

Turfgrass Matters

Spring 2017



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President's Report – Michael Bostian

Dear Members,

It has been an unusual start to the 2017 season. We had March weather in February and February weather in March. The weather has been great for our golfing customers and members and most of the ownership and management should feel some well-deserved optimism for this season. For our superintendent members, it is always tough trying to find a balance with unpredictable weather, but that is the Mid-Atlantic transition zone in a nutshell.

Timing seedhead suppression, ABW control and pre-emergent herbicide applications will prove to be another area where our members will have to adapt and remain flexible. We have had a few rain events recently in the region, but it has been unusually dry since July of 2016. The warm, dry winter allowed us to keep our crew busy the entire winter. We were even seeding into mid-January, a first for me in my career.

MAAGCS outreach and community service has been front and center in recent weeks. MAAGCS board members led groups to accomplish a variety of tasks at the National Mall last year, and continued with the same effort this year for the 10th Anniversary of National Golf Day. In conjunction with the GCSAA and We Are Golf, we had another successful and productive event. Crews worked on tasks including aeration, seeding, mowing, edging, stone path detail and irrigation maintenance.

The following week, several MAAGCS members assisted Ryan Kraushofer at Westminster National for a First Green field trip. Over 90 students from Winfield Elementary School visited Westminster National for hands-on STEM (Science, Technology, Engineering, Math) activities as part of the First Green program. Students learned about soil sampling (Science), water conservation using moisture meters (Technology), measurement calculations for applying fertilizer (Math), and putting instruction from golf professionals (Engineering). The event was a huge success and even made the front page of the local newspaper, the Carroll County Times.

I'm excited to announce a new program MAAGCS is offering to its Superintendent members this year. With the great support of our partners and another successful educational seminar we wanted to provide an additional benefit to being a member of MAAGCS. The Golf Industry Show is a great experience that some may not get the opportunity to attend on a regular basis. The event features plenty of education, numerous opportunities to network and you can explore new equipment and tools of the trade. Not to mention it's the perfect time of the year for members in this region to get away from some winter weather. So, we decided we would create a program that will provide a stipend up to \$2000 for a superintendent member to attend the 2018 GIS in San Antonio. Look for details soon on the weekly email and on our website. It will be in your best interest to attend MAAGCS events to increase your odds of winning a trip to the 2018 GIS.



Michael Bostian

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National Golf Day Recap



WE ARE GOLF Celebrates National Golf Day's 10th Anniversary on Capitol Hill

WE ARE GOLF, a coalition of the game's leading associations and industry partners, visited Capitol Hill for the 10th annual National Golf Day on April 26 to discuss the game's nearly \$70 billion economic impact, \$4 billion annual charitable impact, environmental value to local communities and fitness benefits. A record 175 Congressional meetings were scheduled and nearly 200 attendees from 35 U.S. states participated.

Industry leaders met with Members of Congress, the Executive Branch and Federal agencies to highlight the two million jobs impacted by golf and the nearly \$4 billion raised for charitable causes through 143,000 philanthropic events annually. Throughout the day, participants shared stories about the game's 15,000-plus diverse businesses, tax revenue creation, accessibility, tourism, ecological value and the fact that one in 75 U.S. jobs is impacted by the industry.

The MAAGCS was well represented at the event and during the community service initiative. New for 2017, more than 100 golf industry leaders participated in a community service initiative on the National Mall the morning of April 25. The initiative focused on beautification, preservation and helping the National Park Service with turf deferred maintenance.

"I look forward to National Golf Day every year. It's a chance to visit with the folks at WE ARE GOLF here on Capitol Hill to talk about the positive impact the game has on our economy, worthy charities and personal fitness," says Congressman James E. Clyburn, Assistant Democratic Leader (D-SC). "I especially appreciate the opportunity to discuss expanding diversity throughout every aspect of the game of golf."

This year's event also included Mike Davis, Executive Director of the United States Golf Association (USGA), the PGA TOUR's Billy Hurley III, and Olympic gold medalist Dan Jansen.

