far Skyview has only shown a few mole cricket hot spots and has not required any treatments, but Hoggard feels it will be only a matter of time.


Hoggard says that Citrus Hills was one of the sites that were used for Dr. Howard Frank's release of red-eyed flies and parasitic nematodes as potential bio-controls for controlling turf damaging nematode populations.

Another less intrusive but highly important challenge has been to create and maintain consistent playing conditions among all three courses on property. Given the age difference of over 20 years, which meant new versus older

grasses and changes in design and construction technology, Hoggard was happy to see the recent design and renovation improvements on the Meadows and Oaks courses.

He said, "We re-grassed the Meadows greens, converting them from Tifgreen 328 to Classic TifDwarf and basically had full coverage in five weeks. We also renovated all the bunkers on the Meadows and did the greenside bunkers and installed new pond liner on the Oaks course. We also relocated the irrigation main line and began a shade-management program. Hoggard said, "I can remember planting all the oak trees on the Oaks course they were 1-2-inch saplings and now 20 years later they have 6-foot-wide trunks and I can see where the growth has changed some shot values and, of course, the larger shade footprint is now affecting some turf areas."

The other component for consistency among the courses is the routine maintenance program. While there are slight height-of-cut variations among the three courses, the cultural practices are mostly the same. The greens are aerified four times a year and the tees and fairways twice a year. The greens are verticut and topdressed four to six times a year, and deep verticutting (Matt-a-way) is done twice a year. Pest control applications are done as needed on a spot-treatment program based on monitoring and scouting for weed, insect and disease activity. Hoggard is



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*Close-up of the par-5, 10th hole showing the hardwood forest that borders the course.
Photo by Daniel Zelazek*

also a big fan of using Primo, especially during the summer on fairways to keep the turf dense and reduce the amount of clippings.

Hoggard says that there has been a lot more play in 2006. In order to get more players out for the preferred morning tee times on the Skyview Course, they are running 1- & 10-tee starts on Mondays, Wednesdays, Fridays and Saturdays. On Tuesdays and Thursdays they have shotgun starts. “This limits some of the detail work we can do ahead of play as the crew is scattered around the course on primary set up and mowing and grooming duties. We try to work back in play, but we try to do as little disturbance as possible. Over at the Meadows we have six shotguns a week and the Oaks also has the 1- and 10-tee start program. It

limits some of the things we can do, but the bottom line is we are here for the members.”

One last story: Twenty-one years ago on December 7, 1985 Hoggard was playing with his father in a hole-in-one tournament on the Meadows Course. There were very luxurious prizes on all the par-3 holes, a new home, a trip to Europe, a new car, etc. Well, wouldn’t you know it – on the first hole, a 308-yard, downhill, par 4, all you can see is the top of the flagpole from the tee. Hoggard’s drive did the impossible and went in the cup. Hoggard says two ladies sitting in the rough went nuts and he thought someone on a nearby hole had done something spectacular. When they got to the green of course the story unfolded, but this wasn’t a big-prize hole.

All any other hole-in-one made on

the course did that day was earn the player a paid registration in a national Hole in One Tournament. Hoggard, only one year into his first head superintendent’s job, didn’t have the means for air fare and hotel to the tournament. This is where the whole “one big happy family” spirit of Citrus Hills is evident. The members organized a Send-Hoggard-to-Houston tournament to raise the needed funds.

From his comments about the history and vision of the whole project and his admiration for his dedicated staff and co-workers to the happy residents and to his fellow Seven River colleagues who are dear friends and golf and fishing buddies, you can tell Hoggard is living his dream job.



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upcoming events around the state. We will endeavor to post the most recent information on a daily to weekly basis and refresh the page often.

And for those who just can't make those local chapter meetings, the site will provide you with the most current information on issues facing the industry. Also, please be aware that seven of our 12 local chapters also have Web

sites, so you can check on registrations for events, education and contract information to become members.

Remember there is a dual membership requirement agreement between GCSAA and the affiliated local chapters. Join one and you are obliged to join the other as well.

Connecting Points:

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Managing Golf Course Nutrients

By Joel Jackson, CGCS

When it comes to managing golf course turf, we can talk about a lot of things, but producing good healthy turf boils down to three basic things: managing nutrients (fertilizers), managing water (soil moisture) and proper cultural practices (mowing, aerifying, verticutting, topdressing, etc).

There are no hard-and-fast rules, since every plot of land is subject to unique conditions: budgets, expectations, grass variety and, most of all, the soil and water quality dictate management strategies and tactics. Over time, most superintendents develop their own programs to fit their unique situations. But technology changes as scientific knowledge grows and successful superintendents modify their old programs to take advantage of new fertilizer products and university research recommendations.

A new consideration that may influence future nutrient management programs is regulatory impact. Currently the state of Florida is in the process of adopting a statewide Fertilizer Rule. (See the fertilizer rule article in the Official Business section of this issue for more details.)

Furthermore, several local governments are moving toward limiting the amounts of nitrogen and phosphorous that can be applied. Right now the emphasis is on the homeowner market, but the rule will direct sports turf users: golf courses, athletic fields and parks to follow the "Bermudagrass Recommendations" contained in *University of Florida Publication SB191* based on Dr. Jerry Sartain's work. On initial inspection, it would appear that the ranges of key nutrients are within acceptable limits to users and regulators, but they might differ from your current program, and many turf managers may have to lower their phosphorous totals. Documented soil and tissue tests may provide a variance for exceeding the annual or per-application limits in the rule. The rule likely will be completed by December 2008.

The point is that you need to take a good hard look at your current fertilizer program now. Is it based on habit – something that has worked for the last 5-10 years? Or do you vary your products, timing, rates or frequency of applications? Do you apply nutrients according to the calendar or according to the performance, appearance and clipping yield? How often do you take soil or tissue samples?

In the past few years I have had discussions with superintendents who have begun to monitor their fertilizer use more closely and are beginning to skip one or two previously scheduled applications. Fertilizer sales people may not like to hear that, but they also can hear the footsteps of the regulators coming closer, so it is a good time to seriously reflect on your program and tweak it wherever you can.

Besides making good environmental sense, it makes good economic sense because fertilizers aren't getting any cheaper.

In my gut I know that the proper application of fertilizers – whether home lawn, golf course, farm or grove – is not the major source of nutrient loading in our state's waterways. We are the convenient target because forcing people and municipalities to upgrade septic tanks and water treatment plants takes a whole lot of tax dollars and it isn't the popular thing to do. But the agriculture and greens industries can always do better and look for ways to modify our "old" practices to help make a difference, and then tell people about our best management practices and challenge the public and the government to do the same.

WINTER PINES PROGRAM

By Joe Ondo, CGCS

Our overall fertility program hasn't changed much over the years. We do try different products when we have a problem green or tee, but after soil test results, there are basically no silver bullets or secrets to good healthy turf. Mother Nature will throw you a curve

ball every now and then but soil and tissue tests will tell you what you need.

Our granular program on greens in the winter and spring is 0.5 lb. of nitrogen (N) in an 18-2-18 blend every two weeks and supplemented as needed with a liquid application of 12-0-0 plus iron, manganese and potash. In the summer we might stretch out the granular applications and also apply Primo at 2.0 ounces/acre. In the fall and early winter we will apply some Milorganite before and after overseeding and apply a 6-20-20 starter fertilizer. Once the seed germinates we will generally use a liquid fertilizer program over the winter golf season.

