Spring 1998

Volume 70, Number 1

At Nature's Best: Cavity Nesting Birds and Golf Courses

Enhancing cavity nesting bird populations in the Mid-Atlantic region could happen by nature's own course; or on the other hand, could suffer as easily. Here are a few ways that golf course superintendents could help and why.

There are many birds in this region that are referred to as cavity-nesting birds. Cavities as simple as a hole in a tree or other man-made structures house these birds from the elements as well as protect them from predators. Since their introduction in the latter part of the 19th century, two species, the European Starling and the English House Sparrow, have multiplied ten-fold. Due to the significant competition for nesting space, our more desirable native birds are suffering. This article will focus on the fate of the Eastern Bluebird (Sialia Sialis).

During the 60's and early 70's, the National Park Service along with local parks, and various Audubon societies were very concerned about the declining Bluebird populations. They were determined to remedy the problem. Hence, the design of the Bluebird box by Lawrence Zeleny of Silver Spring, MD, an instrumental part of the North American Bluebird Society. Since the project was started, the bluebird populations have increased remarkably.

Each eighteen-hole golf course is capable of handling at least thirty Bluebird Boxes. Depending on the size, location, and intensity of adjacent building populations, the most ideal locations for these small dwellings are at the outside boundaries of the golf course property. Fence lines are very ideal sites. Space them approximately 75 yards apart and about 6 feet from the ground.

It is important to know the establishment and maintenance criteria for these boxes. Key factors are timing and design. Designs, plans and detailed instructions to make Bluebird boxes can be obtained from your federal, state or local Park service and/or by contacting the Audubon Cooperative Sanctuary System. Ask them how to start your own "Bluebird Trail!"

In this region, bluebirds begin to search for nesting sites as early as mid-March. They will begin pairing-up and building nests through mid-April. This is a good time to appoint a willing staff member to monitor the boxes. After settling down, a pair may have up to three hatches in a season. The common end to the Bluebird's hatching season is mid-August. Once egglaying has begun, it will take only 10-15 days for them to hatch and approximately 20 more days for them to fledge the nest. These increments of time tend to dictate a frequency of monitoring. Picking a day, once a week, from the beginning of nesting season to the end of August is an ideal frequency to catch all phases and appropriately time one of the most important tasks. Once the fledglings have flown the nest, remove all of the old nesting materials. The most common designs will allow for easy access; side access for cleaning and top access for monitoring. This will prepare the

box for the next brood. At the beginning of each season, it is a good idea to clean, inspect and repair all boxes to have a fresh start.

Dealing with undesirable birds such as a house sparrow can become a problem. The size of the entry hole is the best deterrent for most birds but not those that are similar in size. A once-a-week check can eliminate intrusion by removing nesting materials that you have observed being placed by undesirable birds or by removing what would constitute non-typical nesting materials for bluebirds. Once undesirable birds have laid eggs, you be the judge. Other acceptable birds you may allow to use the nest boxes Tree Swallows, Chickadees, Tufted Titmouse, House Wrens, and if you are really lucky, the Great Crested Flycatcher. In marshy areas, you may stumble upon a Prothonatory Warbler.

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President's Message

Mike Gilmore

The March MAAGCS Membership meeting was a good example of providing the members of our Association a day of education from their peers. The event, held at Turf Valley on March 13th, was well received by all in attendance. The topics discussed offered tips from some of the areas most successful superintendents, and other people involved in the golf course operations. Thanks go out to Ryland Chapman for doing a great job in putting together a program that was very informative. Thanks also go out to the members who sponsored the day, along with MAAGCS. Thank you to Turf Equipment & Supply, Green Meadows Turf Supply, Rhone Poulenc, Newsom Seed, G. L. Cornell Co., Finch Turf Supply, and Lesco for their support. This format will be pursued again in 1999 and we will welcome the participation of all MAAGCS members. We are only as good as the effort that is made.

The availability of clubs on Tuesdays has become increasingly difficult, so 1998 will find a couple of meetings that do not fall on the normal second Tuesday of the month. We have been lucky to be at some of the top clubs and there are times that we must be flexible with our dates. We hope that this will not affect your ability to attend. Watch the flyers for details and be sure to call early, because there are some meetings that golf will be limited. If you and your club are interested in hosting the MAAGCS in 1999, contact Walter Montross, CGCS to get on the list. It would be nice to visit some new courses next year.

