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*Nancy Miller, CGCS
President*

President's Message

I recently had the pleasure of participating in the first all-women's FarmLinks tour. Organized by Chris Key of BASF with support from FarmLinks, a diverse group of women in the Florida golf industry gathered for education, a golf course tour, fun and camaraderie. Dr. Laura Basher led a lively discussion on the differing ways we communicate: men vs. women. I never gave the differences much thought, but now that I'm aware of them, I hope to become a better communicator. Being immersed in two days and nights of turf talk with these amazing, friendly and dedicated ladies, reminded me again of why I love my job and enjoy being involved with all of you who share the same passion.

Speaking of passion, we need to continue our proactive stance in dealing with critical regulatory issues. Whatever your connection to the golf industry, we need your help. Regulation changes may threaten our livelihoods, so we must stay abreast of current trends. I know we all have demands on our time from families to jobs and hopefully some downtime, but please carve out some time to become involved with your associations on some level. Get your course signed up for Rounds 4 Research. Participate in chapter meetings. Volunteer for your local board. Respond to Action Alerts. Take the G.C. BMP certification exam. Numbers count. Many efforts take very little time and can pay huge dividends.

Our BMP certification program is up and running. In order to forestall any more local fertilizer ordinances that may affect our industry, the FGCSA, GCSAA, USGA and UF/IFAS, with the support of the Florida Dept. of Environmental Protection, have produced an excellent, voluntary certification exam and education program based on the Golf Course BMP manual. Our aim is to stay ahead of local regulations and build relationships with legislators and regulators. We ask you to attend one education day immediately followed by an exam. The second class and exam will be given at the FTGA Conference and Show in Orlando Sept. 26. Future sessions will be held in various sites throughout the state during the coming year. CEUs have been approved for PDI, CGCS and Florida pesticide licenses.

FGCSA representatives continue to work with our allied associations on local fertilizer ordinances with Martin County

the latest target. We are also working with the allies to oppose changes to pesticide-use statutes that would eliminate some critical-use products from use on urban open spaces such as golf courses, sports fields, parks, etc.

The GCSAA has assumed the reins and opened participation in the Rounds 4 Research fund-raising venture originally developed by the Carolinas GCSA. Be sure to read the information on our FGCSA website or emails from Ralph Dain on how important and easy it is to sign up your course to participate in the program. Your course simply donates a round (or rounds) of golf to be auctioned off online. Proceeds are donated to GCSAA chapters, which the course designates. The chapter then donates the proceeds to research facilities at the chapter's discretion. It's a win-win situation. Golfers get to play their dream course while donating to turfgrass science!

I also want to thank our FGCSA Industry Partners and advertisers for their continuing support of our members and our mission. Your support allows us to reach out and educate golfers, legislators and regulators. We ask all superintendents to encourage anyone doing business with them that is not already in the program to call our association manager, Jennifer Bryan, at 800-732-6053 for details on how they too can become an Industry Partner.

Get in the habit of visiting our website: www.floridagcsa.com for a complete roundup of news and events around the state. There are links to all chapters so you can connect to everyone with a few simple clicks.

In closing, thanks to Mark Kann for being an excellent president last year. Mark and the BMP committee of Ralph Dain, Todd Lowe, Dr. Laurie Trenholm and Mike Thomas worked tirelessly on BMP certification, which we are now presenting to you.

I'm looking forward to a great year and I'm honored to work with the current board of directors and to represent you.

The Florida Green

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CONTENTS

2	SPOTLIGHT	
6	COVER STORY	
18	PROFESSIONAL DEVELOPMENT	
24	INDUSTRY NEWS	
28	OFFICIAL BUSINESS	
30	STEWARDSHIP	
36	AFTERWORDS	
	President's Message	1
	Calendar	4
	Superintendent Facts	7
	Course Facts.....	13
	Green Side Up	36
	Advertiser Index	36

ON THE COVER: 15th hole. Country Club of Naples. Photo by Joel Jackson.



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FGCSA Officers for 2013, from left, Secretary-Treasurer Bill Davidson, CGCS; Vice President Kevin Sunderman; President Nancy Miller, CGCS and Immediate Past President Mark Kann.

In the Spotlight: Volunteers, Donations, Scholarships and Golf Champs

Howard Hulsebosch (left) won the superintendents' President's Cup and Karl Schmidt captured the vendors' Vice President's Cup at the 2012 SFGSA Chapter Golf Championship played at the Pembroke Lakes C.C.



FGCSA Directors for 2013, from left, Carlos Arraya, Bob Coffey, Jim Shaffer, Jim Foster, CGCS, Ricky Reeves, Bill Tyde and Brian Main. Not pictured: Rickey Craig, Scott Scamehorn and Trent Inman, CGCS.



PBGCSA Scholarship Winners. Dads and students: From left and top to bottom: Joe Hubbard (red shirt). Jeff Klontz, Karliegh Klontz, Tennison Hubbard, Moises Rodriguez III, and Moises Rodriguez. Steve Wright (dark jacket w/light slacks) Bailey Wright and J.B. Branstrom (green shirt). Marissa Miller (floral dress), Dan Miller, Jayne Branstrom and Larry Balko, PBGCSA President. Not pictured: Isabel Branstrom and Pierce Wright.



The Low Gross winners of the TCGCSA's Blue Pearl Tournament at Quail Valley were, from left, Matt Redmond, Rob Kloska, Paul Emmi and John Foy.



Steve Bernard from the Adios GC won a place on the FGCSA Golf Team by capturing the Individual Flight at the FGCSA Golf Championship at the Southern Dunes GC in Haines City.



Winners in the Palm Beach Future of Golf event in the Gross Division were, from left, Shawn Rosario, Jeff Valdry, Pete Vitali and Bill Palmer.



Mike Giddens (left) congratulates Tim Keeney for winning the 2012 Jack Harrell, Sr. Memorial – Ridge Invitational last June at the Cleveland Heights GC in Lakeland.



The Palm Beach GCSA Team captured the Chapter Team Division at the 2012 FGCSA Golf Championship. From left, Mark Henderson, Steve Wright, Mark Heater, Deron Zendt and Steve Bernard.



TCGCSA's Blue Pearl Tournament donated \$10,000 to the Florida Oceanographic Society. From left, Kellie Van O's, Chris Gast and Suzanne Ross.

President Marcus Prevatte (left) presented Dr. John Cisar, UF/IFAS a check for \$20,000 for turf research during the SFGCSA Annual Meeting.



Lebanon Turf presented the SFGCSA with a check for \$3,000 after Joe Pantaleo's dog, Maise, won the company's 2013 Dog-of-the-Year contest. A photo of Maise is at the bottom of the poster. Pictured are, from left, Lebanon's Greg Ellis, Superintendent Joe Pantaleo, and Chris Holter and Lissa Donald-Minus.

2012 CALENDAR OF EVENTS

OCTOBER

- 4-6** FGCSA Fall Board Meeting and NFGCSA Fall Classic at the Amelia Island Plantation.
- 16** Suncoast Pro-Superintendent, Lemon Bay Club
- 19** South Florida Missing & Exploited Children Tournament, site TBA
- 29-30** Chemical Spill Response Training Sessions in order by date: Jacksonville and Sebring. Contact Chris Pappas at 863-287-5957.