"The influence of the game continues to grow. Golf continues to lead the way, in terms of not

just physical strength but also mental strength and character," says Senator John Barrasso (R-WY). "Golf is a worldwide, growing global activity."

Organizations participating were the Club Managers Association of America, Golf Course Superintendents Association of America (GCSAA), Ladies Professional Golf Association (LPGA), Links to Freedom, National Alliance for Accessible Golf, National Golf Course Owners Association, PGA TOUR, Salute Military Golf Association, The First Tee, U.S. Golf Manufacturers Council, USGA, World Golf Foundation and several others.

"Celebrating our 10th anniversary was a historic moment and significant milestone for the golf industry," says Steve Mona, CEO of World Golf Foundation and administrator of

WE ARE GOLF. "The game's economic, charitable, environmental and fitness benefits echoed throughout Capitol Hill as we shared golf's contributions, both locally and nationally, with our country's decision-makers."

National Golf Day featured a day-long exhibit in the Rayburn Foyer with live lessons for Congressional Members and staff from 2012 PGA Teacher of the Year Michael Breed, host of "The Golf Fix" on Golf Channel and LPGA Teaching Professional Karen Palacios-Jansen, founder of Cardiogolf, a golf-specific fitness system. Special exhibits and activities included a "Closest to the Pin" contest on an aboutGolf simulator; state-of-the-art swing analysis from GolfTEC; a Republican vs. Democrat "Putting Challenge;" and interviews with attendees on SiriusXM PGA TOUR Radio.



(L-R) Wally Gresham, Chava McKeel, Mike Bostian, Chris Sandels



(L-R) Eric Snelsire, Bill Maynard, Ed Walker, Chris Sandels, Ryan Kraushofer, Chris Fernandes



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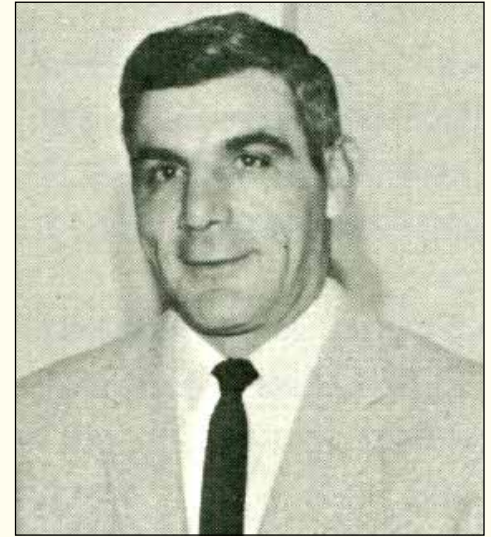
MAAGCS Flashback - Kenneth Ingram

Best Player Ever in the MAAGCS?

While observing the beautiful display of GCSAA Golf Champions with other MAAGCS members in the Toro booth at the 2017 GIS I overheard the comment, "no one from the Mid-Atlantic ever won this event." Not true! It has been a few years, but the MAAGCS has a great history with the event.

Two MAAGCS members have won the golf championship. John Connolly won the event in 1958. John was George Cornell's brother in law and affiliated with the G.L. Cornell Company early in their history. But the best golfer from the MAAGCS would have to be Bob Martino. Bob won the event in 1970, '72, and '73. Bob was the superintendent at the old Island View Golf Club (present day Algonkian Golf Course) at the time. He was an assistant at Argyle for several years and moved to Island View in 1963 when the course was being developed by Pepco as a private club. He finished his career at Montgomery Village Country Club and retired in the mid-1970s. Bob was on the MAAGCS Board for several years. He died back in 2011.

I think an honorable mention should go to Scott Wagner at Leisure World. Scott won the 1st Flight for three straight years in the 1990s. Another shout out to Ken Braun. Ken was very active organizing the tournament back in the 1980s and it is not too much of an exaggeration to say that Ken and Frank Lamphier kept the event going during some lean times before the Toro sponsorship. Frank Lamphier got the Distinguished Service Award a few years ago. We probably should have sponsored Ken as well.