Our tees are small and we try for a pound of N per month and also use Primo and some liquid fertilizer if they are off color. We apply 25-3-10 plus iron or 6-2-0 during the winter. Our fairways and roughs will get a pound of N in the spring when we apply Ronstar on a 15-0-15 blend. We also apply 0.5 pound of N in a 24-5-11 blend plus iron in the fall and winter and sometimes in September after aerifying. A pound of 6-2-0 per 1,000 sq. ft. is used on the fairways when we overseed. A total of 3-4 pounds of N is applied to our fairways in the summer plus a monthly Primo application. Our roughs will receive 1.0 pound of N with the Ronstar in the spring and another pound of N in the fall with a Barricade application. All of these large areas are spread in-house with a tractor-mounted spreader.

We will usually spot-fertilize weak areas resulting from traffic, weed control or insect damage. Walk-up areas on our tees, around ornamental beds and ends of our cart paths also get spot-treatment.

Our greens program will vary among the holes. Eight of them are push-up, built in 1964 with the origi-



Joe Ondo, CGCS

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A fairway blower can be used as a portable subsurface air pump for problem greens. Photo by Mark Jacobs

SUPER TIP

The Air Down There

By Mark Jacobs

We had an issue with the drainage on a couple of our greens here at Shell Point. This resulted over the years with issues of weakened, thinning turf and recently some outbreaks of pythium, which caused some large areas of turf loss. The disease was confirmed by a certified agronomist and proper identification was the key in allowing us to make a proper decision on treatment and get the greens back on the right track for recovery.

To correct the ongoing root cause of the problem – the persistent, overly wet, saturated soil profile – we made up our own version of a subsurface air-pumping unit by using our trailer-mounted Buffalo Blower, used for blowing off clippings and cart paths. The blower was connected to the greens’ internal drain system with a 4-inch drain pipe using the bottom section of an old-style, plastic, dimple-top fairway marker and some good old-fashioned duct tape.

After we hooked it all up and started the blower, the forced air began moving an incredible amount of excess water trapped in the pipes and also pushed out a strong odor of sulfur and methane gas build-up. This was a sure sign of anaerobic conditions that can lead

to disease problems. After the water and gases seemed cleared up, we used a makeshift plug to seal off the vent on the other side of the green. This then forced some of the air up through the soil profile to send oxygen to the turf roots.

Sometimes the simplest things work best. We also had a TAS visit with Todd Lowe of the USGA to discuss some of these issues and to provide the necessary documentation. The portable blower was not a new idea in the business, but we wanted to share it as a reminder that it can be a relatively inexpensive and effective solution in case someone may be having similar problem with greens drainage issues. It sure made a big difference for us.



Superintendent Mark Jacobs inserts home made plug into the green’s drain vent to force pumped air into the soil profile. Photo by Jim Carpenter

nal Tifdwarf on them. Nine are Tifdwarf sodded with Rapidturf and three are a mix of grasses – Tifgreen 328 and Tifdwarf. The mixed-turf greens are evaluated annually and rebuilt when the turf won’t respond to our maintenance programs.

LPGA INTERNATIONAL

Managed by John Lammrigh, CGCS

Superintendent John Lammrigh has modified his basic fertilizer program at

LPGA International over the years in response to soil-sample results, weather conditions, new fertilizer technology and operational realities.

Lammrigh cited a couple of examples during a recent interview, “When I first came here, the fairway and rough program on the 250-acre Champions Course was 6-8 lbs. of nitrogen (N) per year. There were times we were baling hay in the roughs. I discussed the labor

hours and the mess with our management team and they have allowed me to back off to 2.0 lbs. of N. We monitor the turf closely to make sure we don’t allow too much weed pressure from the reduced fertility, but it has helped our budget considerably without sacrificing playability or appearance. On the smaller 100-acre Legends course, the program calls for around 6 lbs. of N per year on the fairways and 8 lbs. of N on the tees.

SUPER TIP TOO

Weed Be Gone

Innovation is a way of life on a golf course. The latest in a parade of Rube Goldberg gadgets is a weed tool that Orchid Island Superintendent Matt Turner shared with me as he showed off his toolbox on wheels, in other words his utility vehicle.

Matt's favorite tool is a three pronged, weed-pulling tool constructed by his equipment technician, a simple straight hollow tube with a T-handle. Three bolts at the bottom serve as prongs and a plunger rod with a spring on top pushes the weed off the prongs.

Just insert the prongs into the ground over the center of the weed. Give a few twists and pull. Voila. Weed is gone. Push the plunger and shed the extracted weed into a container for tossing in the clippings dumpster. If you need more precise mathematical dimensions give Matt a call at 772-388-5545 for the specs.

Superintendent Matt Turner likes his simple and efficient weed pulling tool. Photo by Joel Jackson.

Close up of the weed tool so you can make your own. Photo by Joel Jackson.



Lammrigh acknowledged that golf course conditions are driven by golfer expectations, but when the superintendent has credibility and trust of management, the course can benefit by allowing the professional turf manager to try modifications that can benefit the bottom line and the environment.

Lammrigh said, "This past year has been a perfect example. Our normal 6-8 lbs. of N this year will be more like 4 lbs. total. I think the drier weather has slowed down normal plant growth and use of the nutrients. The course still looks good and our clippings yield is good, so we don't have to apply more

than is necessary to meet expectations."

Under normal conditions Lammrigh takes soil samples twice a year usually in April or May before the first aeration and then again in August or September after his last aeration. His reasoning is that if they need to adjust soil pH, the turf will be opened up and the fertilizer or amendments will be incorporated into the soil profile easier where it will be more readily available to the turf roots.

"We have greatly reduced our phosphorous inputs using 15-0-15 or 15-1-15 as our primary fairway and

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rough blend,” said Lammrish, “Twice a year we have a contract spreader apply the spring and fall applications to the whole course at a rate of 1 lb of N per 1,000 sq. ft. The other applications are made in-house with a tractor-mounted spreader and we only do the fairways.”

“Our greens receive 0.5 to 0.75 lbs of N per 1,000 sq. ft. every 8 to 12 weeks using a 17-1-10 blend from Harrell’s or Verdicon. I tend to keep them lean and mean, but we will also supplement with a foliar feeding two weeks after the granular application using the old “Bentgrass Special” blend 28-8-18 at a rate of 0.125 lb. of N. We also will alternate that blend with a micronutrient mix high in manganese, magnesium and iron between the granular applications. On our overseeded fairways we apply 11-0-5 and 29-0-0 for color and health during the busy winter golf season.”

Lammrish concluded, “To do it right, managing nutrients is a balancing



To do it right, managing nutrients is a balancing act involving the needs of the plant to be healthy and look good for the customers, and using your budget resources wisely and considering the impact on the environment.

John Lammrish, CGCS

act involving the needs of the plant to be healthy and look good for the customers, and using your budget resources wisely and considering the impact on the environment. I am a hunter and a fisherman. I don’t want to do anything that will harm the environment. Golf course owners of course are concerned

with the bottom line and revenues. It is a business, but as landowners they are increasingly becoming aware of their environmental responsibilities as well. A lot hinges on golfer education and their awareness and acceptance of our responsible course management.”