NOVEMBER

- 11** Suncoast "Bucs Bus Trip" to Tampa
- 15** Treasure Coast Education and Golf Outing – Site TBA
- 26-30** Chemical Spill Response Training Sessions in order by date: Ft. Pierce, Jacksonville, Lake Wales, Ft. Myers, Boynton Beach and Naples. Contact Chris Pappas at 863-287-5957.

DECEMBER

- 2** Treasure Coast Annual Christmas Outing, Grand Harbor Club
- TBA** Calusa Christmas Charity Event
- 19-21** Chemical Spill Response Training Sessions in order by date: Ft. Plant City, Bradenton and Sebring. Contact Chris Pappas at 863-287-5957.

FEBRUARY

- 7** FGCSA Annual GIS Reception, Hotel Palomar, San Diego



Steve Pearson (right), host of the PBGCSA Future of Golf event, outbid the competition to win the Power Pak Auction by Brian MacCurrach of Bayer Environmental Science. The winning \$7,100 bid was donated back to the chapter.

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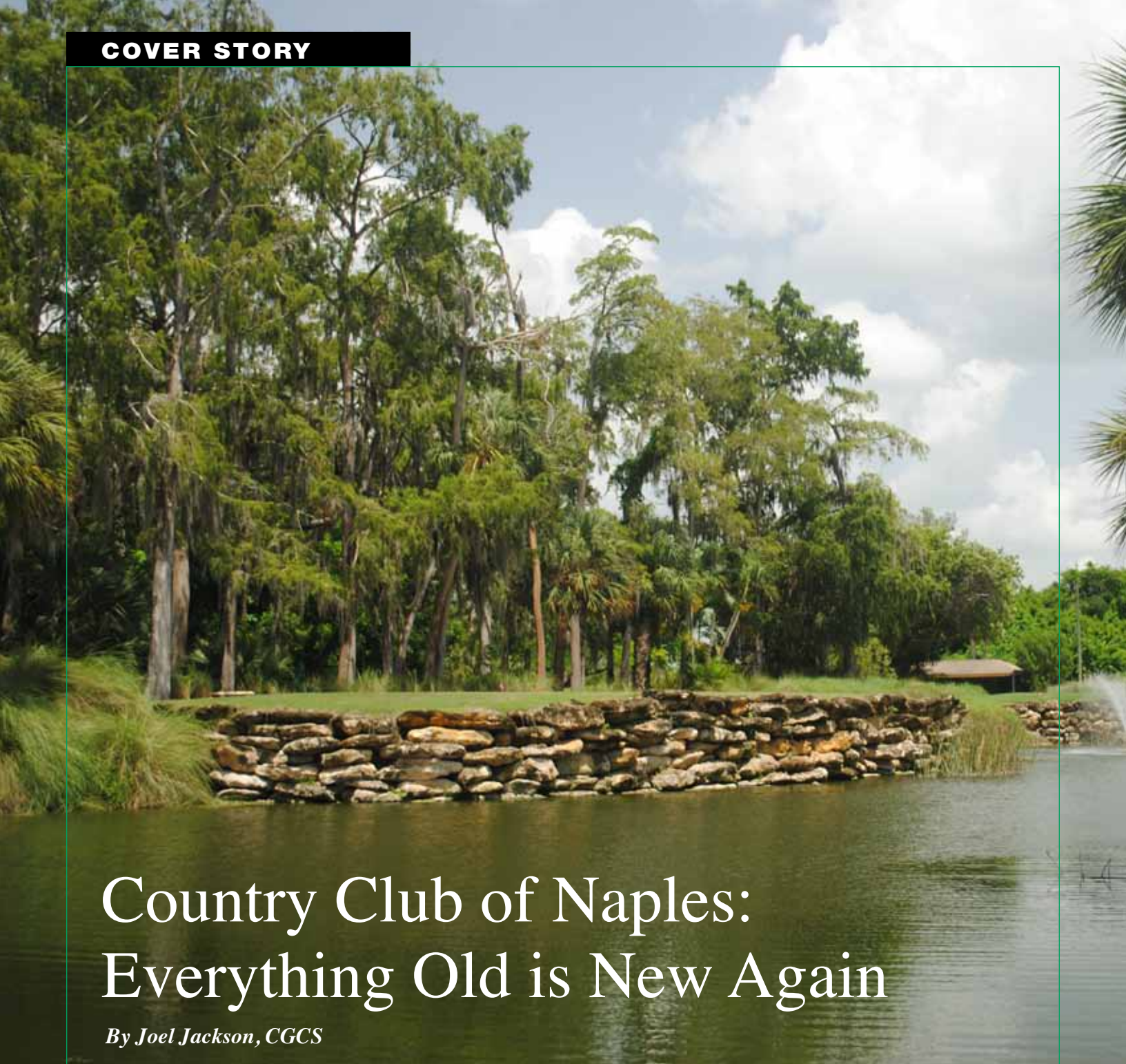
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Country Club of Naples: Everything Old is New Again

By Joel Jackson, CGCS

The last stop on the 2012 tour of South Florida courses is the Country Club of Naples (CCN). A search of the club's website indicated that CCN was the fourth course built in the Naples area following the Beach Club (1920s), Hole-in-the-Wall (1957) and Palm River (1959) which were already active by 1966. The growth of golf in southwest Florida over the past 46 years didn't really explode until the real estate development boom in the 1980s and 90s.

The Country Club of Naples is located

just off Goodlette-Frank Rd, which fronts quite a few of Naples' in-town golf courses. The banks of the Gordon River Extension mark the eastern boundary of the golf course property and the Gulf of Mexico lies a scant two miles to the west as the crow flies. The course property, with its five lakes and 15 acres of natural areas, creates a prolific wildlife habitat in the urban setting.

In describing the architectural design of the course, superintendent Bill Davidson said, "The style of this course emphasizes

the ground game, in the true spirit of the iconic golf courses built during the 'Golden Age' of course design. There are very few forced carries from the tees or 'heroic' shots required to reach the greens on this course. The challenge lies in hitting fairways and mastering your short game around the accessible greens."

To that end Davidson's maintenance program seeks to maximize fast and firm playing conditions throughout the course.

The architect, Bill Diddel, was an



View of the 16th Tee complex from the fairway. Photo by Joel Jackson.

Indiana native and his design portfolio teems with a long list of Midwestern golf courses, but he also designed and/or remodeled some notable Florida courses, including Melbourne G&CC, Sunset G&CC and Sunset Hills CC all in 1926; Jupiter Island (1958); CC of Naples (1963) and the Bardmoor Courses (East – 1968 and North and South in 1974). Diddel also did remodels or expansions of Ponce de Leon Resort (1955); Oceanside G&CC (no date) and the Mountain Lake Club (1961).

The subtitle of this story is “Everything Old is New Again.” One of the main reasons for that selection is that back in the late 1930’s, according to the link

SUPERINTENDENT FACTS

Meet Bill Davidson, CGCS

Originally from: Born in Miami. Grew up in Naples.

Family: Wife Trisha. Together we have four kids. We are busy!

Education: Graduated Barron Collier High School in 1992. Worked at Quail Creek for Steve Durand while waiting to get into Lake City CC (Now Florida Gateway College). 1996 AA in Golf Operations from Lake City.

Employment history: 1996 spray tech Collier’s Reserve CC for Tim Hiers; 2000 Promoted to assistant superintendent at Colliers Reserve CC; 2003-2008 superintendent Naples Grande GC; 2008- Present superintendent Country Club of Naples.