Bob Martino. GCSAA Golf Champion 1970, '72, and '73

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USGA Green Section Report - Addison Barden

Improving Your Maintenance Operation Using New Technologies

Making agronomic decisions on the golf course has been backed a mix of science-based research and anecdotal decisions for decades. Until recently, data driven decision-making has not been prevalent in the day-to-day operations of superintendents. However, thanks to emerging technologies from other industries, gathering, interpreting, and implementing solutions is not just easy, it's affordable and extremely effective. James Harrington described the importance of making improvements by utilizing data well in his book, *Business Process Improvement the Breakthrough Strategy for Total Quality, Productivity, and Competitiveness*, when he said, "Measurement is the first step that leads to control and eventually to improvement. If you can't measure something, you can't understand it. If you can't understand it, you can't control it. If you can't control it, you can't improve it."

Despite data driven decision-making being a staple in many industries, I often hear superintendents say that they do not see the value using new technology to gather data such as labor. Doing so will give us the specifics behind how much particular tasks cost and how much is being spent on certain areas of the golf course. After all, labor is everyone's largest line item in a maintenance facility's budget and we track all of our other costs down to the square foot.

Accepting change can be difficult, especially in a conservative industry such as golf. Throw a new technology into the mix and it's no wonder that some superintendents don't want to be the "guinea pig" of a new product or service. However, it's 2017 and if we can land a rocket on a barge floating in middle of an ocean after it delivers its payload to the International Space Station, we should be able to incorporate new technologies on the golf course to help us do our jobs more effectively and with fewer resources.

There are four degrees of data adoption according to Brent Dykes, author of *Web Analytics Action Hero* and business consultant with numerous titans of industry. Where do you fall in this spectrum?

1. **Data Denial:** You distrust data and avoid using it.
2. **Data Indifferent:** You don't care about data and have no need for it.
3. **Data Informed:** You use it only when it supports your opinion or decisions.
4. **Data Driven:** You use it to shape and inform all of your decisions.

Through no fault of their own, some superintendents have fallen under the first or second degree of data adoption due to the lack of affordable and useable technologies, but, times they are a changin'. Even though our industry will probably never reach the point that all of our decision-making is based on data, we're certainly at a point where many of our decisions can be easily made and delivered more effectively with data.

So how can we utilize data to make better decisions? Traditional data collecting, such as measuring putting green clipping yield, tracking growing-degree days, measuring volumetric-soil moisture with moisture meters, and even tracking labor hours are all great examples of how quantitative data improved maintenance operations and in turn, playing conditions.

Advancements in positioning technology (such as GPS and low-power wide area networks, or LPWAN) are taking our ability to track, manage, and plan where resources are allocated to the next level. Positioning technology tracks any asset (golfer, golf cart, maintenance equipment, etc.) and then maps where that particular asset traveled to determine what areas of the course are most trafficked, or possibly left completely vacant. These tracks, or data, can be used to highlight pace of play issues, improve resource management, and even improve maintenance efficiency. Knowing exactly where certain demographics of golfers play on your course also helps with course setup and what architectural changes are needed to impact the greatest number of golfers.



Addison Barden

USGA Green Section Agronomist
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continued on page 22



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GCSAA Report – Chase Rogan

Hearing Scheduled to Challenge Montgomery County Pesticide Ban

On May 17th at 9:30 a.m., the Circuit Court for Montgomery County heard oral arguments challenging part of bill 52-14, which prohibits the use of certain “cosmetic” pesticides on private lawns and is scheduled to go into effect on January 1, 2018. Although golf received an exemption from this ban, the industry still needs to have a bead on such legislation that bans products that are otherwise approved by the EPA for labeled use.

The hearing was expected to last about 1.5 hours, and Judge Terrence McGann heard arguments. The plaintiffs included 6 local businesses and 7 residents. On January 18th, the Judge ordered that this case be consolidated with a similar case filed by Scotts, et al. RISE (Responsible Industry for Sound Environment) has been organizing a grass roots effort to oppose this bill since the bill's introduction back in 2015. While the bill was ultimately passed later that year, RISE has since been working with local stakeholders to challenge it.