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USGA UPDATE

BUT...We Cannot Let Our Guard Down

By John Foy

The holiday season is upon us and the winter golf season in Florida is cranking up. As November winds down, everyone is able to breathe a sigh of relief because this also means that the 2006 Atlantic Hurricane Season is coming to an end and the state was not hit by a major storm. After the last two years of multiple hurricanes hitting Florida, everyone desperately needed a break!



Naturally, with not having to conduct storm recovery, it has been much easier to prepare for the winter play season. During TAS visits over the past few weeks, it has been found that in general, good quality course conditioning is being provided. Interestingly, in some areas of the state, rainfall is running 10-20 inches below year-to-date averages. While this creates some course-management challenges, I am sure that everyone will take this situation over the hurricanes.

On Nov. 16, the NOAA Climate Prediction Center issued its final forecast for the 2006-2007 U.S. winter season (December, January, February). For Florida and the Southeast, near-average temperatures are predicted. The outlook is for wetter-than-average precipitation conditions across the entire southern tier of the country.

At first glance this forecast does not sound that bad. However, we should not forget the problems experienced at many courses throughout the state during the El Nino winters of the mid-90s. Record-setting cold temperatures did not occur, but the prolonged periods of cool and wet weather took its toll on course conditioning and quality. Even with only moderate traffic and wear, a pronounced decline in coverage and density occurred; and with this, rapid algae invasion quickly followed. Regardless of inputs, producing any

degree of recovery was a very slow process and sometimes not completed until the late spring to early summer.

Based on previous experience, it is strongly urged that course managers err on the side of caution and maintain as much grass as possible going into the winter. For some, the greens are never fast enough; but remember slow greens are better than no greens. Also, cart traffic management and directional-control devices are generally not popular, but are a necessary part of course management to minimize deterioration and help survive until the weather is favorable to sustained turf growth, hopefully by mid-February to early March in South Florida.

GCSAA NEWS

Chapter Delegates Look to the Future

Noting the association and its members have made significant gains on several fronts, the Oct.13-15 GCSAA Chapter Delegates meeting took a strategic approach in discussing how GCSAA could sustain that momentum in achieving its mission, vision and goals.

"I commend and appreciate the delegates for the energy they displayed during the meeting," said Ricky Heine, CGCS meeting chairman and GCSAA vice-president. "They were focused and well-prepared in giving the board of directors and staff their perspectives on how we achieve our long-term vision. They took ownership of their association and in their responsibility as delegates. It is obvious they engaged their members in talks before the meeting."

The exchange of ideas and comments focused primarily on three items:

- **the development of long-term revenue streams to fund programs and services;**
- **growing the GCSAA membership;**
- **positioning GCSAA and its membership classes in the marketplace (primarily to employers and influential golfers).**

The financial conversations centered on the establishment of a long-term dues pricing strategy. At the request of the delegates, the board and staff presented a proposal that would tie the establishment of membership dues to an index (such as the Consumer Price Index). Historically, the association has enacted a dues increase in larger increments on average every five to seven years. The result has been a loss of members.

There was widespread agreement at the meeting that smaller dues increases would be more easily absorbed at the facility level and less likely to result in membership declines. Directors further discussed the issue at their fall meeting, October 20-21 in New Orleans.

Tied to the discussion of revenues was an examination of GCSAA membership numbers. From a high of more than 22,000 in 2001, the association's membership has declined approximately 10 percent to just over 20,000 today. There was agreement that the situation has been created in large part by a struggling golf economy and the implementation of member standards.

Staff presented a seven-phase membership growth and recruitment campaign enacted late last year. Delegates supported the efforts, realizing such an initiative will take time to yield results and must be long-term in nature. They were especially supportive of the GCSAA field staff pilot program and encouraged strong consideration for expanding it in the near future.

The liveliest debate was on GCSAA's philosophy regarding the positioning of the association and its membership classes. Delegates shared a variety of opinions, but ultimately agreed that for membership standards to have value in the marketplace, they must be promoted externally. There was unanimous support that greater resources be dedicated to marketing the association. While there will be a focus on Class A because of the PDI process to attain and maintain Class A, it was noted, however, that promoting Class A does not mean that marketing other membership classes should not be part of the program.



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~ Rick Wahl, CGCS / Belleaire Country Club, FL



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~ Kevin Goolsby, CGCS / Indian Bayou Golf Club, FL



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Noting that chapters will be integral to the success of revenue generation, membership growth and retention, and marketing efforts, discussion also included an examination of chapter effectiveness. Specifically, the delegates were charged with providing the board and staff direction as to how the association could best invest resources to enhance chapter operations.

The top three items were:

- **membership recruitment and retention;**
- **chapter executive development and support;**
- **chapter meeting effectiveness (attendance, timing, satisfaction, value, etc.).**

It was the consensus that many of the issues were interrelated and thus could be addressed if programs and services are developed and coordinated appropriately. Once again, support for expanding the field staff pilot program was communicated, and suggested as a means to implement effectiveness programs.

Delegates also expressed interest in providing support to GCSAA's advocacy efforts. They were briefed on the process the association follows for commenting to the EPA on product re-registration. The process includes an element for member input to GCSAA actions, plus the opportunity for chapters and members to become directly engaged as well.

To view the complete report log on to www.gcsaa.org and select Delegates Meeting Results.

Key West GC reopens after hurricane

On Oct. 24, 2005 Hurricane Wilma – the most devastating hurricane to strike Key West and the Lower Florida Keys in almost 100 years – hit with an 8-foot storm surge, leaving the southernmost golf course in the U.S. under 4 feet of sea water.

For Key West Golf Club owner Gwenn Smith, Wilma may have taken the fairways but not her sense of humor. “For a short while, our golf course could accommodate Keys divers with drivers!” said Smith. Smith faced the economic adversity with her husband Bill and a perpetual optimism.

“We knew the 20-year old Bermuda greens could not survive being under salt water and this meant a major course rebuild; so our club staff quickly responded and got right to work.” added Smith.

Club general manager and golf pro Doug Carter said the 150-acre golf course was not only inundated with the ocean storm surge but the irrigation lakes were also infiltrated with sea water leaving no source of fresh water to flush the salt off the greens.

Before the waters had receded, Smith, Carter, head golf professional Eric Favier and superintendent Koby Minshall had a course-recovery plan under way.

Renovation on the front nine began in June. A salt-tolerant grass, SeaDwarf seashore paspalum turfgrass would replace less tolerant bermudagrass.

Carter said playability also figured

into the decision to regrass with SeaDwarf. “The grass is very dense and grows quickly. It seems to have a more vibrant color than the bermudagrasses and, with the proper maintenance practices, it will have less grain,” said Carter.

Seashore paspalum turfgrass is environmentally friendly, a constant concern in the Lower Florida Keys; it requires less water.

“The biggest environmental benefit is that it will handle effluent water for irrigation much better than other turfgrasses. This will help conserve the freshwater supplies,” said Favier.

Minshall said the new SeaDwarf grass will act almost like an insurance policy against future tropical storms and hurricanes. “Seadwarf will help us survive future hurricanes because it is more salt tolerant than bermudagrass,” he said. “Even if there is no storm surge associated with a hurricane, the rain water in tropical systems is high in salt content.”

Along with re-grassing the greens, fairly extensive work was completed to a number of fairways including new drainage or raising the greens on holes 1, 2, 5, 6 and 9.