Professional affiliations/awards: Class of ’96 President Lake City CC Golf Operations. GCSAA member for 18 years. Past president of the Everglades GCSA and board member for 10 years. Currently secretary/treasurer of the Florida GCSA and serve as chairman of the Government Relations Committee. 2001 recipient of the GCSAA’s Environmental Leaders in Golf Award for both Private Clubs and Overall category.

Goals/Accomplishments: Attained my CGCS status earlier this year. This has been a goal since college. Try to be as good a father as possible, which can be challenging in today’s “in your face” atmosphere. Teach my new assistant what my mentors shared with me. Implemented and administered Audubon International’s Signature Sanctuary Program. Included among his achievements are “Recipient - Environmental Leaders in Golf Award for Private Country Clubs 2002,” sponsored by the Golf Course Superintendent’s Association of America, and “Recipient - Overall Winner for Environmental Leaders in Golf 2002,” sponsored by Golf Digest.

Personal philosophy of work: In today’s golf market, great greens and playing surfaces are not just for special occasions, they are the standard. Run your operation like a business and balance what you do with how it affects the bottom line.

Hobbies and Interests: Fishing and coaching his children’s sports teams.



BILL DAVIDSON, CGCS

Photo by Joel Jackson.



A natural area on the 13th hole. Photo by Joel Jackson.



The open accessible 17th green is an example of the “ground game” course design. Photo by Joel Jackson.

titled “Bill’s History” on the website, “The Golf Courses of Bill Diddel,” he became intrigued with the idea of smaller golf courses to bring more people into the game. He even developed a golf ball that flew half the distance of a regular golf ball. It never caught on, but 40 years later the “Cayman Ball” with similar “shorter” flight characteristics was developed.

Today, the golf industry is engaged in “Growing the Game” and “Tee It Forward” initiatives to make golf easier and more enjoyable to attract more golfers. CCN already has a friendly

ground-game design and they are adding a set of Silver tees so shorter hitters can move up and still enjoy their golf outings.

Davidson brought a few more interesting and noteworthy facts about Diddel to my attention. By 1971, he had shot his age 1,261 times. He shot his age 77 times at the age of 81 in 1966. In 1970 at age 86 Diddel played CCN and shot a 74. At the age of 93 he made his seventh hole-in-one which put him in the Golf Digest’s all-time hole-in-one record book. He passed away on February 25, 1985 just a few months shy of his 101st birthday.

Following the story’s theme of renewal, the club rebuilt the original greens to USGA specifications in 1997. The original irrigation system was modernized in 2004 and, in 2009, a complete restoration of the course was done under the guidance of architect Gordon Lewis. Everything was refreshed and restored except the greens’ wells, which remained in their original locations.

During these reconstruction projects, Davidson learned quite a bit about the soil profile he was managing.



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The layout of the course is a north-south orientation with the front nine occupying the western half of the property and the back nine the eastern half closest to the Gordon River Extension. He already knew he had rocky subsoil on the back nine and mostly a sandy profile on the front nine. In southwest Florida, finding limestone near the surface is not an unusual occurrence. However, buried rocks ranging in size from baseballs to steamer trunks play havoc with aerifying, verticutting and Curfew injection blades and tines.

During each construction project, Davidson's crew has major harvests of the rocks and boulders and uses them as riprap to stabilize several of the course's lake banks. He has quite a rock garden growing around the lake behind the tenth green. Seasonal aerifying also identifies more rocks under the surface. Each rock harvested means fewer broken tines and lower parts costs each year.

Another project that Davidson undertook was necessitated in 2005 when hurricane Wilma slammed into south Florida from the Gulf of Mexico. He said that they have planted more than 700 trees on the course to replace the damaged landscaping.

The landscaping and "rock mining" comments lead to another aspect of modern course management that is slowly but surely evolving – the use of social media and other popular computer-age communications opportunities to keep members informed of golf course news.

The membership at the County Club on Naples is made up of about 25 percent year-round residents and 75 percent seasonal members who come down for the winter season. When the course was being rebuilt from stem to stern, Davidson started a blog to keep them informed of the various individual projects and overall progress. After discussions about content and presentation with the club leadership, Davidson launched the CCN Golf Maintenance blog site during the course rebuild in 2009.

The advantages of having a blog are twofold: First, when members are gone for eight to nine months and come back, the course looks normal or slightly different with new features, but they have no idea of the amount of work that actually went on during those long, hot summer months.

Davidson's regular blog entries with ample photographs documented the challenges and time and effort it took to accomplish the finished product. The blog became an instant hit with the members and now, if he misses posting something regularly, people write and ask what's going on.

The second benefit is that now there is a large group of members who know what's going on, and when a fellow member asks a question about maintenance, they say, "What, you didn't read about that on Bill's blog?" There's no doubt blogging can be an excellent communication method to keep members informed. Davidson admits that it's not all work and no play. Sometimes he just posts "beauty shots" of the course like blooming flowerbeds,

DAVIDSON FUN FACTS



Bill with a large pike he caught on a trip to Lake Lac Seul in Ontario. Photo by Joel Jackson.

Vehicle: 2003 GMC Yukon

I stay home to watch: The Discovery Channel

What I've been reading: Fictional and historical books about Florida

Favorite meal: Seafood

Prized possessions: Family

Personal heroes: My Dad

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

If I could do it over: Might have become an engineer. I'm very analytical.

I'd give anything to meet: Benjamin Franklin

My fantasy is: To become independently wealthy

The one thing I can't stand: Misuse of words and grammar in the English language.

If I could change one thing about myself: I know where to get copies of records online and from other hardcopy sources, but I'd be more of a paperwork saver.

My most irrational act: At age six, donning my Batman costume and jumping off the roof.

Most humbling experience: A chewing out by Tim Hiers.

The words that best describe me: Leadership, communicator, people person.

My dream foursome would be: Matt Damon, George Lopez, Toby Keith and me.

My best fish story: Taking my son fishing and watching him land his first catch with his granddad and me present.

My most amazing/lucky/important golf shot: Scoring two eagles from 150 yards out from the green.

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dewdrops on a leaf blade and wildlife on the course. You can check out Bill's blog at: <http://ccnmaintenance.blogspot.com>.

Bill's communication skills and leadership qualities have earned the trust and confidence of the membership. He is called upon to also oversee the maintenance operations at the clubhouse, which leads us back to the story's theme. The whole air-conditioning system in the clubhouse is being overhauled and the club is considering a rooftop solar panel system to help power the clubhouse and generate power back to the local grid.

Davidson said he really appreciates the confidence the club has in his abilities. He added, "Another thing I like is that the club

has taken a practical and proactive stance on running the club. They haven't over-reacted to the current trends in the flat golf market and economic stresses. They are working to re-purpose the club in a very practical way to include the amenities needed to attract new members as the face of golf and club membership needs and expectations change with the generations.

"I love my job. I like the certain amount of autonomy that comes with my responsibilities and the new challenges given me with the clubhouse maintenance duties. I think of myself as being pretty detail-oriented and analytical. I like the wide-ranging problem-solving aspect of the superintendent's role."

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View from the clubhouse overlooking the first hole. Photo by Joel Jackson.