We continue to try and respond to the suggestions and ideas in our focus group meet-



ings. The ideas keep coming in and for that we are glad, but we would be even happier if the meeting attendance would reflect the enthusiasm that accompanied the idea. We will continue to put forward worthwhile events and by doing so, we hope that will motivate you to attend and maybe even "get involved."

As those that follow the Maryland Legislature know, the state capital has been buzzing once again with the proposal of bills designed to limit not only farmers, but the golf courses as well. The ideas of limiting the amount of nutrients applied and submitting your nutrient management programs for review and approval by the State have been put forward by the Governor. While they may be well intentioned, the idea of lumping the turfgrass industry in with the farm industry, is one that is not practical. We all know the value that turfgrass provides as a filter, yet the image of the Golf Course Superintendent, and the golf course as being a big polluter of the environment is still out there. Mark Schlossberg, from Pro Lawn Plus, and the head of the Maryland Alliance of Green Industries (MAGI), has been leading the way in keeping a level head in the legislature. Mark and his associates, MAAGCS members Lou Rudinski and Steve Potter, have been meeting with legislators, staff members, attending committee meetings on pertinent bills, trying to protect

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Mid-Atlantic Association of Golf Course Superintendents

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Turfgrass Matters Committee

Bruce Zickafoose - Editor

Doug Fleming * John Haley

Keith Williams * Mitch Williams

Brian Zickafoose

Bullets from the Boardroom

MAAGCS Secretary - Nick Vance, CGCS



To date about 70% of the postcards that were mailed out with the dues statement have been returned. If you have not mailed your card to the office yet, please do so ASAP. We want to be able to make all of the necessary changes in the



new directory.

The average attendance at our 1997 meetings were as follows: Class A & B - 43, Class C - 13 and Class F -35. That means our average attendance for our monthly meetings was 91.



It looks like a Web Site is coming for the Mid-Atlantic in the near future. We are researching the costs at this time. We will keep you

informed.



The Board of Directors would like to remind all Certified Superintendents that we need to update our list of attestors. If you would like to be

an attestor please contact Walter Montross, CGCS at Westwood Country Club.



We are continuing to implement as many of the ideas taken from the focus groups this winter as possible. The one item that came up the most

was communication, but we must all remember that communication is a party line. The membership must be a part of that line.



The MAAGCS has started a pretty good library of videos. We now have 134 tapes on hand and they are being kept at our office in Virginia. If

anyone would like to borrow any of them please call Mrs. Charlotte Norris at 1-888-MID-TURF. The library at this time has some of the following tapes: Par for the Course - 1994 thru 1997, 1996 Opening Session (tapes #1 & #2), 1996 Gala (tapes #1 & #2), The Environmental Answer - Golf Course and Pesticides, 1996 Image Spots, ESPN Feature Segments 1-4, Special Interest Spots, Assuring Golf's Value, The Softspikes Revolution, Audubon Cooperative Sanctuary Program for Schools, Golf and the Environment 1995-96 and 1997, and last but not least To Serve...To Advance...To Enrich -GCSAA Membership Benefits & Services.

Nature's Best

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From the initial planning stages to implementation and continued care, you should be able to increase your bluebird population immensely. Your enjoyment in this is equal to your involvement. Try to recruit members or regular golfers! They will have a great time.

Mike Donovan is an active member of the Southern Maryland Audubon Society who has been studying birds since he was a young boy growing up in England. Since moving to this area in 1971 he has developed and augmented his talents tremendously in observation, enhancement and identification of the bird populations in the Mid-Atlantic region as well as those of the entire United States. Mike currently works at Norbeck Country Club in Rockville, MD and will be a featured writer in future publications.

From the Editor

Bruce Zickafoose, Director of Communications

Bruce Cadenelli said a lot more in one sentence (May/June 1996 issue of Turfgrass Matters) than could easily be described any other way. "The newsletter is probably our best image-building tool, so we all benefit when it's a first class publication." When I was elected to this position, I was elated and a bit shocked but nevertheless overwhelmed at the ensuing responsibilities. I reminded myself of what Bruce C. said. He's RIGHT! Aside from us doing the right things as an association, our image is plastered all over by our newsletter. WE will have

to strive to make the great publication we have now, an even greater one! Many thanks to Charlotte Norris, and my entire Communications Committee. These people are the backbone of Turfgrass Matters.