The back nine greens are in shape for play this season but will be re-grassed with SeaDwarf in June.

Key West Golf Club originally opened in the early 1920s as a nine-hole facility. In the 1950s another nine holes were added. In 1983, Rees Jones was hired to design the current 18. Key West Golf Club was Rees Jones's first design with his own company. ■

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State Fertilizer Rule Aims For Consistency

By Joel Jackson, CGCS

I attended a public meeting at the Bob Crawford Agriculture Center in Bartow Dec. 5 to hear the discussion on the latest version of the newly proposed Fertilizer Rule that will govern labels and tags on fertilizer products sold and used in Florida.

This proposed rule surfaced as an outgrowth of the mandate by Governor Bush to address phosphorus loading in the Lake Okeechobee Basin as part of the comprehensive restoration plans for the region.

Additionally several counties around the state are moving to enact fertilizer regulations, some are proceeding on their own while others await the results before proceeding.

At issue is protection of the state's waterways from nutrient loading. While this is a worthy cause, the focus by local governments is on possible pollution from the misuse of fertilizer products by

homeowners, turfgrass managers and lawn care companies. All fertilizers are nutrients, but not all problem nutrients are fertilizers.

Nutrient loading and water quality degradation is caused by a wide variety of sources besides improperly used turf fertilizers including municipal and industrial wastewater treatment plants, septic tanks, stormwater drains, animal waste and natural phenomena such as erosion of organic rich soils, seasonal shedding of tree and plant leaves, seeds and blossoms, just to name a few. But fertilizer is the focus right now.

Dale Dubberly, head of the Com-

Experts Call on Golf: 'Get Busy in Politics'

EDITOR'S NOTE: Several Florida counties are actively pursuing local ordinances to restrict the use of turfgrass, irrigation water and pesticides and fertilizers. Our local chapters need to establish and cultivate working and educational relationships with their local governments and state legislators as the following edited article from the Carolinas Green magazine illustrates.

The Florida GCSA has made several trips to Tallahassee to educate high-ranking members of key committees in the Florida House and Senate on the overall economic and environmental impacts of the Florida golf industry. The missing piece in all this is local-chapter relationships with their local representatives and municipal governments.

I also challenge the local chapters of the Florida Golf Course Owners and Club Managers Associations to partner with the Florida GCSA and Florida Turfgrass Association – and even avid and influential golfers – in this effort. Superintendents may have the answers to technical questions, but others already may have political and social relationships with the people in state and local government. The following article reinforces the concept that the local chapters need to be more active to provide a factual counterbalance to those who seek to enact more laws which restrict our ability to do business.

All politics is local and golf course superintendents who ignore that fact do so at their own risk. That was the core message delivered to more than 100 Carolinas GCSA members at Linville Ridge Golf Club in September. Legislative affairs specialists, Chris and Susan Valuri, headlined a panel outlining the need for the golf industry to increase its focus on legislative and regulatory issues.

Legislatures, municipalities and agencies are all under growing pressure to protect water, land and the environment in general. Laws and regulations being written to that end are likely to affect how golf courses are allowed to oper-

ate. The golf industry needed to step forward immediately and fully engage decision makers to ensure sound policies were enacted.

Also on the panel were Carolinas GCSA board members Steve Neuliep, CGCS who heads the association's North Carolina legislative committee, and Jeff Connell, who heads the South Carolina committee. Both reinforced the Valuri's message that, historically, golf had underplayed its hand in legislative affairs. They said that progress in that area over the past year offered some indication of just what could be achieved if superintendents got to know their legislators and community leaders at the grassroots level.

"The successful politician never forgets who elects him," Susan Valuri, incoming president of the North Carolina Professional Lobbyists Association, said. "It's not paid lobbyists who walk the halls in your state capitol. It's the folks back home. These are the people that matter most."

Golf course superintendents had an enormous opportunity to get to know legislators and help educate them on the benefits – economic, environmental and social – of golf, Chris Valuri said. That process had to begin with an introduction through a phone call, an office visit or an invitation to visit and it had to happen before any demands were put to a legislator.

"Very simply put, politics is a game of relationships," Susan Valuri said. "If you don't have the relationships already, it's hard to build them during the heat of a legislative session. You've got to start now. Fortunately, the qualifications for participating are easy – anyone can play." (See *10 Rules for Engaging Legislators*.)

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pliance Monitoring Division for the Florida Department of Agriculture and Consumer Service (FDACS), led the meeting and went through the rule, section by section, answering questions and noting comments for study and inclusion in the rules. Some minor wording changes were agreed upon for simple clarification and consistency within the document.

Dubberly was clear that his department did not have the authority to regulate *use* but rather the *language* on the product tag and bags. The only exceptions are those products that include pesticides – herbicides and insecticides – in the mix. The state does regulate the use of those products.

When this process began, there was general concern of how to define and cover all the widespread uses of turf fertilizer under the Urban Turf section of the Lake Okeechobee Restoration Plan. Remember that agricultural uses of fertilizer are addressed separately. This rule deals with products packaged in containers (bags, etc.) weighing 49 pounds or less. Sod farms are considered agriculture, but once the sod is cut, shipped and installed it becomes urban turf.

Dubberly acknowledged that there are great differences in climate and nutrition needs from Pensacola to Miami and that the language in the rule is a result of averaging some of the recommended amounts of nutrients. However, a soil or tissue test from a particular site can be a basis for a variance to apply needed nutrients.

So how does all this affect Florida golf courses.

Item "b.2" regarding phosphorus seemed mathematically perhaps a little low on an annual basis and I asked Dubberly about that number. His reply was that if a golf course took reliable soil samples once or twice per year and they showed a legitimate need for additional phosphorus there should be no problems. The per-application limit (per 1,000 sq. ft.) would need to be followed.

For those superintendents who manage common areas and roadways that fall under the urban turf portions of the rule, I made these notes:

Urban turf and professional applica-

Section Governing Products on Golf Courses

Below is the section of the rule governing products used on golf courses. Once the Florida Golf BMP Manual is published, it will be adopted into the rule. The proposed deadline for getting the Fertilizer Rule in place is by December 2008. The Golf BMP manual should be ready by March/April of 2007.

(d) Fertilizers labeled for sports turf at golf courses, parks and athletic fields shall:

1. Have directions for use not to exceed rates recommended in the document titled SL191 "Recommendations for N, P, K and Mg for Golf Course and Athletic Field Fertilization Based on Mehlich I Extractant", dated October 2006 which is hereby adopted and incorporated by reference into this rule. Copies may be obtained from the Soil and Water Science Department, Florida Cooperative Extension Service, Institute of Food and Agricultural Sciences, University of Florida, Gainesville, FL 32611 or the following Web site: <http://edis.ifas.ufl.edu/SS404>.

Another section that requires careful consideration:

(b) Fertilizer products labeled for use on sports turf, urban turf or lawns shall be no phosphate or low phosphate and have label restrictions for the application of nitrogen.

1. Fertilizers labeled as no phosphate shall not contain more than 0.5 percent of available phosphate expressed as P2O5. The "grade" shall indicate a zero guarantee.

2. Fertilizers labeled as low phosphate shall not be applied at a rate greater than 0.25 lbs. P2O5/1000ft² according to labeled product directions per application and not to exceed 0.50 lbs P2O5/1000ft² per year.