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Location: Naples
No. of Holes: 18;
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Par: 72; **Slope & Rating:** 73.7 / 136
Ownership: Member owned since 1966
Playing Policy: Private

Designed by: Original design by Bill Diddle in 1963. Redesigned by Gordon Lewis in 2009. Opened in 1964 as the first full-service private club in Naples.
Management Team: Club President Marshall Dean; Green Chairman Charlie Murphy; Head Golf Professional Tony Franklin, head pro at CCN for 14 years; Controller Libby Hoyer-Booth (20 years); Membership Director (new position at the club) Holly Stevens (1 year); Chef Todd Warosh (22 years); Superintendent Bill Davidson (since 2008). Bill also has clubhouse building maintenance management responsibilities.
Projects: Complete golf course reconstruction in 2009. This was the first major improvement to the course since 1964. The only items left in place were the greens' wells and 70 percent of the irrigation system.
Total property acres: 185. Acreage under maintenance: 85
Greens: Turf Type: Miniverde. Average size: 3,500 square feet. Acres: 1.8
HOC: .120 year-round.
Overseeding: none. Green speed goals: 10.5 – 11.5.



The Country Club of Naples Maintenance Staff. Photo by Joel Jackson

Tees: Turf Type: Celebration bermudagrass. Acres: 1.8. HOC: .350 in season, .500 in summer.

Overseeding: Tees 1 through 18 none. Practice Range Tee overseeded due to small size. 400 lb/acre ryegrass blend.

Fairways: Turf Type: Celebration. Total acres: 25. HOC: .500. Overseeding: None

Roughs: Turf Type: Celebration. Total acres: 35. HOC: 1.25" in season. .75" in summer.

Bunkers: Number of bunkers 65. Sand type: 326 Overseeding: None; Machine raked: Toro Sand Pro with no tines on rakes and brooms to smooth surface. Landscaped and naturalized areas/beds: Around 15 acres total.

Waterways/Lakes/Ponds: Total number: 5. Acres: 5.3. Lake maintenance contracted out.

Irrigation: Direct feed from effluent plant. No pump station. We do have two emergency wells.

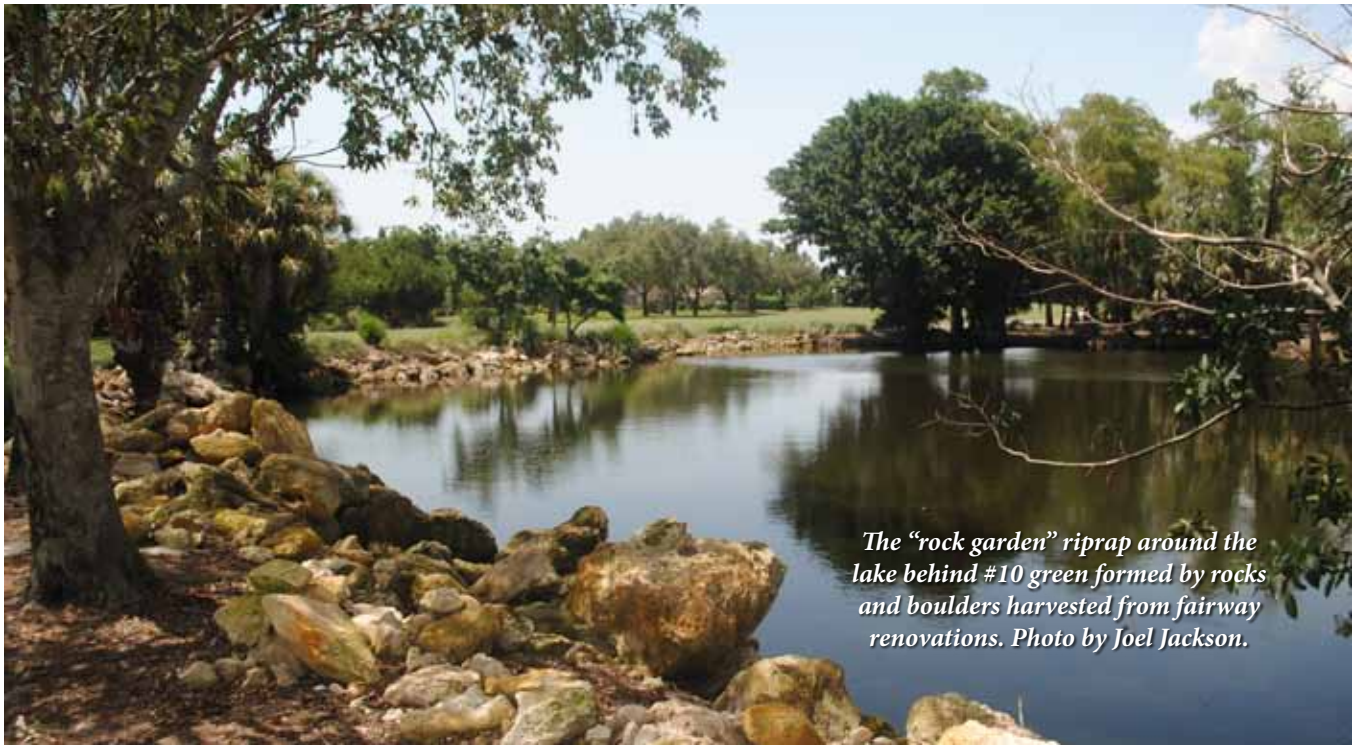
1,600 heads, 65-foot spacing. Osmac control system. Around 750 heads on 85-foot spacing. We do have fertigation capability, but it is rarely used.
Watering restrictions: No restriction as long as pumping only reclaimed water. Water Management/ Conservation practices: We use a lot of adjuvants to help manage our soil moisture levels.

The course design is an "old-school ground-game" approach so that dictates fast, firm and dry conditions to help ball roll.

Staff: Total including superintendent: 19. Schedule: 40 hours straight time.

Key Staff: Assistant(s) 1st Assistant Erick Landis; 2nd Assistant Trevor Floyd; Head Equipment Technician Frank Novotny; Assistant Equipment Technician John Morgan; Pest Control Technician Ken McAlister.

Meetings/ Communications: Monthly safety crew meetings. Regular daily crew assignments are displayed digitally on a large-screen monitor in the break room. Any daily changes or special instructions are handwritten and posted on a white board. The club currently has no general manager, so the club committee system is very active managing the club's operations and I attend many of these meetings on a monthly basis.



The “rock garden” riprap around the lake behind #10 green formed by rocks and boulders harvested from fairway renovations. Photo by Joel Jackson.

Davidson added, “I was fortunate to work with some quality people coming up in the business like Wayne Stewart, Steve Durand, Matt Taylor, Frank Kynkor and Tim Hiers. From them I learned you have to be persistent, dedicated and diplomatic to really make it in this business. Now I strive to mentor my assistants and share my experiences with them.”

There is a growing focus on programs for assistant superintendent members of the GCSAA and state and local chapters. There’s no question that today’s golf market has made career progression a rockier road.

Davidson said, “When I hire an assistant, I’m looking for an individual with personality, leadership and communication skills and a good work ethic. Certainly a turf management education background

is worthwhile, but I can teach them the turf management skills they need at CCN. Each course has its own special needs, but it’s all about attitude and how they work with people that makes them successful. Once they learn our turf programs, I want to focus on their business and communications skills, which has been a sorely neglected side of the job for many years.”

Davidson continued, “I’d also like to see assistants do more networking with peers. I learned the value of that network by watching guys like Matt and Tim over the years. I know I can call on any number of folks in our industry for help when I have a problem whether it’s turf-related or help with association business.”