This issue of Turfgrass Matters will mark a new era of timeliness and local control. We, as a committee, will strive to supply you with the best information and take stock in all provisions necessary to provide you with a publication that is worthy of national recognition. Best wishes in 1998!

Maryland Legislature Update

by Ryland Chapman, Director of Education

This winter the Maryland House and Senate Environmental Committees were preparing Pfiesteria Bills that would effect the farmers, the poultry, the green and tree industries. House Bill 599 introduced by Delegate Ron Gun does not affect area golf courses. However, Senate Bill 178 proposed by Governor Glendening does effect the golf courses in the state of Maryland. The Governor's bill required soil samples before every fertilizer application and a mandatory nutrient plan that would be submitted to the state. Before changes could be made to a filed plan it would have to be approved by the state.

I was asked by Lou Rudinski, on his behalf, to attend a MAGI meeting and the House and Senate sessions to speak against Bill 178. MAGI's tactics were to oppose Bill 178 and support House Bill 599 and Senate Bill 658 (senate version HB 599). With the representatives of MAGI, we attended the senate hearing on the governor's bill and the house bill. We were present for two days until 9:00 p.m. each evening. Opponents of the Pfiesteria bills were representatives of the farmers, poultry industry, the green industry, the tree industry and a few individuals on their own. Many environmentalist groups supported the bills.

The House Environmental Matters Committee passed Bill 599 (12-9). The Senate Environmental Committee did pass Bill 178 (7-4). At that time they went into a conference committee. On April 13th, the conference committee finally came out with a bill for the Pfiesteria problem. The Governor's Bill did pass, but with an amendment for the golf industry. This affects us in that we would follow the University of Maryland's Agricultural Departments recommendations for nutrients instead of soil samples before every application. When we receive the recommendations by the Department of Agriculture, we will forward this information to the golf courses in Maryland.

I want to thank Mark Schlossberg and the other representatives of MAGI for their support in our defense of these bills. Thanks to Lou Rudinski for his commitment to these bills while trying to avoid doctor visits.

Certification Attestors Needed

If you are a Certified Golf Course Superintendent and are interested in volunteering to attest fellow superintendents in their bid for certification please contact Mr. Walter Montross, CGCS at (703) 281-1939.

Maryland Student Chapter of the GCSAA

by Andrea C. Bakalyar, President

Golf Course Management classes resumed January 27, 1998 at the University of Maryland. Events have already been unfolding with President Andrea C. Bakalyar and Vice-President William Stowers attending the GCSAA Conference in Anaheim, California. The trip was funded by the Mid-Atlantic Association of Golf Course Superintendents and the Maryland Student Chapter GCSAA. Bill and I arrived in Anaheim on Wednesday, February 4, 1998, staying until Sunday, February 8th. We spent the first day at Disneyland where we spotted several MAAGCS members enjoying a day of fun before the educational seminars began. On Thursday we attended educational seminars on Bentgrass. Thursday evening we attended the reception in honor of GCSAA President,

George Renault. The reception was a great opportunity to meet more MAAGCS members. The trade show was amazing! On Saturday, the 7th of February Bill and I competed in the 4th Annual Student Turf Bowl. The competition was followed by a seminar hosted by Tommy Witt, CGCS. His topic covered "Building a Bridge to the Future." The talk was an informative outlook on getting a job, what to expect from yourself as an assistant superintendent, and how to be successful. At the February MAAGCS Board of Directors meeting, I submitted a proposal for the association to sponsor future GCSAA Conference attendance for MSCGCSAA officers. Under the terms of the proposal, the MAAGCS support will only be given if the student chapter follows guidelines that will build

and maintain the chapter.

In student news, congratulations go out to Mike Perry for taking the second Assistant position at the Suburban Club of Baltimore County. GOOD LUCK! Art Grace has accepted an internship at Cattail Creek Country Club. John Beauregard and Kevin Teal will be spending the summer at the highly exclusive Nantucket Golf Course in Nantucket, MA. If you are looking for a summer intern, please call Golf Course Management Advisor, Kevin Mathias at the Institute of Applied Agriculture. Thanks again to those who supported the cap and shirt fundraiser. There are still a few items left, look for them at the MAAGCS meetings. We will have new items for sale soon.

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Strick Newsom 800-553-2719 Allen Bohrer Fax 301-762-9544 Sam Kessel 888-282-5295 Fax 703-242-6430 Jim Claxton 800-441-4740 Fax 410-531-2863 6 **Turfgrass Matters**

The 1998 GCSAA Golf Championship was played during the first week of February in Anaheim. As has been the case in recent years, the weather was less than cooperative. However, despite having the second day of the tournament washed out by heavy rain, this was again, a first class event.