The complaint put forward by the plaintiffs is that the bill is pre-empted by state law, which makes the ban illegal. Likewise, the plaintiffs cite that this bill, if it were to go in to effect, could damage homeowners, state-certified pesticide applicators, small businesses and their employees, and others who have depended on these pesticides to maintain healthy lawns and control insect and weed pests.

Maryland law comprehensively regulates the sale and use of pesticides across the state, and the pesticides banned in bill 52-14 have been licensed and approved by state regulators. Furthermore, the Montgomery County Council passed this bill despite having been advised by the Office of the Maryland Attorney General that the ban was likely preempted by state law.

A decision on the case is expected sometime in August.



Chase Rogan
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Langston Golf Course Project

Langston Golf Course is located in the northeastern section of Washington D.C. and has been there since 1938. Originally constructed by the Department of the Interior, the course was focused on giving African American golfers a place to play during segregation in the late 1930s. The golf course name came from John Mercer Langston, who was the first African American elected to congress in 1888 from the State of Virginia. The course hosts 40,000 rounds a year, with a limited staff of eight during the middle of the season. Due to limited staff the short game practice area had fallen into a state of disarray. The sand bunkers were filled with grass and the surrounds were only soil and weeds. An update to the practice area at Langston was sorely needed. However, the golf course has a strong First Tee program that uses the practice area, as well as many faithful patrons that have been playing there for many years.

In December, a group from the MAAGCS met with Kim Thomas, President of Golf Course Specialist which manages the property and Drew Matera, Director of Agronomy. A decision was made to renovate the practice area, as that would be the most beneficial for the course, the community, and the First Tee program. The project was spearheaded by Dean Graves from Chevy Chase Club who coordinated with the contractors and suppliers to make the renovation a success. Joel Wieman from McDonald and Sons was the project lead at the site. The team broke ground on the project February 20 and took three days to complete with a four person McDonald and Sons crew. The scope included the removal of the old sand in the bunkers and drainage installation. Bunker surrounds were resodded with turf type tall fescue and new sand was added to complete the work. The significant improvement to the bunker drainage as well as the use of tall fescue should keep the practice area looking good and functional for years to come.

The sand needed to renovate the bunkers was provided by York Building Supplies with shipping and logistics handled by Davidson Golf. Oakwood Sod provided the turf type tall fescue which was transported by Collins Wharf for the associated green and bunker surround. Without the donations from these companies the project would have never been completed. It will provide a great practice facility for all the patrons of Langston Golf Course and a new area for the first tee program. The renovation is a great example of collaboration between Mid-Atlantic golf course superintendents and our partners to complete a much needed restoration to this historic property.



Eric David
edavid@bcc1898.com



Bunker renovation for the practice area at Langston GC, supporting the First Tee Program.

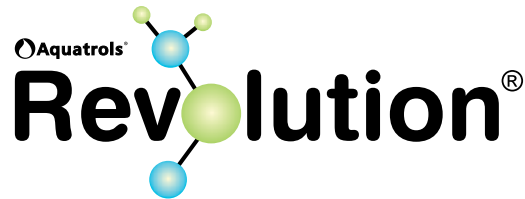


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Getting to Know Sam Camuso



Sam Camuso
sam.camuso@syngenta.com

MAAGCS Board of Directors
Territory Manager, Syngenta
Penn State University

How did you get into your current position?

As a recent graduate of The Pennsylvania State University 4 Year Turf Program and newly titled Assistant Superintendent in NJ, I had forged a relationship with a Distributor Sales Representative who was also just out of a Turf Management Program at Rutgers. He went on to become the Syngenta Territory Manager for that region and we continued to develop that relationship for the next 8+ years, both through my time spent working at the Rutgers Research Facility and as a Superintendent. When the position for Syngenta Territory Manager became open in the Mid-Atlantic, he came to me to ask if I was interested in interviewing ... to which I told him “No, thank you, I’ve worked too hard to become a Superintendent” ... twice. Finally, his persistence encouraged me to at least give it more thought and ultimately a chance.

