

# TurfgrassMatters

WINTER 2023



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# President's Message - Chris Sandels

Dear Members,

As we begin 2023, I want to thank you for your support for the association this past year. Whether it was participating in one event or several, your actions are always appreciated. In speaking with other associations and industry leaders, they are always astonished at how many of our members show their support by participating in our golf and education events. Engagement and participation at events are just one of many areas where the MAAGCS excels. An association is only as good and as strong as its members!

I'm extremely honored to serve as your next MAAGCS president, and I sincerely thank you for putting your trust in me. Also, I want to thank Past President Chris Fernandez for his exceptional leadership the past two years. It was no easy task leading MAAGCS through the pandemic. Furthermore, I would like to welcome our new board members Matt Earhart (Chartwell Golf & Country Club) to serve as Secretary and Mike Esh (Crofton Country Club) to serve as Membership Services Chairman. I look forward to working with such a dedicated board as we represent the association.

While I have many obligations to MAAGCS, our focus this year will be continuing to create value for all our members. One way in doing so will be continuing to build the Workforce Development program. I'm excited to announce that we will be working closely again with Tyler Bloom Consulting. Our goal is to provide superintendents additional tools and resources to be successful in their search for employees. We have dedicated an entire section on the website to these resources and will continue building upon them. Secondly, we can't emphasize enough how important it is that everyone creates their facility BMP's. Creating these documents will help support our industry and educate policy makers not only in our region but the entire country. For those of you who have done so, I thank you. For those of you who haven't please take the thirty minutes or so to complete yours.

MAAGCS has another wonderful year of events planned for 2023. For those of you attending the GCSAA Conference and Trade Show please make sure to attend the Joint Social with ESAGCS and VGCSA at the DoubleTree by Hilton Orlando at Sea World. Also, we have our Annual Education Seminar that includes a great lineup of speakers! For a full list of our scheduled events, please visit the website and begin marking your calendars!

Lastly, if there's ever anything the MAAGCS board can assist with please let us know. We were elected to build value and provide additional resources to ensure we continue to grow as an association and look forward in doing so.

## Christopher Sandels

MAAGCS President

#GETGROWING



**Chris Sandels**

Mount Vernon Country Club

703-989-3102

[csandels@mountvernoncc.org](mailto:csandels@mountvernoncc.org)



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## 2023 MAAGCS Board of Directors

### MAAGCS Officers

#### President

Chris Sandels  
 Mount Vernon Country Club  
 703-989-3102  
 csandels@mountvernoncc.org  
 @Sandels22

#### Vice President / Treasurer

Shaun O'Connor  
 Timbers at Troy Golf Club  
 443-520-5435  
 soconnor@kempersports.com

#### Secretary / Online PR

Matt Earhart  
 Chartwell Golf & Country Club  
 901-268-2754  
 mearhart@chartwellgcc.com

#### Past President

Chris Fernandes  
 Rolling Road Golf Club  
 443-848-8385  
 cfernandes@rollingroadgc.com  
 @Hilltop\_Super

### Directors

#### Golf

Joe Haskins  
 Renditions Golf Course  
 443-865-0317  
 jhaskins@renditionsncc.com  
 @BWI\_Gator

#### Education

Alejandro Baiocchi  
 Woodmont Country Club  
 310-424-7482  
 abaiocchi@woodmontcc.com  
 @cc\_woodmont

#### Newsletter

Vince DiStefano  
 Musket Ridge Golf Club  
 301-803-0181  
 v.distefano@musketridge.com

#### Government Relations

Eric David  
 United States Naval Academy  
 517-420-5647  
 edavid@usna.edu  
 @esd327

#### Membership Services

Mike Esh  
 Crofton Country Club  
 301-502-6232  
 mesh@croftonclub.com

### Equipment Manager Representative

Anthony Lewis  
 Chevy Chase Club  
 301-656-6323  
 alewis@chevyclub.org

### Assistants Representative

Luke Simon  
 Chevy Chase Club  
 574-596-9953  
 lsimon@chevyclub.org

### IAC Representative

Aaron Wells  
 BASF  
 aaron.wells@basf.com  
 571-233-5534

### Staff

#### Chapter Executive

Tyler Eastham  
 757-329-3577  
 teastham@gmail.com  
 @MidAtlGCSAA

#### Chapter Executive

David Norman  
 804-399-7802  
 dnorman008@gmail.com  
 @MidAtlGCSAA





# REGISTRATION OPEN!

## MAAGCS Education Seminar

### February 21, 2023

Turf Valley Resort, Ellicott City, MD

[Registration Open – click here](#)