More than thirty MAAGCS members played in this year's tournament and we fielded a record seven teams for the Chapter Team Competition. Led by Scott Wagner, who won his flight for the fourth consecutive year, the MAAGCS had another strong showing. Next year Scott, it's one for the thumb!

In the Chapter Team Competition, the team of Tim Sage, Ken Ingram, Paul Masimore, and Michael Evans finished fourth in the Net Division, in spite of your golf chairman.

This year's tournament winners were:

Scott Wagner - 1st Gross, Second Flight

Bill Shirk - 3rd Net, Second Flight

Dave Horton - 6th Net, Second Flight

Jim McHenry - 2nd Gross, Third Flight

Tim Sage - 7th Net, Third Flight

Steve Cohoon - 5th Net, Fourth Flight

Ken Ingram - 2nd Gross, Sixth Flight

Tom Tuttle - 3rd Net, Seventh Flight

In the Four Ball Championship MAAGCS winners were:

Bill Shirk/Scott Wagner - 2nd tie, Net 1 Division Dave Horton/Tim Burch - 2nd tie, Net 1 Division Charlie Ulevich/Clark Rowles - 3rd, Net 2 Division Paul Masimore/Michael Evans - 5th, Net 3 Division



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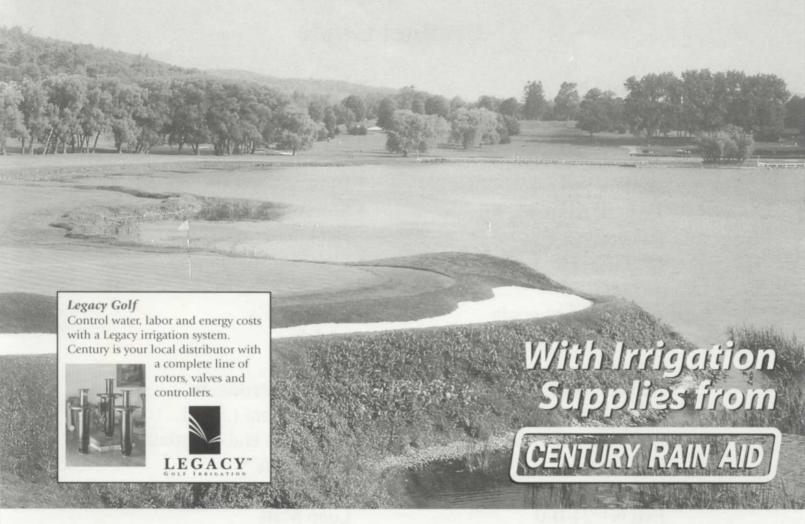
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Humane Resources

by Keith Williams

A survey conducted in 1997 by Lou Harris and Associates indicated that 53% of all workers in the United States will leave their current job within the next five years. What the percentage is in the golf course maintenance industry is unknown but for many superintendents and golf course managers, employee turnover is just an accepted cost of the business.

But does it have to be that way or are there ways to minimize employee turnover and maintain continuity in your workforce?

The first step in the process to combat excess turnover is to calculate the "cost" of turnover. When determining how much it costs to bring on a new employee, both tangible and intangible costs must be determined. The tangible costs are obvious: administrative paperwork, drug testing, uniforms, etc. while

intangible costs can include unemployment insurance and an increase burden for the superintendent/decision-maker to replace the departed employee. Other costs that cannot easily be discounted are a decrease in productivity and the possibility of a dip in employee morale.

The second step should be to focus on the strengths of your organization and workplace. The ongoing use of constructive employee evaluations along with exit interviews will help determine both the positive and negative aspects of the operation. Responding to these comments will help the employees realize that you are actively "listening" to their concerns. It is also important to use communication vehicles such as newsletters and meetings to remind personnel how valuable they are and how much they are appreciated. Do not dismiss the importance of

positive reinforcement on a regular basis.

The final item(s) to be incorporated into the management process is the tandem concept of training and orientation. Patience on the part of the new employee and the management team should be emphasized. Other aspects of training and orientation that can and should be utilized are cross-training of other tasks/jobs, exposure to various activities outside of their current responsibilities, mapping our career paths, and the establishment of goals and expectations that are rewarding and productive to all parties.

