

BUILT FOR TOTAL SAVINGS DAY AFTER DAY.

When it comes to total savings, there's no competition.



Count on fuel savings

Energy Savings Mode provides consistent reel speed at lower engine RPM to significantly reduce fuel consumption and noise without compromising productivity or cut quality.



Efficiency that's built-in

Friction-free stainless steel bearings are just one of the many built-in components that help maximize horsepower and minimize fuel consumption.



Do more with one machine

Toro's exclusive Tool-Free, Quick-Change™ cutting unit system allows you switch between reels and accessories in just a few minutes! Mow greens then switch to tees, surrounds, thatch, roll greens or spike...



Turn up productivity

Features such as Quick-Change™ cutting units, lift-gate footrest for easy access to the center cutting unit, no daily grease points, InfoCenter™ onboard display and automotive-style advanced diagnostics all help reduce labor costs.

toro.com/triflex



Hector Turf
Deerfield Beach, FL
954-429-3200



Wesco Turf, Inc.
Sarasota, FL
941-377-6777
Lake Mary, FL
407-333-3600

TORO

Count on it.

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.



Legendary greens and bunkers have one thing in common...
they both began with the best soil.

Beneath every meticulously groomed green is dirt. And, the best dirt doesn't just happen. At **Golf Agronomics Supply & Handling** we've been perfecting golf course soil and sand for more than a decade. Our computerized soil blending equipment ensures that the mix you receive meets your exacting specifications – every order, every time. With production facilities located throughout the Southeast, Golf Agronomics offers volume orders and next day service.

GOLF AGRONOMICS SUPPLY & HANDLING

Serving the Carolinas and Florida
800-626-1359 • FAX (941) 955-4690
www.golfag.com

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. ■

FLOWTRONEX
a xylem brand

Response - Multiple technicians available 24/7
Inventory - In stock parts to repair on first trip
Expertise - Factory training keeps technicians current
Liability - Service center carries liability insurance
Capabilities - Service centers go beyond simple repairs
Tools - Armed with latest tools and instruments
Backup - 18 technicians coupled with Flowtronex support

The reliable operation of an irrigation pump is a crucial element in turf grass management. Irrigation pump stations are often under maintained. Pumping systems have become increasingly complex and effective service requires specialized expertise from factory-trained technicians to assure optimum efficiency.

WESCO TURF
Lake Mary, 321-277-2245

SYSTEMATIC SERVICES INC.
Sarasota, 941-755-4589

PSI
Cape Coral, 239-573-9700

SYSTEMATIC SERVICES INC.
Port St Lucie, 772-343-0327

SULLIVAN BROTHERS PUMPING
Lake Worth, 561-588-5886

xylem
Let's Solve Water

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



WE SALUTE THE MEMBERS OF THE F.G.C.S.A. INDUSTRY PARTNERS PROGRAM

PLATINUM PLUS

Golf Ventures
The Toro Company, HectorTurf,
Wesco Turf

PLATINUM

Agrium Advanced Technologies
Bayer Environmental Science
Beard Equipment,
John Deere Golf, ShowTurf
Harrell’s
Howard Fertilizer &
Chemical Co. Inc.

GOLD

Syngenta
Tampa Bay Turf Management, Inc.

SILVER

Becker Underwood
Winfield Solutions Professional
Products Group

BRONZE

Independent Turf Partners
Southeastern Turf Grass Supply
Tom & Mark Burrows International
Turfgrass Services

*Thank you very much
for your Support!*

Partnership Opportunities are available all year.

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

My dream foursome: Hilary Clinton, Annika Sorenstam and Meryl Streep



Cattle • Turf • Trees • Landscape • Citrus

Your Proven

Florida Turfgrass Connection

Year-Round Producers and Installers of High-Performance Certified and Fumigated Turfgrasses



- Slabs, Rolls & Sprigs (traditional and washed)
- No-Till and Machine Planting
- Serving all of Florida and the International Market
- Over 20 Varieties of Containerized and Field-Grown Trees in Many Sizes



Tifway 419 ...and more.

4715 Lorraine Road
 Lakewood Ranch, FL 34211
 877-708-3322 Toll Free
www.smr farms.com



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.



TifEagle Paspalums
Bermudas Zoysia



South Florida Grassing, inc.