Davidson went on discuss the current

trends in associations and club operations in general. “We are in the midst of a generational shift from the “man cave,” work-centric model for superintendents and associations. Today, where dad goes the family goes. We are mobile family units and tend to be kid-centric in our spare time. We work hard all day and all week, but when the whistle blows we want to spend time with the family. I love coaching my son’s lacrosse team. I even play the game myself. I also love fishing with my son and one of the greatest joys I’ve had is teaching him to fish like my dad taught me.

And so it is, as we move from generation to generation, enjoy the journey, because in life and golf course maintenance everything old is new again.

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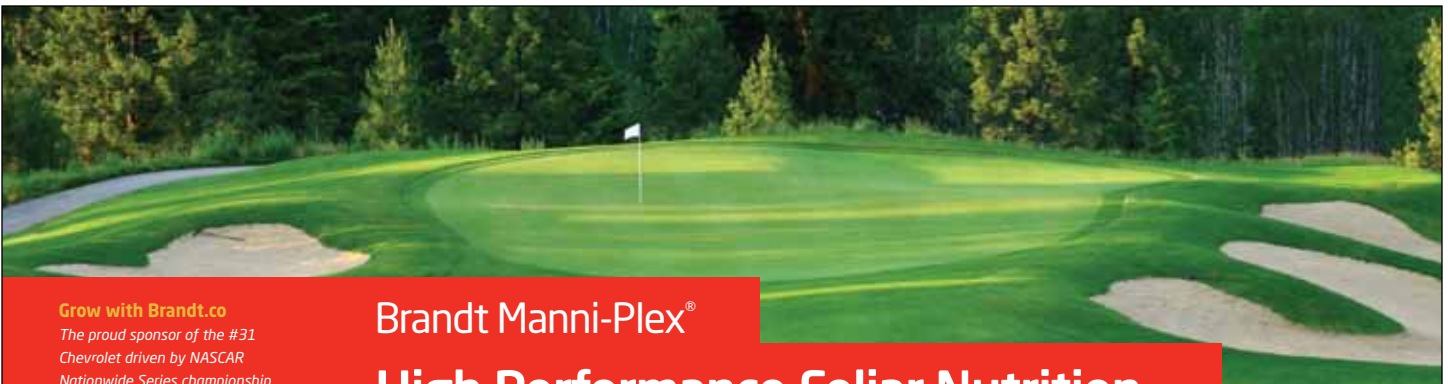
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Peyton and Trace Davidson check out a Lane Edwards Design bird box on Dad's course.



Country Club of Naples

Photos by Joel Jackson

Aerial photo view on #7 looking north. The tall buildings in the distance border the Gulf of Mexico.



These Canna lilies add color to the naturalized areas on the course.



The dirt flies when fairway verticutting during the "100 Day War," otherwise known as summer renovation at CCN.



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The Power of Laugh Therapy:

Do you have some to share?

By Mike Mongoven, CGCS
Former Director of Golf, Shell Point Golf Club



Mike Mongoven, CGCS

Getting fired is no laughing matter. Have you ever been fired? Don't think it will happen to you? Well, neither did I.

Who are those people who get fired? At least a few of them look like me. I used to think that I was really in a select group and I felt good about that. Over 28 years in the golf business and only three jobs. I had a successful family with a wife and three children. I had been

the president of my local chapter and a leader in my church. All in all, I was doing pretty well; at least it felt that way at the time.

My career progression was steady. I started as an assistant golf course superintendent and was promoted when my boss moved on. After four years I went to work for the City of Fort Myers. There I was responsible for the maintenance of two courses. On my first day of work, I moved a sign off the floor in my office and noticed that it was covering a hole in the floor.

The Quonset hut building was not a state-of-the-art maintenance building. It was part of an actual barn. During my nine-and-a-half years with the city, much was accomplished. We rebuilt both courses. One of the rebuilds was complete with irrigation and tree removal. The Quonset hut was also replaced with a facility that actually had a proper area for equipment washing and garage doors.

I left a good job to take a better one. My new role would be to manage the entire golf operation for a developer and it would begin from the ground up. Five holes were under way when I started and that was it. No maintenance building was planned and I was literally the first person to know that we would actually need one. I was given the ability to make a mark on not only

the golf course and golf maintenance, and also the golf operations: from the name of the course to how it would operate.

Twelve years later we were doing pretty well with 48,000 rounds per year, 417 members and income above expenses by \$350,000. We experienced some hiccups along the way, but who doesn't? There had been a steady increase in play, memberships and revenue over the last three years. Much had changed, but the team I had assembled was responding to a lot of issues with all sorts of innovative ideas.

I have been successful professionally and I felt good about that. Was I a perfect employee? Well no, and those who know me realize that I can be independent and sometimes bull-headed.

I could be unconventional in my approach. Even with my not-so-positive attributes, I felt that I was in select company. Certainly, I was not a slacker who deserved to be fired.

That all changed on April 5, 2012. On that day at 2:05 p.m. I became one of the fired.

What happened?

Well, I would really like to know myself. It was a shock five months ago and honestly it remains that way today. What really happened is for others to say. I used to say that I didn't fire people, they fired themselves.

Did I do that to myself?

Have you been where I am? Certainly, I am neither the first nor the last. I had sympathy for those who lost their jobs because of the economy. Now I really have "sympathy" for them.

One of the things you need to do when you get fired is move forward. It really seems pretty simple, but stuff does seem to get in the way. After the shock wears off just around the corner are anger, sadness, frustration, anger, disappointment, and anger.

I had landed a new job whether I wanted it or not – job hunting. And it did not pay cash or benefits. I wish I had some magic formula to solve the problem that I could pass along to you. The fact is I remain actively searching for my next professional opportunity. Here are some tips I that have been helpful for me.

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Own It: The most beneficial advice I can give you is to embrace your situation. Own it! That ownership will help you manage the frustration, anxiety, disappointment and wonder that will pass through your brain.

Take care of your family:

The trauma of losing a job does not only impact you, but your entire family. It is so easy to hurt the ones we love. Remember that managing those immediate reactionary emotions so they do not negatively impact your family will be critical. Sticking together will never be more important. From my experience I can tell you that when I am down my wife can help me and when she is down I need to help her.

Financial: When you are not drawing an income, assessing your expenses becomes critical. I would encourage you to plan ahead for a worst-case scenario and make changes to your spending and saving habits now. Cutting back during a crisis will be hard, but earlier cuts in how you manage disposable income will help sustain you financially for a longer period

of time during a period of unemployment. It's called building an emergency or "rainy day fund."

Get Physical: Exercise can help in burn up anxiety and help you sleep. It can come in many forms from walking, running, biking, swimming and others. Exercise will help you physically, but for me the greatest benefit will mentally and emotionally. This will also improve your health.


Be Intentional: When I was working I had a pretty standard routine. It was easy to stay on task and focused on goals for my employer. When there is no reason to get out of bed it can be harder to create a routine. Being intentional about your time will be very valuable. I create a To Do list and cross off items as they are accomplished. Everything does not have to revolve around getting a job. You can schedule daily time to read, finish at home projects, exercise, make phone calls, and spend time on job sites. The specifics don't matter, but having a plan will help you continue to move forward. Spending (wasting) time looking backward is

tempting, but it won't get you where you want to go.

One last thing: TV will cost you time. It is easy, but you won't get that time back.

