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PRESIDENT'S MESSAGE

Many thanks to Pete Dernoeden and the University of Maryland for hosting the July meeting.



It is most unfortunate more superintendents and assistants did not attend. Answers to why your pesticide applications are not giving the control advertised were covered in great depth. Brown Patch, Phythium, Crabgrass, Goosegrass and other controls were discussed in visual detail unavailable at winter seminars. One-on-one questions were answered with care and understanding only Pete, Tom Turner and Lee Helman could give.

Some of you will blame the late newsletter, some the lack of golf, and to some it was too hot. Well, I've been in Maryland for more than 20 years; it's always hot in July and the the newsletter has always been a problem to some. Was it because there was no golf? A detailed schedule of monthly events was carried in previous

issues, the meeting was announced at Chantilly National, and lastly, the Maryland Turfgrass Council mailed notices to everyone in June. If you joined the MAAGCS for golf, get used to more than one meeting without a game—it's getting more and more difficult at area clubs. If it was too hot, you would have gained many answers to benefit the day-to-day problems that kept you away. Surely you can give one day back every other year to the people and University you call when the first sign of trouble arises at your course. The studies conducted at the turf plots and laboratory are recognized throughout the entire turf industry. If you missed, **it was your loss!**

This past winter seemed, for many of us, an unending ice age, and as summer approached some superintendents were still looking at the wrath of Mother Nature on turf grasses. As we know, summers can test our skills, this year is proving no exception. Those of us with ice damage face shallow root systems from spring-planted turf. Early high humidity and searing heat could stretch 90 days of hell into 120. I won't mention names, but facing my first summer in Maryland—1969—I was cautioned that "if Mother Nature had to give the turf world an enema, she'd plug it in right here in Maryland." This may be that year!

On the legislative front, doing business in Annapolis is extremely expensive and time consuming. Therefore, the MAAGCS has united with the entire Green Industry of Maryland. In an effort to hire professional guidance for the 1995 legislative sessions, Maryland Association of Green Industries (MAGI) has been formed. The MAAGCS will be a leader in this coalition, not only in funding but in direction of best



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See *President's Message*, p. 8.

President's Message, from p. 2

interests to our profession.

The Americans with Disabilities Act (ADA) may or may not have a major impact on your golf course. Private country clubs surely will have different guidelines than municipal and public golf courses. We will know for sure in the near future. In this newsletter is a summary of the Recreation Access Advisory Board which became available July 13. George Renault, superintendent at Burning Tree, is the GCSAA chairman for ADA hearings.

The August meeting will be at Hobbits Glen. If you're not aware Bill lost his shop and entire equipment fleet to an early-morning fire, July 13. In spite of that, Bill promises a great day! I'm sure the crabs and beer will have something to do with that.

Change, like death and taxes, is inevitable—so enjoy it.

Today's business decisions often must be made in seconds, says management expert Tom Peters. So how can we meet this challenge without developing anxiety and burn-out? Try these suggestions:

- ✓ **Accept the fact** that "the one constant is change." If you fight it, you'll take a beating.
- ✓ **Prepare yourself and your employees** to deal with change and to be ready for it. Treat it as an exciting challenge and a marvelous opportunity to show how good you are.
- ✓ **Get together** with your employees and your supervisors. Brainstorm ways you can all use to deal with rapid change.
- ✓ **Avoid turf wars.** These battles will cut your speed drastically and doom you to catastrophic failure in today's world.

✓ **Allow** the employees closest to the problems to make key decisions when possible.

✓ **Appoint** someone to identify trends and issues that might have an impact on your organization—especially as they relate to government rules and regulations, new technology, and industry trends.

✓ **Develop** campaigns to encourage employees to suggest new ideas, procedures, techniques. Make it easy for them to present their suggestions—and respond to all suggestions as soon as possible.

✓ **Remember:** we must all remain students for the rest of our working lives. Make it clear that employees will need continual training to keep up-to-date.

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