Presented by



The annual Education Seminar is a full day event that provides industry professionals the opportunity to hear from some of the best educators from around the country. And as always there will be re-certifications and GCSAA education points awarded. This is also a great event to network with your colleagues and discuss the upcoming growing season. Included with registration will be education, breakfast, lunch, ice cream break and a beer and wine networking social after the event. Be sure to register early and don't miss out on our biggest education event of the year.

We will return to the beautiful Turf Valley Resort in Ellicott City. In addition to the education seminar and thanks to the support of partners, vendors and friends of the industry we will have our **second annual silent auction**. Come prepared to WIN some great items!



#### Featured Speakers:



Christopher  
Fields-Johnson



Steve McDonald



Paul Mascaro



Darin Bevard



Bill Kreuser



Tom Malehorn



Paul Kostka



Mike Fidanza

#### Sponsorship Opportunities:

Sponsorships are important to fundraising and keeping our costs reasonable for members. Please consider supporting this event with a sponsorship! Sponsorship include recognition on-site, in emails, newsletters and on the event website.

If you have questions, please reach out to Tyler Eastham – [teastham@gmail.com](mailto:teastham@gmail.com).

**Reception Sponsor: \$1,500**

**Speaker Sponsor: \$1,000**

**Break Sponsor: \$500**

**[Click here](#) to register or to confirm your sponsorship!**

**Speaker Sponsor:** The Syngenta logo features the word "syngenta" in a stylized, lowercase font, with a green leaf icon above the letter 'a'.

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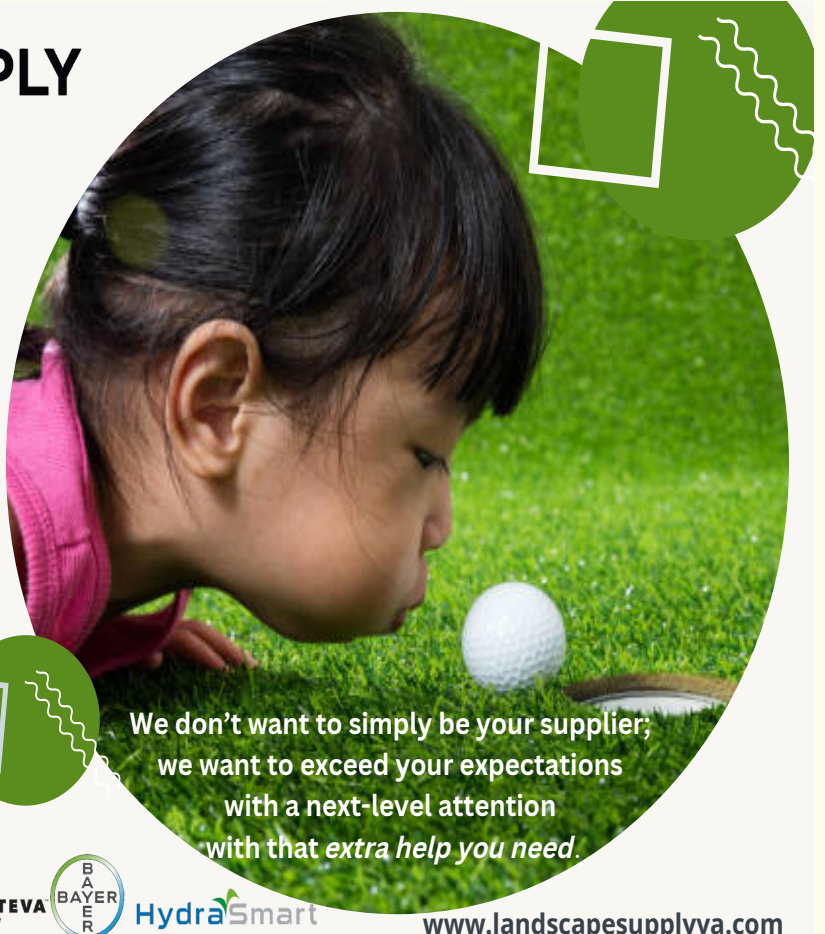
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# Annual Meeting - Rolling Road Golf Club - Tuesday, November 29, 2022