From personal experience hiring others, I felt I would be sought out as an employee. I have skills and experience that should be valuable. Unfortunately, it is a new world and getting a job depends on many factors that are out of your hands. So here are some more tips for being successful at job hunting.

Coaching: Seek out life or professional coaches. If you were lost, it would be natural to "Ask Siri" or look at a map. Coaches are trained to help you discover and market your personal assets. They have experience, which will be valuable for you. I found a local coach who was referred to me by a friend. I have also used a long distance coach who has counseled me on the phone. The Extraordinary Leader program is offered through CMAA and has been very valuable for me. Chose a coach you can trust and they will help you clarify your path forward.



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Professional resume & cover

letter: The purpose of a resume is only to get you a second look as a candidate. I have heard many statistics, which say people will glance at a resume for only a matter of seconds before determining if you are out or will get a second look. It is worth spending some money to have your resume professionally formulated. The primary goals are to stand out and to appear to fit the job description.

Continually refine your resume: I have been told matching my resume with the job description will increase my odds of getting a second look. These goals will likely mean that you adjust each resume that you send out. Cover letters are just as important as the resume. You should determine who is reading them and attempt to personalize it or at a minimum address it to the correct person rather than address it "To Whom It May Concern." I have also been advised to try to bypass the HR departments and get to the decision makers. The human resource departments are only trying to eliminate candidates.

Networking: The best advice I received was to get out of the house and visit

people. The golf maintenance and club industry is not like other businesses. There are only a small number of professionals in the field. Countless times when working I have experienced something that I refer to as the phenomenon as "coop-etition." It is a combination of cooperation and competition. There are not many segments of business in the world today where leaders actively help other leaders from the competition. I am sure that you have all experienced it.

The golf business is a small family and many people have given me support. For those guys I will forever be grateful. Spending time with people has been therapeutic for me. The visits have also made me better prepared for my next opportunity. When you have been fired, it is easy to convince yourself that you are no longer in the group. Pulling back is just the opposite of what you should do. I know from experience that there are many people ready and willing to help. Help can come in many forms. Just enjoying a tour around a course can be an uplifting experience. In addition, maintaining your professional

relationships will widen the net of opportunity for finding your next job.

Job Sites: The Internet is a wonderful tool, but it has limitations. Being connected to an opportunity through a relationship will be helpful in getting you a second look. Sometimes in today's society it can feel like we are only a number. On the Internet that is actually true. Don't depend solely on job sites. Think of them as one more tool that you can use to find your next professional opportunity, but don't depend solely on them.

Positive Attitude: Your attitude is something you can control. It may be hard, but it's possible. It will help to be around positive people and in positive environments. Evaluate where you spend your time and whom you spend it with and make a change if it is needed. Spending time staring at your belly button will not get you a job.

Laugh Therapy: At this point I will leave you with one last piece of advice; find a way to enjoy some laugh therapy as I know from experience that it is surely the best kind. ■

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Good Morning Madam President!



Maple Leaf G&CC's 18th green and clubhouse. Photo by Joel Jackson

An historic event took place this past August when Nancy Miller, CGCS was elected the first woman president of the Florida GCSA at the 2012 Annual Meeting held at the UF/IFAS Plant Science Research and Education Unit in Citra.

There wasn't a lot of fanfare surrounding the event — nor should there have been, given the slow-but-steady increase in female superintendents in the industry — and Miller's record of service at the local, state and national levels put her in the right place at the right time. As Forrest Gump says, "And that's all I'm going to say about that!"

Miller's route to a career as a golf course superintendent, much less the president of the FGCSA, was certainly non-traditional to say the least. Initially, after marrying her hubby Bill, she was a homemaker raising their kids

Alayne and Aric. Once the kids reached school age, she took a clerical job in the school office because the hours were convenient. Once the kids were older and more self-reliant, she took a job



Miller being filmed doing a video for GCSAA's environmental stewardship program that was shown repeatedly on the Golf Channel. Photo courtesy of the GCSAA.

as a paralegal in a real estate office in Endicott, NY.

The big employer in town was IBM. When they moved their offices to

Charlotte, NC, taking almost 50 percent of the jobs with them, the real estate market crashed and Nancy was out of a job. She decided she'd like to try something new, so she began exploring her options. Aptitude testing showed she had many common interests with green industry professionals, including golf course superintendents. She played recreational golf with her husband, liked golf and thought she might give turf management a try.

Her closest turf programs were either the State University of New York (SUNY) Delhi or Cornell. The 60-mile one-way commute to SUNY from Endicott was via Interstate highway versus the same distance — or longer — via two-lane roads to Cornell. So she opted for the SUNY program and is glad she did.

Dr. Dominic Morales headed up the Landscape Maintenance and Design program at SUNY Delhi, which included golf course maintenance. Miller says that Morales — now professor and dean of Applied Sciences



The golf course is the emerald jewel in the heart of the Maple Leaf community. View from the 7th green. Photo by Joel Jackson.

at SUNY — was aware of the increasing interest and numbers of women in the business, and his proactive awareness helped her development in the discipline.

Morales also coordinated the student internship program and that began a new chapter in Miller’s career path. She also became aware of the challenges faced by women attempting a foothold in the traditionally male-dominated field. In 1997, Miller wrote to golf course superintendent Patty Knaggs, who at that time was at Hazeltine National Golf Club in Minnesota, to arrange an internship. Knaggs was on vacation and so Miller tried Mark Kuntz, CGCS at the Oakmont CC and was accepted into their program.

Miller says, “The experience of working at such an historic and iconic club like Oakmont was awesome and interesting to say the least. The course had a vigorous internship program complete with housing. Unfortunately since golf maintenance was traditionally a man’s profession there were no coed facilities, so I had to rent my own room for the duration. Fortunately I had been out in the working world and could afford to do that.”

Kuntz, who went on to be president of the GCSAA in 2010, was forward-thinking back then and knew women

had a place in the industry. When he moved on to Baltusrol, the first thing he did was make sure coed facilities were part of his internship program.

Following graduation with her AAS in horticulture and fortified with lots of business-related elective courses. Miller began her golf career in Florida as the “Application Foreman” at the TPC@Prestancia for superintendent Stuart Taylor, CGCS. She then took an assistant superintendent position at the Samoset Resort in Maine to be near her mother, who needed some family support. Miller returned to Florida at the Riverwood GC in Port Charlotte as an assistant — once again with Taylor. In 2002 Miller became the superintendent at the Maple Leaf G&CC and hasn’t looked back since.

Miller’s husband, Bill, logged a 25-year career with the Nabisco Company in Endicott. After she finished her golf operations degree, he took early retirement and they moved to Florida. Not really ready for the rocking chair, Bill took a job on the TPC course where Nancy was second assistant. He was also on her crew at the Samoset GC in Maine. Bill served as the assistant mechanic and equipment operator at Riverwood GC.

After Nancy took the Maple Leaf job, Bill has worked as a picture framer at a local shop and delivered



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Nancy Miller, CGCS. First Lady of the Florida GCSA.

Originally from: Massachusetts
Family: Husband Bill. Children: son, Aric. daughter, Alayne and son-in-law Will. Grandkids: Michael, Zachary and Olivia.