3. Fertilizers labeled as starter fertilizers shall have directions for use for a maximum application rate no greater than 1.0 lb of P2O5/ 1,000 ft². Subsequent applications shall be either Low or No Phosphate fertilizers.

tors may exceed 0.5 lb./M of P and 5 lb./M of N annually upon proof by annual soil and/or tissue testing.

There was a suggestion of new language to account for nitrogen in slow/extended release products to allow up to 1.5 lb. N per application, but still not to exceed 5 lb. N per year. This would allow for combination of quick and slow release to manage turf.

There was a proposal by Mike Holsinger, former Sarasota County Extension agent and now consultant, to have the group consider a required a tag or label warning fertilizer users about the potential dangers of nitrogen and phosphorus from improper or misuse of products.

Several people in the audience said they see those warnings already on packages. Dubberly also noted that environmental safeguard warnings can be on invoices and shipping documents.

Holsinger admitted that both warning samples he submitted were lengthy and several people commented that the public in general would not read or heed them. A shortened version was suggested and Dubberly will send out the original language for everyone to wordsmith to an eye-catching shorter version. Several in the audience took exception to the depiction and seemingly continuing sense of vilifying fertilizer nutrients as the primary cause of nutri-



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ent loading and that ample warnings were already on product labels. Fertilizer manufacturers in the room winced at the thought of the additional costs to redesign product packaging to include a long drawn out warning spiel on the already crowded label.

The bottom line for golf courses is that you will be asked to pay very close attention to your nutrient programs, especially additional phosphorous limitations. The citation to follow Dr. Jerry Sartain's IFAS recommendations for bermudagrass nutrient application

should give everyone a comfortable nitrogen range to work with to produce the expected turf quality for all golf courses. Soil and/or tissue tests, which are routine anyway, will be needed to exceed the phosphorus limits set in the new rule.

10 Rules for Engaging Legislators

1. Who are your elected officials?

Get hold of a legislative directory and become familiar with your own elected officials. GCSAA's Web site (www.gcsaa.org) has the capacity to provide biographical details of officials in your electorate. Elected bodies also have their own Web sites with access to this information. Or you can obtain the information you need from your library or Secretary of State.

2. Who are they really?

Background research on professional and personal data is important. What is their educational background, occupation, where were they raised, what are their special interests? How long have they served the legislature and what areas of expertise have they developed? Who are their friends, and at time more revealing, who are their enemies?

3. Study the institution.

Look at your state senate and house. Understanding their inner workings and where the power rests is important. Who shapes opinions and directions? Is your delegation respected, does it work hard as a team? Is the legislature in your state full-time or part-time? Do they have staff? Who do they rely on for expert opinion? In most cases you'll need to cultivate relationships with people in or close to the institution to obtain answers.

4. Study the district.

Who are the major employers? What are the major industries? Who leads local opinion? Who are the community leaders – mayor, sheriff, newspaper editor? What are the important issues and what are the demographics of the electorate?

5. Make contact.

It is critical to make contact *before* you need to. Don't make your first contact a request for action. Visit your legislator or invite the legislator to your facility. Help them understand the nature of your business and what it brings to the community in terms of jobs, taxes, tourism, as well as social and environmental benefits. Establish common ground.

6. Ask.

Contrary to conventional wisdom, legislatures respond rather than lead. Typically, legislatures act in response to

issues or proposals brought before them. You are responsible for the solution, which must take into account all points of view. Do your homework and go to your legislators with ideas and suggestions and ask for their input and support.

7. Rules of contact.

Rule No. 1: Be truthful. Rule No. 2: Be truthful. Rule No. 3: Always remember rules No. 1 and 2. Trust is critical to an ongoing relationship that serves both parties' interests. Know your arguments and succinctly present your case. Be clear about what you want the legislator to do and be sure to close the deal: Can you vote with us? Do you need more information? What can we do to help?

8. Media.

Make yourself available to the media as an expert. This is an opportunity to influence public opinion in line with your position. Be truthful and don't expect an issue to go away if you ignore it. It is better to engage inequities and provide your information because the media will cover an issue even if you refuse to participate.

9. Follow-up with thank-yous.

Even if a legislator does not fully support your view, take the time to thank them for hearing your case and their work on the issue. Short handwritten notes are especially appreciated. This leaves the door open for future contact. Staying in touch helps a legislator remember who you are and what your issues are.

10. Commit support.

Reinforce your commitment to your legislator by supporting them in your district. This step needs to be public as well as private. Write a letter to the editor acknowledging the actions of your legislator. Stand up in a meeting or function and thank your legislator. Be there at re-election time by volunteering time or supporting campaign efforts. Let the legislator know his or her support will be rewarded.

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White Pelicans, cormorants, wood storks, herons, egrets and ducks are regular residents at Orchid Island. Photo by Joel Jackson.

ENVIRONMENTAL OUTREACH AND EDUCATION

Start with your members!

By Joel Jackson

This year Orchid Island became the 71st Certified Audubon Cooperative Sanctuary in Florida, so I was momentarily taken aback when Superintendent Matt Turner invited me to come down to Vero Beach in November and give a talk about the ACSP program to a group of the club's members. I figured they already knew.

Once I got there I found out that I was just one speaker in a whole series of environmental programs lined up this winter for the members. These programs fulfill the Outreach and Education requirement for the ACSP, and you are talking to people who have a vested interest in the course and the community. Additional speakers on plants and bird identification and a host of other

subjects will follow. Turner wanted me to explain how important the program is in the big picture. JoEllen Zeh from Audubon International sent me a Power Point presentation on the ACSP to use in the presentation.

I arrived several hours early and took a tour of the golf course with Turner and took some photos that illustrated some of the points in the slide presentation and, just before the program started, I downloaded the Orchid Island photos into the presentation so the members could see exactly how their course was fitting into the program. That turned out to be a great idea as they responded very well to seeing familiar scenes in the presentation.

The Orchid Island property is bordered on the eastern side of the property and highway A1A by a native

plant buffer called the Jungle Trail. To the west is the Indian River Aquatic Reserve and mangrove preserve maintained by Orchid Island. Also just off shore in the Indian River is the Pelican Island Wildlife Refuge. And speaking of pelicans, Orchid Island is the winter home to a large flock of white pelicans. Turner doesn't know exactly where they are from but my field guide said that they breed and live in British Columbia, northern California, Utah and Manitoba and winter in central California, the Gulf Coast and Florida south to Panama.

While the members were arriving and taking their seats, I also ran a Power Point presentation I made up last year titled Golf is Good for the Environment which was a collection of captioned photos showing primarily



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wildlife, habitat and irrigation practices. It also included facts from the 2000 Golf Economic Impact Study. Many of the photos drew oohs and ahs from the crowd. About 35-40 people attended including General Manager Rob Tench and Membership Director Marci Arnold.

Because of the members' overall interest and enjoyment of the wildlife on the course, Tench encouraged Turner to make the certification project a high priority item and, to help him complete the project, Turner hired Peggy Ogden as a consultant. Ogden, who currently works at the Arlington Ridge Golf Club near Leesburg, has earned several ACSP certifications at other courses.

After the presentation there was a Question and Answer session, and the members had a variety of inquiries:

- Does the runoff from the course go into the Indian River?
- What is that blue stuff you are spraying on the course?
- Are the chemicals you use safe for the wildlife?
- What are some things we as homeowners can do to help the environment?