By investing more time and effort on this complex and challenging aspect of human resources, dividends may be realized in a more stable workforce and a more productive and efficient working environment.

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News & Notes

New Members

Class A

James Matt Bagley Thomas F. Dale, CGCS Timothy C. Haines

Class B

Marty Maurer

Class C

Brian Farling Houston H. Frey Robert Kazeman Christian A. Paul Randall S. Pinckney Frank Vincent Sterbak Dean M. White

Class D

Mark Berry Scott Furlong Arthur Grace Guy McDonald Mark Menusan Kevin L. Smith William Stowers

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Reroutings

Steve Gross is now at Lake Arbor Ed Gasper is now at Manor Country Club

Job Well Done

To Chris Ayers, CGCS of Lakewood Country Club upon his certification.

To Mike Legere, CGCS of Holly Hills Country Club upon his re-certification.

Get Well Wishes

To Darrel Oxyer recovering from knee surgery and an angioplasty procedure.

To Ed Walker recovering from recent surgery.

Condolences

To the family and friends of MAAGCS member Stephen Hricko upon his untimely death.

To the family and friends of Karen and Nick Vance, CGCS on the death of their son Jeff Quigley.

To the family and friends of Bob Ruff upon the death of his father.

To the family and friends of Roy Shields a long time member of MAAGCS.

Congratulations

John Haley of Chartwell Country Club and his wife, Stephanie, on the birth of their baby boy, John Patrick, on March 2nd.

David Osterhouse of Country Club at Woodmore and his wife, Jennifer, on the birth of their baby boy, Andrew, on March 23rd.

Bob Wren of Fawn Lake Country Club and his wife, Amy, on the birth of their baby boy, Noah Tyler, on April 1st.

Carmen Gianinni of Army Navy C. C. - Fairfax and his wife, Jennifer, on the birth of their baby boy, Dominic Anthony, on April 8th.

Calendar of Upcoming Events

June 9th

July 14th

July 15th

August 11th

Country Club of Maryland

Caroline Country Club

Maryland Turfgrass Research Field Day

Family Picnic - Mayo Beach

1st Annual MAAGCS Education Seminar



On March 10th the MAAGCS, with the support of our sponsors - Green Meadow Turf Supply, Turf Equipment & Supply Company, Finch Turf Equipment, Inc., G. L. Cornell Company, Rhone Poulenc, Lesco, and Newsom Seed, held a small educational seminar in conjunction with our chapter meeting. The seminar was geared towards being a better professional and manager.

The seminar was held at Turf Valley Resort and Conference Center from 11:00 a.m. to 5:00 p.m. The day began with registration and ended with a social hour following the seminars. The morning seminar was titled Promoting the Golf Course Superintendent with guest speakers Doug Petersan from Baltimore CC and Glenn Smickley, CGCS from Robert Trent Jones giving their words of wisdom from their experiences. Mr. Petersen suggested setting goals, make a mission statement for your club and stay in close touch with your membership. Mr. Smickley, CGCS mentioned the importance in surrounding yourself with good people and have a good communication with members and other managers and club officials. Both spoke of the importance of family and to remember to take time out for them.

The chapter meeting was held before and during the lunch break. The afternoon seminars started with Mr. Clyde Vadner speaking on How to Be a Better Manager. Mr. Vadner is a management consultant for Kraft Associates/ODA, Inc. He is a native of St. Louis and a graduate of DePaul University. Mr. Vadner was very inspirational with his wit and crowd participation tactics. He talked

about how to be a better communicator with employees and other individuals. To be a better communicator you have to be a better listener an a better translator. Mr. Vadner is currently working for Herr Foods and Ruppert Landscaping.

The final seminar was an open panel discussion on Building a Better Line of Communication between the superintendent / club official / golf pro / owner. We tried to cover all the bases with different types of golf courses, semi-private, private, owner, and municipality. On the panel were Bill Neus, CGCS and Bob Bellamy (Director of Operations for the Columbia Association) from Hobbits Glen GC (semi-private), Stephen Potter, CGCS and Herbie Banks (Greens Chairman) from Woodholme CC (private), James Halley and John Shields (owner) from Glen Dale CC and Dan Skarwecki and Kim Hands (Golf Pro) from Baltimore Municipal GC. The panel discussion began with each individual introducing themselves. They highlighted how they communicate between each other and how their style has helped them to become better communicators and managers. The second half of the seminar was opened with plenty of questions for the panel from fellow superintendents. This part of the day was very successful!!