Education: AAS Paralegal Studies. AAS Golf Operations, SUNY Delhi, NY

Employment: Administrative Assistant in local school office in Endicott, NY; Paralegal for 10 years Endicott, NY; 1997 to 2002: Intern at Oakmont C.C.; Assistant Superintendent at TPC@ Prestancia, Sarasota, The Samoset Resort, Maine and at the A.S. at Riverwood GC Port Charlotte; In 2002 became the Superintendent at the Maple Leaf G&CC, Port Charlotte.

Professional Affiliations: Calusa GCSA, all board offices and Chapter Voting Delegate; FGCSA Director and all officer positions including current President of the FGCSA. GCSAA

Member with service on Government Relations, Election and Member Services committees.

How did you get into the business? I made a career change after being laid off from my paralegal position at a real estate company. I played golf and had interest in the green industry profession.

Who are some of the people who influenced your life and career? Husband Bill; Dr. Dominic Morales, SUNY; Mark Kuhns, CGCS; Roger Taylor; Stuart Taylor, CGCS; John Bradley and the lawyers in Endicott, NY who laid me off which led to my career change.

Hobbies and Interests: Former Brownie, Girl Scout and Cub Scout leader; softball coach; High School booster and sports club yearbook editor.

Favorite meal: Filet Mignon

Nobody knows that: I play the djembe (a tall African drum)



NANCY MILLER, CGCS

Photo by Joel Jackson.

If I could do it over: I would have chosen this career path sooner

The words that best describe me: Quiet, persistent

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chemicals and fertilizer for the Turf Assets Company until it went out of business. He currently works at the local Ace Hardware store. He keeps busy and certainly has insider knowledge of the golf maintenance industry.

Miller is a member of the Calusa GCSA and served in all board offices and as the voting delegate to the GCSAA. She has also served on the GCSAA's Government Relations, Election and Member Services committees. If you have never met our new Madam President, you may have seen her in a GCSAA video on the Golf Channel promoting environmental stewardship.

One thing for sure in this business: there is no one sure-fire path to follow to achieve happiness and success. Miller is living proof that anything is possible if you put in the thought, time and effort.



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Golf Courses Improve Water Quality

Submitted by Kyle Sweet, CGCS
Superintendent Sanctuary Golf Club

Kyle Sweet, superintendent at the Sanctuary Golf Club on Sanibel Island, shared this article by Jim Linette from the Aug. 10 issue of the *Sanibel-Captiva Islander* paper.

Sanibel Natural Resources director James Evans told City Council Tuesday that Sanibel's golf courses have made tremendous improvements in the past year toward complying with the city's Golf Course Nutrient and Lake Management program.

"Two of the three courses now score high enough to be considered in full compliance," said Evans. "All three have made progress in implementing the city's recommendations. Although more work can still be done to reduce nutrient loading to the lakes, the Sanctuary and the Dunes are meeting the intent of the best management practices checklist."

While Beachview Golf Club also made progress, its report card score remains in

the non-compliance range.

The city adopted its nutrient and lake management practices for golf courses in October 2008 and initiated the annual report card analysis in July 2011.

The courses voluntarily have worked with the city natural resources staff on implementing 13 practices through training personnel, lake management, fertilizer management and irrigation.

The 13 practices include no-mow zones at the edge of lakes, raking algae out of lakes and installing filter drains, among other things.

"The Sanctuary did a great job last year," said Evans. "They have gone above and beyond our recommendations. There have been no fish kills at the Dunes and the water clarity in the lakes is visibly improved."

The Sanctuary scored 63 out of 65 points from the list of 13 practices, putting it in

the 97 percent compliance range. That's an improvement of six percent over last year's report card.

The Dunes Golf & Tennis Club scored 59 out of 65 points to reach 91 percent compliance - an improvement of 28 percent over last year.

While showing 12 percent improvement, Beachview scored 45 points, resulting in its 69 percent compliance score.

"They still need to do some work on improving buffer zones," said Evans. "They have done a good job (of buffering) along the Sanibel River, but there is still some low-hanging fruit. Some low-cost or no-cost practices they can do."

The water quality improvements are being noticed by residents, too. Some are putting pressure on homeowners associations to follow the same practices on common lakes.

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Wildlife and Habitat Management AT THE EVERGLADES CLUB

By Shelly Foy

The Everglades Club provides valuable green space in a dense urban setting. Photo submitted by Peter Brooks.

Golf courses that are surrounded by an urban environment often struggle with how to increase habitat for wildlife. Peter Brooks, CGCS, at The Everglades Club in Palm Beach has found several ways to do this on the 75-acre property that is surrounded by a retail district to the north, residential properties to the south and east, and the Intracoastal Waterway to the west.

Aquatic Areas

All nine lakes at The Everglades Club were sterile, with grass all the way down to the water. Over the years, Brooks'

main concern with the lakes was that the edges were steep, which was costing a lot of money in erosion-prevention projects. Five years ago, after consulting with Mark Wano from Lake Masters, Brooks slowly started adding aquatic plants to the lakes. Peter said, "We added a little here, a little there, probably a \$3,000 investment in plant material." The largest cost of the project was about \$15,000 worth of sand that was used to create the littoral zones so that they could plant the aquatics.

Once the plants mature, Brooks is able to harvest material for use in other lake plantings. In the freshwater lakes, they use primarily pickerelweed, duck potato,

cannas and blue flag iris, and in the brackish lakes they use black rush and sea ox-eye daisy.

Peter says that the aquatic plants have helped significantly with erosion control, have improved aesthetics, benefited water quality and dramatically increased the wading bird population. As a side benefit, the members also like the fact that the aquatics help stop balls from getting lost in the water. The Everglades Club started slowly with this project in order to gain knowledge about the plant material as well as acceptance from the members. As one of Brooks' members likes to say, "It's not a race, it's a journey."



BEFORE

Barren lake bank devoid of wildlife habitat on the Everglades Club's 15th hole. Photo by Peter Brooks.



AFTER

15th hole after the installation of aquatic plants. Photo by Peter Brooks.



1

A floating island for aquatic plants built from PVC pipe and metal lathe. Photo by Peter Brooks.

2

Positioning a completed 4x4-foot floating island. Photo by Peter Brooks.



3

"Build it and they will come." Two Little Blue Herons enjoy their new habitat. Photo by Peter Brooks.



Floating Islands

Brooks and fellow superintendents talk and share many ideas about successful projects. The "floating island" idea came to him from Rob Kloska, superintendent at The Jupiter Island Club in Hobe Sound.

4-inch PVC pipe is used for the main outer frame with a supporting 4-inch crosspiece connected by two 4-inch T-fittings. Then metal lathe is placed on top, tied down, and holes cut in the mesh so that potted plants can fit into the structure and sit in the water.

The structure is taken out into the lake and anchored with wire and blocks.

They decided to make the structures 4ft. by 4ft. because they would be easier to handle. So far, they have constructed four floating islands for use in the lakes. Members have asked if they can make the islands larger and they are already making plans to give it a try.

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Osprey Stand

While visiting with friend Karl Schmidt at his home on Pine Island, Brooks commented on the osprey stand on the property and told Karl, "I want one of those!" Peter took photos and gave them to John Bouse, a local contractor who builds bridges and bulkheads on golf courses. Boluse built the osprey stand and, once installed, it took only seven days for an osprey to visit!



Unique osprey stand design borrowed from a friend. Photo by Peter Brooks.

Seven days after installing the stand, an osprey moved in. Photo by Peter Brooks.