772-546-4191 800-483-4270

www.southfloridagrassing.com



Golf Course Renovation & Construction

- **EXCAVATION AND GRADING**
- **DRAINAGE**
- **GREENS CONSTRUCTION**
- **LASER GRADING**
- **BUNKER CONSTRUCTION**
- **ATHLETIC FIELD CONSTRUCTION**
- **GRASSING SERVICES**
- **EQUESTRIAN CENTERS**

William H. Wright, CGCS
 PRESIDENT

Robert Farina
 VICE-PRESIDENT

749 NE 70th Street • Boca Raton, FL 33487

(561) 756-0068

Fax (561) 994-6861
countryclubsvcs@aol.com

Dry Fertilizer
 Bulk Liquid Fertilizer

Office: 954-741-4041
 Fax: 954-741-4082



GREEN-WAY

Quality Turf Products
 We Specialize in Keeping you GREEN

MANGA PLEX PLUS • ULTRA - GREEN • BIO-PLEX

10008 N.W. 53rd Street • Sunrise, Florida 33351

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.

GREENER LONGER

GREEN LAWNGER®
TURF COLORANTS

For a quick and easy solution for natural-looking, year-round green turf, add Green Lawnger® brand turf colorants to your management program.

BEFORE AFTER

Al Clarke
al.clarke@beckerunderwood.com
407.474.8303 • beckerunderwood.com

BECKER UNDERWOOD
Inventing the Future

™, ® Trademarks, registered or applied for, of Becker Underwood, Inc., Ames, IA.

WINFIELD SOLUTIONS
PROFESSIONAL PRODUCTS

Solutions To Help You Win

ONLY WINFIELD SOLUTIONS® CAN OFFER:

An industry-leading portfolio that includes herbicides, insecticides, fungicides, adjuvants, micro nutrients and grass seed

Paul Fox 727-423-9280 pgfox@landolakes.com
Bill Lund 239-340-4712 wtlund@aol.com
Gary Cotton 941-737-0722 gwcotton@landolakes.com
Mike Bailey 772-216-7917 mjbailey@landolakes.com
Chad Burkett 772-260-8660 bcburkett@landolakes.com
Doug Raynor 239-707-9261 jdraynor@landolakes.com
Ken Gagne 407-256-6710 kwgagne@landolakes.com
Ron Leathers 813-917-1849 rmleathers@landolakes.com
Tim Wheatley 321-508-1169 thwheatley@landolakes.com



DIRECT SOLUTIONS

Committed to Growth

Industry Leading, Direct Sales of Fertilizers, Chemicals, Plant Protection Products, and Grass Seed.

As your one-stop supplier, Direct Solutions' commitment to you is simple:

Our Promise. Provide a complete range of the most advanced turf-growth solutions on the market.

Our Partnership. Develop agronomic and economic solutions tailored to your specific turf conditions, budget and delivery schedules.

Our Performance. Deliver proven turf management programs with environmentally-responsible fertilizer technologies, micronutrients, seed and chemical products.

Our Products. We proudly offer all leading turf & ornamental products to meet your needs, and feature these fine fertilizer technologies along with the exciting new nematode product, MultiGuard Protect.



**Proud to be a new Platinum Level sponsor of the FGCSA.
We are Direct Solutions, and we are committed to growth.**

www.aatdirectsolutions.com

Port Orange, FL
Gary Morgan
All
(386) 527-0682
gmorgan@agriumat.com

Naples, FL
Jason Sherwood
Golf/Lawn Care/Nursery
(239) 253-6346
jsherwood@agriumat.com

Clermont, FL
Chris Collins
Golf/Lawn Care
(407) 448-3703
ccollins@agriumat.com

Sarasota, FL
Fred Hemming
Golf/Lawn Care/Nursery
(813) 625-3431
fhemming@agriumat.com

Panhandle, FL
Ed Slatton
Golf
850-375-3566
eslatton@agriumat.com

Spring Lake, FL
Jason Chambrot
Golf
561-531-3791
jchambrot@agriumat.com

Lutz, FL
Richard Newman
Golf/Lawn Care
904-404-6175
rnewman@agriumat.com

Jacksonville Beach, FL
Chad Martin
Golf/LCO
904-524-2650
cmartin@agriumat.com

Southeast Sales Manager
Kit Rowe
All
704-770-1805
krowe@agriumat.com

(c) 2012 Agrium Advanced Technologies (U.S.) Inc. DIRECT SOLUTIONS, DURATION CR, XCU, SPREAD IT & FORGET IT and designs are trademarks owned by Agrium Inc. LOVELAND PRODUCTS and BCMU and designs are trademarks owned by Loveland Products Inc. MULTIGUARD PROTECT and designs are trademarks owned by Agriguard Company LLC.

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.