I want to thank Doug Petersan and Glenn Smickley, CGCS for their words of wisdom, Mr. Clyde Vadner for improving our methods for being a better manager and Bill Neus, CGCS, Bob Bellamy, Steve Potter, CGCS, Herbie Banks, James Halley, John Shields, Dan Skarwecki, and Kim Hand for their personal experiences and methods of communication. We couldn't have done this without their participation. I want to thank our sponsors Green Meadow Turf Supply, Turf Equipment & Supply Co., Finch Turf Equipment, Inc., G. L. Cornell Company, Rhone Poulenc, Lesco, and Newsom Seed. Thanks also to Turf Valley for allowing us to hold this event at the conference center. I'd also like to thank Mike Gilmore, Charlotte Norris, Dean Graves, Harry Fridley, and Lynn Matson for all their help in putting the event together. Thank you to Sharon Verchick and Terra International, Inc. for their donation of \$2,000 to the MAAGCS towards education. This was money raised by Terra International, Inc. from the sale of Thalonil to MAAGCS members.

President

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interests of those who are stewards of the environment and not the enemy of the environment. Please let Charlotte Norris, at the MAAGCS office have your fax number for our records. When an important bill is about to be given hearings, we want to let our members know how they can assist Mark and his group. If the call for contributions goes out to help offset the cost of MAGI's efforts, I hope that you and your club will agree that it is a worthy cause and will do what you can to support MAGI. Contact Steve Potter or Lou Rudinski for further information about MAGI and the positions they take on the issues affecting our industry. If you know Mark Schlossberg, give him a call, or drop him a line to let him know that we appreciate his tireless efforts on behalf of us all. Thanks, Mark.

I hope your year is starting out well and that 1998 will be nothing but successful. As usual, please feel free to contact me if you have any questions or suggestions. I may be reached at (410) 203-2765, or my email is MikeGilmor@aol.

El Nino - Causes and Effects

by Doug Fleming

Noticed anything strange about the weather this year? If so, you have probably also joined in the ranks of millions who have been discussing El Nino. But what is El Nino, and what are its real effects?

El Nino is the most powerful weather event on Earth. Usually, the wind blows strongly from east to west along the equator in the Pacific Ocean. This piles up water in the western part of the Pacific. In the eastern part, deeper, cold water gets pulled up from below to replace the water pushed west. So, the normal situation is warm water in the west moves back to the east and not as much cold water gets pulled up from below. Both of these occurrences tend to make the water in the eastern Pacific warmer.

Interestingly, the phenomenon does not stop there. The warmer ocean then affects the winds--it make the winds weaker! So if the winds get weaker, then the ocean gets warmer, which makes the winds get weaker, which makes the ocean warmer, etc. Because of the cause and effect loop of warmer water currents and weaker winds, El Nino enters into what is called a "positive feedback cycle." This means that it naturally increases in strength until waves that it caused cross the Pacific Ocean and bounce back to break the cycle.

Scientists have also discovered that El Nino increases in intensity each time it occurs. This year's El Nino was much larger that the 1982-83 El Nino, making it the strongest storm on record thus far.

El Nino is most developed from January to March during an El Nino year. Its name means "Christ Child" because El Nino's effects begin to be felt around Christmas time. El Nino events occur irregularly at intervals of two to seven years.

El Nino affects weather patterns throughout the world. When currents in the Pacific Ocean shift, warm water moves eastward from Australia to Peru and Ecuador. Rainfall follows the warm water and causes flooding in the southern tier of the United States and in Peru. High temperatures also cause increased evaporation, which produces excessive rain on some land areas. It also causes droughts in Indonesia and Australia. Trade winds relax in the Central and Western Pacific. Low sea level pressures develop in the southeastern tropical Pacific.

In El Nino years there are more Pacific Ocean hurricanes, floods and droughts. El Nino is also the cause for unusual storms in California. Violent rains and destructive floods affect Ecuador and Peru. Winters in America are more mild. There is torrential flooding in southern California and in the Midwest. Severe droughts affect Southeastern Africa. Massive warming of the waters along the coast kills many fish and sea organisms. Unusual weather and short-term climate changes cause the losses of many crops.

So, what lies ahead for us this year? In most El Nino years, the summer on the East Coast of the United States is either warm and dry or cool and dry. If the past is any prediction of this summer, we will be counting on our irrigation systems this season.



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