Answering the questions gave Turner a platform to explain his golf course maintenance program and the things he does to comply with Audubon certification standards. Turner had explained to me earlier that, like many superintendents, he already was doing many of the positive things, but the ACSP program gave him a way to document and verify his practices with the help of environmental authority. It also gave me an opportunity to provide the members with the big picture on environmental issues facing the golf

industry, and ask their help in being proactive for golf.

Those questions above show exactly why outreach and education, starting on the home course, is vital, and I had a chance to see some of the answers in action when we rode the course. Turner told me that all the runoff for the community is retained on property and mostly in the lakes on the golf course. The lakes are the source of his irrigation water, so the runoff is essentially recycled and filtered through the turf.

The waterways are buffered from golf course maintenance activity by observing a 25-30-foot no-spray-or-fertilizer zone along the lakes. Turner, his assistant and two spray technicians apply all products by spot treatment from 25-gal-

fertilizers are applied by licensed pest control operators and that they follow label directions.

Turner even told the story of how he stopped killing moles and began trapping them, 1100 to be exact. He said, "I just couldn't do it anymore (harpoon traps), so my assistant and I would lightly tamp down an active tunnel and come back six hours later and watch for their movement. Then we would just scoop them out. We relocated them way up the Jungle Trail far from the course."

Turner said he learned to use the moles and other critters as signals that the course was likely experiencing insect infestations that he might need to treat. The same went for wasps hovering around his tees. He said they were usu-

ally a good sign that sod webworms were working on his new paspalum tee tops. Others might be interested to know that Turner's new TifEagle greens and Tifway 419 fairways seem to doing quite well on his 1480 ppm TDL irrigation water. His irrigation lake is supplemented by a brackish water well that taps into the salt-intruded portion of the Floridan Aquifer near the coast.

As the meet-

ing was breaking up a few announcements were made: There would be a new journal in the pro shop for the golfers to jot down their wildlife sightings with date, hole number, etc. and one couple invited everyone over to help themselves to their backyard vantage point to view a pair of bald eagles that had been showing up daily in a large tree nearby.

And that is what the Audubon Cooperative Sanctuary Program could be all about on your course too.



Native grasses buffer the lakes which also act as runoff retention ponds for the community. Photo by Joel Jackson.

lon electric Raven sprayers using hand wands only. They also hand-spread any fertilizer to make sure none gets thrown into the lakes.

Turner suggested that homeowners can help the environment by doing several things: use more native plants in their landscapes, install native plant buffers like the Spartina (cordgrass) used along the majority of the course lake banks instead of having manicured St. Augustine right down the the water line, and make sure that all chemicals and



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Superintendent John Lammrish at LPGA Golf Facility with two Hispanic coworkers. Photo by Bruce Witt.

Diverse Workforce Requires Creative, Flexible Management

By Bruce Witt

This past summer I had the privilege of traveling across Florida and visiting numerous golf course facilities. My aim was to interview managers and other workers of all types to gather the best management-practices information available in the greens and service industry. This venture was made possible by a partnership grant through the Florida Turfgrass Association, Club Managers Association, and the Florida Golf Course Superintendents Association. Their generous assistance and belief in the importance of this study is greatly appreciated.

In February, 2006 I sent out a short e-survey to members of the Golf Course Superintendents Association and Club Managers Association to determine the percentage of non-English-speaking workers at their facilities. The respondents with the greatest percentage of non-English speaking workers were

sent a follow-up request to visit with them and interview various managers and other employees. Their kind invitations set the stage for my travels.

Over a three-week period in June I visited 21 facilities and interviewed 49 people ranging in position from club managers, human resource managers, superintendents, assistant superintendents, office managers, mechanics and foremen. These individuals provided me with a wealth of information regarding management practices used for their workers. I traveled from Jacksonville to Key West and experienced a tremendously diverse assortment of management practices which I recorded in my interviews and have compiled into a training model for new or inexperienced managers supervising a culturally diverse workforce.

The cultural breakdown of the countries represented at these facilities was surprisingly diverse. Many people be-

lieve the Hispanic worker has occupied a large percentage of the labor force in Florida. That perception reflects reality in many parts of central and south Florida, but I found large pockets of areas where Hispanic influence is minimal or entirely non-existent. These areas and others across the state still have predominantly American workers or an assortment of other various cultures.

Hispanic countries: Mexico, Argentina, Honduras, Puerto Rico, Nicaragua, Ecuador, Cuba, Peru, Costa Rica, El Salvador, Colombia, Guatemala*, Venezuela, Chile, and the Dominican Republic.

Non-Hispanic countries: Haiti, Poland, Serbia, Germany, Philippines, Albania, Korea, Croatia, Czechoslovakia, and Russia (several states).

** Many Guatemalans speak a Mayan Indian dialect which is not of Hispanic origin.*

At the 21 facilities I visited, these are the countries represented in their workforces:

Hispanic countries: Mexico, Argentina, Honduras, Puerto Rico, Nicaragua, Ecuador, Cuba, Peru, Costa Rica, El Salvador, Colombia, Guatemala*, Venezuela, Chile, and the Dominican Republic.

Non-Hispanic countries: Haiti, Poland, Serbia, Germany, Philippines, Albania, Korea, Croatia, Czechoslovakia, and Russia (several states).

Many great books and resources address cultural diversity and its impact on management, and I recommend that current and new managers utilize these important resources to broaden their understanding of cultural differences.

What I found to be most valuable in researching these many differences is the individual dynamic that occurs at each facility and how it is managed by the people there. This unique and powerful variable is not found in books or

videos but establishes itself uniquely at each facility and is based upon several factors which include:

- different cultures present in the workforce
- personalities of all the different workers and managers coming together
- management styles of the club manager, superintendent, etc.
- individual club policies and procedures

When these dynamics are mixed together, it is easy to see quite a difference per facility on how to best manage that particular establishment. This concept I have hoped to capture and utilize in my model development that will show new managers the best management practices utilized in a culturally diverse workplace.

Obviously, the ability to speak the language of your workers well enough to communicate effectively is critical in successfully managing your staff, but equally important is the need to identify and understand the differences of each cultural group as it is filtered through the many personalities at your specific facility.

What I have found in my travels is great respect and appreciation for the many cultures represented in the workplace, and a tremendous flexibility on the part of the manager and workers in coming together to reach a common ground of understanding, respect and responsibility.



Bruce Witt, professor of golf course operations, Lake City Community College.

My hat goes off to all the managers and workers in our ever-changing and exciting industry; they have made their facilities productive and successful. I'm looking forward to the future, and believe that the best times are yet to come!

* Many Guatemalans speak a Mayan Indian dialect which is not of Hispanic origin.

Witt recorded "a tremendously diverse assortment of management practices which I ... have compiled into a training model for new or inexperienced managers supervising a culturally diverse workforce."

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Giving Back!

When doing just a little can mean so much to so many

By Jim Colo

At first glance you may just see a field. With a second look, it looks very much like a golf course. In 1995, a 23-acre parcel of land in Dyer Park (Palm Beach County) was leased to the Children's Golf Foundation (CGF), which is the only chapter of The First Tee program designed for mentally and physically challenged children.

Palm Beach County leased the land for the next 100 years at \$1/year solely for the purpose and mission of the foundation. That mission is to teach mentally and physically challenged children life's lessons through the game of golf.