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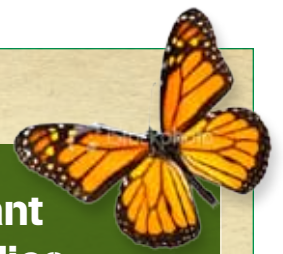
Butterfly Attracting Plant Material

The Everglades Club has also had great success in incorporating butterfly-attracting plants into the existing landscaping. They did not want a formal butterfly garden, instead they wanted to add to and complement the existing natural areas on the course. Peter worked with landscape architect Buzz Jaskela to design areas and develop specific plant lists that would attract butterflies to the property.

On a recent afternoon ride around the golf course, administrative assistant Judy Fischer identified seven butterfly species: Painted Lady, Orange Barred Sulfur, Clouded Sulfur, Julia Heliconian, Zebra Longwing, Monarch and Checkered White. Judy is very active in The Everglades Club's Audubon Cooperative Sanctuary Program and is currently working to develop a brochure about butterflies for member and staff education.

Conclusion

The Everglades Club is a good example of how you can enhance wildlife and habitat on a golf course in an urban environment. With careful thought and planning you can implement these projects over time without spending a lot of money and still end up with a great bang for your buck.



The Everglades Club plant list for attracting butterflies:

Firespike	Pony Tail	Cattley Guava
Fire bush	Lariope	Surinam Cherry
Croton spp.	Adams Needle	Plumbago
Heliconia spp.	Spanish Bayonet	Japanese Privet
Silver buttonwood	Dracena	Confederate Jasmine
Green Island ficus	Banana	Oleander
Bird of Paradise	Travelers Tree	Lantana
cocoplumb	Heliconia	Shrip Plant
Walters Viburnum	Ginger	Pentas
Chinele	Sea Grape	Gardenia
powder puff	Bougainvillea	Sweet Viburnum
Wax myrtle	Magnolia Little Gem	Wedelia
Staghorn fern	Loquat	Lantana
Coontie	Indian Hawthorn	Pentas
Podocarpus	American Holly	Passion Vine
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Wandering Jew	Hibiscus	
Elephant Ear	Bottle Brush	

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Team Building and Family Bonding

The father and son teams at the Sanctuary Golf Club. Left to Right: Alberga Campbell, Paul Campbell, Tim Familo, Joe Familo, Lewis Farrara, Ray Farrara, Josh Sweet and Kyle Sweet.

By Kyle D. Sweet, CGCS

How many of us have had the chance to follow in our fathers' footsteps? How many of those footsteps have been on the dew-covered grass as the sun rises on a golf course? At our place, The Sanctuary Golf Club, Sanibel Island, we have promoted an environment that makes that possible each day during the summer months for four father-son teams.

Having employees who are willing to recommend friends for job openings – and in

this case, family – has been very fortunate for our operation. In two cases, Ted Campbell, equipment operator and Tim Familo, clubhouse landscape manager, were employed first and then we secured their sons afterwards when positions became available. Ray Farrara, equipment manager, and I have been lucky enough to have our sons out on the course as they grew up and they are now able to work for us during their summers away from school. In all cases, the work environment has benefited and the bond between father

and son has grown.

We have promoted this situation through plenty of introductions to our members, a recent newsletter photo and communication to other club departments. Our father-and-son teams have been embraced and are part of our maintenance operation culture.

Team building with family may not always work, but, when it does, it can be a benefit to your operation and to the loyal, hard-working employees who make our industry possible. ■



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**GREEN SIDE UP
BY JOEL JACKSON**

The FGCSA is a busy beat. We have a lot going on. Jennifer is answering the phones and emails every day and certainly makes her share of trips to host or manage our events. This fall will go down in the history books as one of the busiest for me travel-wise that I can ever recall. The first of September is always Fall *Florida Green* deadline time, so it's naturally hectic. I made a trip to Sarasota on the 12th to cover the second joint West Coast-Suncoast meeting and "Across the Bridge" golf

challenge match. Next I had to meet two deadlines for The Green Sheet and my monthly *Golfdom* column. The FTGA Turf Conference and Trade Show took up the last week of September.

On Oct. 5 the North Florida GCSA premiers its Fall Classic at Amelia Island to honor longtime member Crash Hall and to host the fifth major FGCSA golf event to name the final member of the FGCSA Golf Team for the GCSAA Championship in San Diego. Our fall FGCSA board meeting will precede that on Oct. 4 at the Amelia Island Plantation Golf Club. The following Monday, Oct. 8, the West Coast holds its annual Bud Quandt Research & Benefit Tournament at the Feather Sound Club in Largo.

Two days later on Oct 10, Jennifer and I are in Lake Buena Vista attending an Ag Institute of Florida-sponsored "Lunch & Learn" session on using social media for business and association communications.

The following week

Jennifer and I will be gathering material for the November-December *Green Sheet* deadline, and on the 18th and 19th I'll be heading down to Naples to cover the Everglades GCSA's annual CREW Tournament at the Old Corkscrew G.C. Meanwhile, Jennifer is hoping everyone has met the October deadline for names and contact information for the 2013 FGCSA Directory as she begins the process of laying out the publication.

On Oct. 28 I fly out to Kansas City for a GCSAA Environmental Programs Committee meeting, and five days later back in Orlando, I'm setting up our FGCSA booth at the 2012 Irrigation Association show on Nov. 4 at the Convention Center to network with potential sponsors and advertisers. The next day I'm airborne again, this time to Dallas to attend a day-and-a-half USGA Water Summit meeting with speakers from EPA, academia, the Green Section and our own Tim Hiers, CGCS.

The following week, on Nov. 13, it's off to Birmingham to participate in the Alabama GCSA's first-ever assistant superintendent "Boot Camp" education event. On the plus side, all the travel does generate material and topics for my writing.

Amid all this mayhem there are publication deadlines for my *Golfdom* and *Florida Golf Central* columns, and the *Florida Green* material is due again Dec. 7 and the *Green Sheet* process begins on the 15th. By now Jennifer has hopefully assembled the *Directory*, it has been proofed and is on its way to the printer. She does an amazing job of meeting planning managing the magazine advertising, the *Green Sheet* coordination and maintaining chapter communications networks.

Hopefully January will shape up to be a bit of a recovery and rehab month and you will have all your 2013 event calendars planned so we can begin again!



ADVERTISER INDEX

Aerification Plus 34
 Agrium Advanced Technologies..... 29
 Agronomy Management Solutions 33
 Beard Equipment..... 19
 Becker Underwood..... 28
 Brandt..... 15
 Classic Greens..... 12
 Country Club Services..... 27
 Golf Agronomics Supply..... 22
 Golf Ventures Back Cover

Green-Way..... 27
 Harrell's Fertilizer..... Inside Back Cover
 Horizon..... Inside Front Cover
 Howard Fertilizer 35
 Independent Turf Partners..... 32
 North Florida GCSA..... 5
 Palm Beach GCSA 9
 Par Aide 15
 Pike Creek Turf Farms 32
 ShowTurf..... 19
 SMR Farms..... 26

Sod Solutions 17
 South Florida Grassing..... 27
 Southeastern Turf Grass..... 8
 Syngenta..... 31
 Team UGA Insert
 Tifton Physical Lab..... 12
 Tom Burrows Turfgrass 14
 Toro Distributors of Florida 20
 Treasure Coast GCSA..... 11
 Wesco Turf 23
 Winfield Solutions 28

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