What do you like most about the turf industry?

I feel the relationships and network you build offer opportunities, to not only grow professionally, but introduce you to people who make you better in all areas of your life. So often we tend to focus our discussion on ‘Turf’, however once the conversation shifts to things broader and often personal, you learn a great deal about what motivates people and begin to understand the importance of how being good at listening can improve your ability to increase your own wealth of knowledge and use it to offer advice to others.

What advances are you looking forward to in the coming years?

So many advancements in all facets of turf management have evolved since I entered the business in 1995. I was “fortunate” to have experienced outdated techniques in my early years to really round off my perspective. Understanding how to take the difficult task of managing turf and the personnel involved, while simplifying through innovation is admirable. It is important to not lose sight of what shortcomings brought about these innovations and institutions to improve our understanding of relating to the people who we depend on. Rewarding the proprietors for their contributions is imperative to ensure there will be continued efforts to improve these tools in the future as the industry is sure to continue its evolution.

What have you liked most about your role within the MAAGCS?

As a member of the BOD for MAAGCS, I have gained a better understanding of what goes in to operating the association to best serve and grow its members in a way that accommodates them, while maintaining the values and mission statement of the organization. To work closely with superintendents and executives in this fashion, on initiatives not directly related to turf management in many cases, has given me even greater respect for these individuals and has been a rewarding experience that I would suggest to anyone who has ever had desire to serve the industry.

What is the toughest aspect of your position?

As a representative of industry affiliates acting as liaison to the superintendent members, I would say putting my professional role and motivations aside to ensure the association has the overall memberships best interest in mind for any execution of programs and fund raising/operating initiatives. Finding a way to create the best value to serve our customers is priority one and no one vendor or affiliate can do it alone.

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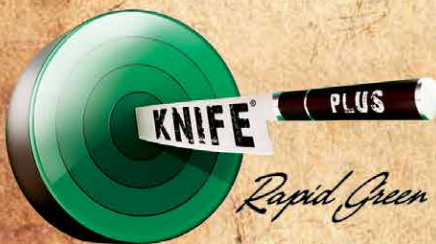


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Assistants Corner – Mark Jones

Things are starting to ramp up here in the Mid Atlantic as the busy summer months approach... The grass is growing, annual bluegrass weevils are on the move and weeds are beginning to rear their ugly heads. With the start of the season comes training new employees. These new employees might not always be seasoned veterans who can mow straight lines, pick up trash without being reminded, or cut a perfectly straight pin. It's possible they've never heard of bunkers, putting greens, or even frost. These inexperienced employees may be as green as the grass itself. This year I have found myself teaching several new employees. Along the way, I've learned some things that have helped me train these new employees to be vital members of the team.

Patience Remember back to your days as a new employee. What could your trainer have done to make you more comfortable or ease any anxiety that you experienced starting a new job? Pass those skills or words of advice along to your new employee as they learn to work side by side with you. A new employee's nervousness or anxiety can cripple any new learning opportunities that may present themselves. It's important to pump them up with positivity. When they are full of doubt and frustrated, it's easy for them to say, "I can't." Tell them that not everyone learns a certain skill on their first try or it's easy to forget what hole you're working on as they're still learning the layout of the course. As a leader, it is important to reinforce a positive mindset and keep a can-do attitude.

Teamwork It's important that everyone learn their individual jobs, but at the end of the day, a golf course can't be maintained by just one person. Team work plays a key role in keeping the ball rolling. A way to make the new staff member feel included as a member of the team is to introduce them to the other staff and ensure they feel welcomed. Partner new employees with experienced employees. Other staff members might have a better understanding or method of teaching. This is especially true if a language barrier is involved. Pairing employees who work alike or have similar personalities is also going to make the new person feel engaged in their role as a new employee.