The objective for the foundation is to increase socialization skills, increase their range of motion, build confidence, and to provide them a game they can participate in for the rest of their lives. The kids hear only two phrases as they are taught: Great swing or great shot.

Keith Stuhler, president and CEO of The Children's Golf Foundation, had volunteered for two years and then was asked to help design and build this facility in 1999. After seeking assistance from local companies in 2001, Stuhler called on superintendent Bryan Plummer from Fort Lauderdale CC to help transform the property into a golf course.

Through countless weekend hours, Plummer and Stuhler cultivated the land and managed to change the grounds into a golf course with limited funds and using equipment donated by various vendors and golf courses.

Stuhler comes from a background rooted in the golf industry. Having six uncles, all PGA professionals and his father, who owned and operated a golf course, Stuhler made his career out

With all of the time others invested in me, it was my time to give back to what has proven to be an outstanding organization. Through my knowledge and outside resources I knew I could help keep The Children's Golf Foundation keep moving in the right direction.

of being a PGA professional himself. He has recognized high standards and values within the PGA organization and feels proud of the accomplishments with the Children's Golf Foundation and his small part in designing and building such a facility gives these incredible children game of a lifetime.

Six years ago I was introduced to The Children's Golf Foundation through Plummer. I became involved because I saw something special. In my 13 years of golf course maintenance, I have been given many opportunities. I have worked at Old Marsh Golf Club since 1994. I have met many people who have influenced my career.

With all of the time others invested in me, it was my time to give back to what has proven to be an outstanding organization. Through my knowledge and outside resources I knew I could help keep The Children's Golf Foundation keep moving in the right direction.

The foundation serves 200 children

during the school year and more than 300 children in the summer. Each child who is a member of the club is given his or her own set of golf clubs. The children are taught by PGA professionals and assisted by caring, dedicated volunteers. The golf course has an 8,000 sq.ft. putting green, an 18,000 sq.ft. practice tee and four fully functional "target" greens on which to either practice or to play conventional golf. The course can be converted into 15 possible golf holes that the children can play and it carries a slope no higher than 2 percent, which is a requirement for The Americans with Disability Act.

The Tam O' Shanter clubhouse finishes off the property with its warm setting and comfortable "back porch" feel for parents to watch their children learn the game of golf.

Their "superintendent," Zach Stuhler, is learning emergency medicine by night and working very hard by day to keep the golf course looking great. With the devastation of four hurricanes, times were real tough. Donations were being distributed among many other organizations. The CGF needed all the assistance they could find. Through talking with the Stuhlers, I was able to come up with a few solutions.

When times get tough, people need help. The CGF's golf course needed a boost. Following hurricanes Jeanne, Frances, and Wilma, things at the foundation struggled. After explaining to my crew the needs of The CGF, they all agreed to volunteer their time. We put together a group of guys to help them get back on their feet. My two assistants, Eric and Donovan, my common grounds superintendent, Carlos and 18 crew members from Old Marsh and five members from Emerald Dunes G.C. gave their time on



Volunteers from the Old Marsh and Emerald Dunes golf courses pose in front of the Children's Golf Foundation clubhouse. Superintendent Jim Colo is kneeling on the right.

a Saturday in June. We accomplished quite a bit in one day. Our crews pulled weeds, fixed irrigation heads, planted new flowers around the clubhouse, patched weak areas with sod, edged, trimmed and fertilized the turf. Just one day's effort made a big difference for the foundation.

Recently, the foundation was infested by mole crickets and invaded by fire ants. After explaining the situation to Brian MacCurrach, southeastern sales representative from Bayer Environmental Sciences, he donated 14 acres worth of Top Choice. Two days later I applied it with one Lely spreader. Thanks to Bayer and MacCurrach, the CGF is clean of fire ants and mole crickets

Much of my involvement includes

assisting with fertilizer and chemical applications, irrigation needs, cultural practices, and consulting with Zach on weekly activity. We talk about timing of fertilizer applications, weed control techniques, and mowing practices. My time spent with the foundation is 10 – 20 hours a month in phone conversations and site visits.

Currently, the CGF continues to look for assistance in labor, equipment, fertilizer/chemical resources and most of all, money. Jack Nicklaus is one of the foundation's major supporters through public service announcements and other endeavors. Also, through The Loxahatchee Club, Dottie Pepper will name The Children's Golf Foundation a major charity for an LPGA event in January.

If any of you or your crew members would like to assist us in maintaining The CGF's golf course please call me. If you are physically unable to help and would like to financially support the Children's Golf Foundation, please contact Keith Stuhler.

This organization shows that despite the capacity and limitations of individuals, everybody should be able to enjoy all the opportunities possible in life. Through very small efforts of many people, not only can we make a tremendous difference for the children, but also for the parents who see and feel the strong effects the program has on the kids.

Jim Colo may be reached at 561-662-7931; Keith Stuhler may be reached at 561-842-0066

2006 Photo Contest Results

Winners of the Wildlife Category in the 2006 Florida Green Photo Contest.



First Place: Gator Day at the Pool. By Michael Mongoven, CGCS, Shell Point GC.



Second Place: Sandhill Cranes by Ted Johnson, Fairwinds GC.

2007 PHOTO CONTEST RULES

Category 1 – Wildlife on the course: includes any critter on the course that walks, flies, swims, slithers or crawls.

Category 2 – Formal Landscaping: includes specimen trees, annuals and ornamental shrubs planted in formal

beds on the course or club entrance.

Category 3 – Native Areas: includes beds of native plants including trees, shrubs and grasses used in naturalized areas to reduce turf inputs and aquatic vegetation plantings used to create habitat and protect water quality.

Category 4 – Scenic Hole: includes any view of a golf hole (panoramic or close up) that demonstrates the scenic beauty of a golf course.

EASY RULES

1. Color prints or slides. Prefer prints. Only one entry per category. Digital images: **Digital image** entries must be taken at a resolution setting of 300 dpi or higher and saved as Jpeg or Tif format images. Images taken, saved and sent at lower resolutions will not qualify for the contest. If you're not sure. Send a print instead.

2. Photo must be taken on an FGCSA member's course. Photo must be taken by an FGCSA member or a member of his staff.

3. Attach a label on the back of the print or slide which identifies the category, course and photographer. **DO NOT WRITE DIRECTLY ON THE BACK OF THE PRINT.** Each print shall be attached to an 8.5 x 11-inch sheet of paper using a loop of masking tape on the back of the print. Slides should be in plastic sleeves for easy access for viewing. Digital images must be accompanied by the same information in an e-mail or document, or on a CD.

4. A caption identifying the category, course and photographer should be typed or printed on the sheet of paper below the mounted print.

5. Judging will be done by a panel of FGCSA members not participating in the contest.

Mail entries in a bend-proof package marked "PHOTOS DO NOT BEND" to Joel Jackson, 6780 Tamarind Circle, Orlando, 32819. Entries postmarked after August 1, 2007 will be automatically entered in the 2008 Photo Contest.

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OLDE FLORIDA FLOOD
(No Hurricanes in 2006, but) "Ernesto only brought us 4 inches but that was at a time when the water table and lake levels were at their highest. We have had more than 20 inches since the storm that has us looking like this."

– Darren Davis



Another superintendent from the Naples area (whose name escapes me at the moment) told me at the LCCC Tournament in November that he had recorded nearly 60 inches of rain from June to September 2006. And here in Orlando we're reporting a 13-inch deficit for the year.