Learning styles Working on the course, we encounter many people of different learning backgrounds. What I've found works for learning is to assess the learning style of the employee. For instance, some staff members are auditory learners; you describe a technique or process once and they pick it right up. However, others are hands-on learners and need additional reinforcement. It is important not to influence your own learning style on to the new employee because what works for you might not work for them. Additionally, with working with different learning styles comes the possibility of a language barrier as well. Sometimes it's more like a game of charades to get the message across.

Accountability An inexperienced staff member should still be held to a set standard, even when new to a job. If an employee is not performing a task correctly and hesitates to ask for help, it is your responsibility to reinforce the proper method and ensure follow up or evaluation of the employee. Holding them accountable makes for an easier workflow for the rest of the staff and helps to make sure the job is finished accurately while maintaining the teamwork atmosphere.

Safety Not only is it important to teach the proper technique but it is important to maintain the safety of your employees. This can include the location of the first aid kit or station, safety material data sheets if working with chemicals, the eye washing stations and educating on the use of proper protective gear. Utilizing safety videos is also helpful and encourage any questions from your new employees that will help to keep them safe.

Training a new employee is never an easy task but is possible with the right tools and tricks. We were all new once and these new employees won't be new and inexperienced forever. Good luck to everyone with the trainings. I hope the lessons I have learned working with new employees are helpful to you all or at least have provided some new tips. I anticipate a great season and wish the same for everyone.



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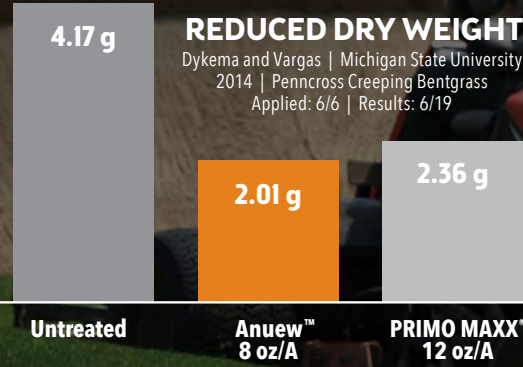
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L-R Matt Harvey, Joe Haskins, Chris Harriman, Rhys Arthur

2018 Golf Industry Show Give Away



2018 Golf Industry Show Give Away

The Mid-Atlantic Chapter of the GCSAA is giving away a chance for a MAAGCS Superintendent Member to attend the 2018 GIS in San Antonio, TX, February 3-8, 2018.

* All Superintendent members that have paid their 2017 MAAGCS dues will be eligible to win. Each superintendent member will automatically have one (1) ticket in the "pot" for just being a member in 2017.

Participation Reward

Superintendent members can earn up to a total of 5 tickets in the "pot" by attending any of the eligible events. The eligible 2017 events to increase your odds of winning are listed below:

- 2017 Annual Education Seminar
- MAAGCS Social Events – 4 free opportunities
- Superintendent and Assistant Challenge
- Participating in the Match Play Championship
- The Chesapeake Challenge
- UMD Turfgrass Research Field Day
- Stewards of the Chesapeake
- The MAAGCS Annual Championship

The Winner will receive \$2,000.00 to go towards attending the Golf Industry Show

- \$500.00 for Airfare
- \$500.00 for Registration
- \$500.00 for Hotel
- \$500.00 for Education and Per Diem

The Fine Print

- The drawing for the Superintendent winner will be held on Nov. 15th 2017.
- The winner will be notified that day and will be asked to attend the Annual Meeting at Argyle Country Club to accept their award. The winner should be present at the joint reception in San Antonio as well.
- Winner will not receive any fees until MAAGCS has confirmation that registration for GIS 2018 has been completed.
- Stipend for GIS is transferrable to any MAAGCS Superintendent member of the winner's choice.

New Technologies — Continued from page 9

Course management software is also allowing superintendents to determine exactly how much specific tasks cost, determine full return on investment, maintain detailed records, and so much more. Those superintendents I visit who have implemented management software are in awe of how they

previously operated without this data. This sounds strikingly similar to comments regarding the soil moisture meters many today cannot live without. This course management software also offers a reporting feature that provides easily digestible, yet detailed, reports that can be used to show

facility stakeholders the importance, or worthlessness, of a particular agronomic program, project, or purchase. After all, chances are very high that the stakeholders at your facility are utilizing similar technologies in their business to make data informed decisions.

Save this Date – Monday, October 16, 2017

The Stewards of the Chesapeake presented by



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Visit www.maagcs.org for tournament information and to register.
Proceeds benefit the BMP project.



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Letter from the Editor – Tyler Bloom

Spring fever was quite high in February this year, and then Mother Nature gave us a nice slap in the face. The industry has seen some big shake ups with some high profile Superintendents playing musical chairs, the new presidency team is making their impact felt, and the weather patterns have been typical - all over the place.

Hopefully, Augusta syndrome has worn off for your golf clientele and staffing numbers are increasing to meet the early season demands. Staffing has continued to be a hot topic in our industry. I thought I would share some insights into how we're approaching some issues from seasonal staff all the way to Assistant.

Our specialized personnel - Assistants, Equipment Manager, Irrigation Technician and core staff members are immersed into the MAAGCS and GCSAA programs. We've also discussed online certification programs. These are great resources to impact professional growth, and says a lot about your company.

I have been fortunate to see my recent Assistant progress into her first head grounds position, but I quickly turned my attention to the recruiting process. As I read through numerous job ads to construct my own, I realized the #1 industry challenge was right in front of me. We're going to need to provide a competitive advantage whether that is higher salary, educational opportunities or time off. Adapt with the times or you're going to be hitting the resubmit button on industry websites.

As we continue to build a core full-time staff, we're also looking to supplement consistent seasonal staffing levels. That's an oxymoron in our industry, right? I am working with recruiting and staffing agencies to keep a constant flow of productivity. There are a number of quality agencies who can meet your seasonal demands in our region. This avenue is another tool when you need a few extra hands to facilitate aeration procedures, projects and minor detail tasks around special member events. The benefits from this view are less payroll taxes, benefits and insurance to the Club.

I wish I had an administrative assistant to keep this hiring process constant, and that is part of the reason I am using the staffing agencies. Discuss this option with Club officials, because I believe it is economically viable and can bridge the gap as you do your own hiring. Most importantly, you are not losing productivity on the course.

I hope this connects with some of you that are struggling to find help. Look forward to seeing you at some of our MAAGCS events!

Warm Regards,
Tyler Bloom



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Upcoming Schedule of Events

- Tues., May 23:** First Tee STEM Event, Waverly Woods Golf Course, Marriottsville, MD
- Tues., May 30:** Chesapeake Challenge, Queenstown Harbor, Queenstown, MD
- Thurs., June 8:** Dr. Mathias Retirement Celebration, UMD Campus, Samuel Riggs IV Alumni Center, College Park, MD
- Thurs., June 15:** MAAGCS US Open Social, Gordon Biersch, Rockville, MD
- Fri., June 23:** Rick Fritz Memorial Turf Research & Scholarship Golf Tournament, Bretton Woods GC, Germantown, MD
- Wed., July 12:** UMD Field Day, UMD Paint Branch Turfgrass Facility, College Park, MD
- Mon., July 24:** 2nd Annual Craig Swiney Memorial, Musket Ridge Golf Club, Myersville, MD
- Thurs., September 21:** MAAGCS Tour Championship Social Event, The Green Turtle, Mt. Airy, MD
- Wed., September 27:** MTC/UMD Golf Tournament for Turfgrass Research competing for the Cammorata Cup, Queenstown Harbor Golf Course, Queenstown Harbor, MD
- Mon., October 16:** MAAGCS Stewards of the Chesapeake Presented by Landscape Supply, Baltimore Country Club, Luthersville-Timonium, MD
- Mon., October 30:** MAAGCS / VGCSA Assistants Forum, Belmont Country Club, Ashburn, VA

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