- Editor

THOUSAND-WORD IMAGE AT LAGORCE
Good morning, Joel. Life can sometimes be stressful for a superintendent, but there are rewarding times on the course that puts things back in perspective. I was riding the course Saturday morning and I came across this image and thought that you would enjoy it.

– Frank Sbarro, La Gorce CC

Thanks for sharing Frank. To paraphrase an old saying, "A picture is worth a thousand worries."

- Editor



Things I'll Never Understand



If I Live to a Hundred

As I See It

By Jim Walker

Why do so many guys tee it up from the black and blue tees and not get it past the ladies' tees? Dude! Hello! You're not going to do that for 17 more holes are you?

The practice facility at the Palmetto Golf Course, where my wife Susi works, does a quarter of a million dollars a year in range balls. Eighty percent of the patrons bring two clubs with them to hit: their driver and wedges. I realize Hogan said the three most important clubs in a golfer's bag were the driver, wedge and the putter. But he was talking about people who could actually hit the ball, not the pork chops who hit from the blues and not get it past the reds.

You know you're in for a long day when the lady in the pro-shop line in front of you has the tee time just before yours and asks for a "pair" of golf gloves.

Why did it take so cotton-picking long to develop this high-tech golf equipment? Yeah, sure, now we got it... now that I'm so old I can't hit it out of my shadow.

Someone asked if we had a "Pace of Play" policy? I said, "Yes! Our policy is your place on the golf course is directly behind the group ahead of you, and not directly in front of the group behind you!"

We have too many golf courses in the U.S. and we're driving ourselves nuts trying to cultivate new business and keep the folks we already have. In England you must have a proficiency card from a golf pro or an R&A or USGA handicap card to play most of the courses on the other side of the pond.

•••

Changing the subject. Could someone please tell me why cigarettes, scotch, ice cream, French fries, cheeseburgers, cookies, cake – and a zillion other things that taste so good – are so damn bad for you? The inventors of all these good/bad things should be shot.

How can some people buy a car and drive it until the wheels fall off? I get sick and tired of really once nice cars in less than two years. My poor wife – we looked at a Cadillac in 2003 and she got it in 2006. I would have died from

hives waiting four years for a car I really wanted. My poor, poor wife – two people and three cars. There probably would be more if we lived in a house instead of a condo.

Why did it take so long to get high-definition television into people's homes? I had a hi-def TV almost a year before my cable company delivered their first hi-def programming.

Why did it take so cotton-picking long to develop this high-tech golf equipment? Yeah, sure, now we got it... now that I'm so old I can't hit it out of my shadow.

•••

Why did the Dodgers and the Giants have to move to California? Why do the professional sports franchises need a new stadium or arena every 20 years? I hope the people in Boston and Chicago never let Fenway Park or Wrigley Field meet the same grim reaper all our other cathedrals of the game have succumbed to.

When will we see the first 8,000 yard golf course?

Why do so many people pick their noses while they are driving? They must think they are invisible in their cars. Got a hot news flash for you homey – that hot chick you were flirting with a second ago is now getting grossed out.

Did you think that rap "music" would still be around 20 years after Sir Mix-a-Lot said, "Baby got back" and "Put 'em on the glass?"

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tem? That's right baby. A mobile fidelity sound lab, half speed master virgin vinyl album playing on a Thorens turntable. Blows those strident CD's right out of the water.

Why do wonderful people like Marie Roberts and Joel Jackson have to retire? I don't like to think of the day when I can't call them with state or local chapter business.

Where have all the flowers gone, long time passing?

These are just a few of the things I'll never understand even if I live to be a hundred.

Inconvenient Truths



**GREEN
SIDE
UP**

**By
JOEL JACKSON**

Former Vice President Al Gore spent much of 2006 touting his movie, "An Inconvenient Truth," across the country. The truth, according to Mr. Gore and other "experts," is that the planet earth is in the death grip of a global warming trend, and only if mankind will rein in its burning of fossil fuels can we hope to stem the predicted catastrophic consequences.

I might be able to be convinced that the planet is recording warmer temperatures, but then I've also been told by "experts" that 120,000 years ago the sea level was 20 feet higher than it is today. There weren't any factories or automobiles back then, and something sure melted those ice age glaciers way back then and it wasn't mankind. And then there were those "experts" who predicted another ice age back in the 1970s. Where are they now, predicting global warming?

Inconvenient truths! Mr. Gore, can you stand a few of my inconvenient truths gleaned from reports and observations during my short time on earth? Mine will cover the global warming issue and the current buzz on protecting water quality in Florida.

The earth's forests, fields, green belts (golf courses, parks, lawns, etc) and oceans (66 percent of the planet's surface) are huge carbon sinks that absorb a whole lot of carbon dioxide.

Along with factories and vehicles, humans expel carbon dioxide when they breathe. Will we be required to hold our breath to prevent global warming?

Given the absolutely abysmal accuracy of the 2006 hurricane season due to unforeseen global changes in climate phenomena (El Nino and the Bermuda High), why should we subscribe to the predicted global warming and wreck our economy?

Which is more likely to affect global (planetary) temperature change. Smoke stacks and exhaust pipes or a slight change in earth orbit or solar flares and sun spot activity that happens in periodic galactic cycles?

Regarding water quality and the fixation on fertilizer applications by local officials and activists as the primary cause of nutrient loading in Florida's waterways.

Nutrient loading: All fertilizers may be nutrients but not all nutrients are fertilizers.

Outdated and faulty municipal and industrial wastewater treatment plants dump more nutrients in our waterways than fertilizer applications on turfgrass.

It is winter and the geese, ducks and other waterfowl are heading south and filling our bays, lakes and ponds. And here comes the phosphorus and urea with them. How do you stop millions of birds from pooping in the water?

Studies by O. M. Scotts Co. show that approximately 50 percent of homeowners never, ever fertilize their yards, and another 35 percent apply only once or twice.

Only 15 percent of homeowners pursue high-maintenance lawns, applying fertilizers three or four times per year.

A healthy stand of turfgrass prevents

I might be able to be convinced that the planet is recording warmer temperatures, but then I've also been told by 'experts' that 120,000 years ago the sea level was 20 feet higher than it is today.

erosion, filters runoff, uses less water and makes more oxygen than a tree, and it doesn't fall on power line or houses in a windstorm. Maybe they should reduce the number of trees by 50 percent instead of turfgrass in lawns.

It is one thing to be concerned about people living and working in coastal zones and the consequences of rising water levels. Caveat emptor – Let the buyer beware. People have lived and built in flood and danger zones ever since time began. It is another thing to say the "truth" of the matter is that man is causing this global temperature shift.

Asteroids striking the planet and mammoth volcanic eruptions can cause global weather changes along with wobbles and changes in the earth's orbit around the sun. Locally people can foul their nests for sure and there is nothing wrong with cleaning up the air in any smog-affected area.

I marvel at the computer model that recently computed that lawnmower and leaf blower engines contributed 7 percent of the air pollution in California, and now the EPA has granted a waiver to require catalytic converters on small gas engines. Want to compare that to the jet airliner's pollution contribution flying Gore around the U.S. plugging his movie? Give me a break.

The inconvenient truth is each person will believe what he wants to believe in the face of conflicting reports and cherry-picked facts that will support any argument you want to make.

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