## Chris Fernandes called the meeting to order at 12:51 pm

- 2021 Meeting minutes were made available to the membership via email prior to the meeting.
- Scott Wunder made motion to approve 2021 Annual Meeting Minutes. Jon Lobenstine 2nd the motion to approve the minutes. Chris Fernandes ask for "All in favor" the membership in attendance responded "aye".
- Chris Fernandes asked for amendments or additions to the agenda. No amendments or additions were suggested.

## Chris Fernandes recognized the 2022 board of directors

- Past President: Ryan Kraushofer, Westminster National Golf Course
- Vice-President/Treasurer: Brendon Rapp - University of Maryland
- Secretary: Chris Sandels - Mount Vernon Country Club
- Our sitting Directors are as follows:
- Membership Services: Shaun O'Connor - The Timbers at Troy
- Government Relations: Eric David - United States Naval Academy Golf Club
- Golf: Joe Haskins - Renditions Golf Course
- Education: Alejandro Baiocchi - Woodmont Country Club
- Media Public Relations/Newsletter: Vince DiStefano - Musket Ridge Golf Club
- Industry Affiliate Chair Representative: Aaron Wells, BASF
- Assistant Representative: Luke Simon, Chevy Chase Club
- Equipment Manager Representative: Anthony Lewis, Chevy Chase Club

## Chris Fernandes presented a year-in-review slideshow to include events reviews, donations, and recognized members and friends of MAAGCS that passed away in 2022.

## Eric David gave Government Relations update.

- There are no major bills yet and prefilling will begin in January. We will know ore mthen if there are any bills pertinent to the industry.
- The legislative session will run January-April. Our lobbyist will inform us of any bills of interest pertaining to the industry in a couple of weeks.
- Eric David asked the membership to continue brining potential local and state legislation to his attention as some regulations get stuck in bills not in the environmental committees such as the blower ban that was proposed in 2022.

## Joe Haskins presented the golf awards for 2022.

Annual Championship at Rolling Road Golf Club, October 24, 2022.

- Superintendent/Assistant Division
  - Tad Dinan, Low Gross Champion, Rick Wakefield Award
  - Tim Connolly, CGCS, Low Net, Steve Sweiderk Award
- Open Division
  - Kevin Smith, Low Gross Champion, Cheryl Gualtney Award
  - Tim Riismanedel, Low Net Champion, George Barger Award

## MAAGCS Match Play Presented by Syngenta

- Champions: David McGregor & Stephen Britton
- 2nd Place: Mike Esh & Andrew Puddester "Strokes Gained Sippin"
- Semifinalists
  - Jeff Rice & Kevin Smith
  - Ed Gasper & Mark Jewell "Whiskey on the Rocks"

## Joe Haskins went over the 2023 MAAGCS Event Schedule

- Facility BMP Virtual Workshop: Tuesday, January 10, 2023, Virtual
- GCSAA Golf Industry Show: February 6-9, 2023, Orlando, FL
- MAAGCS, ESAGCS, VGSA Joint Social: Wednesday, February 8, 2023, DoubleTree by Hilton Orlando at SeaWorld, Orlando, FL
- MAAGCS Education Seminar: Tuesday, February 21, 2023, Turf Valley Resort
- First Green Event: Tuesday, May 16, 2023, Westminster National Golf Course
- Super/Assistant Challenge: Date and Location TBA
- Equipment Managers Meetings: Dates and Locations TBA
- Assistant Superintendent Meetings: Dates and Locations TBA
- Match Play Presented by Syngenta: - April - October
- Social Hours
- April - Frisco's Tap House in Columbia
- June - Pier Oyster House in Annapolis
- Chesapeake Challenge: Tuesday, May 30, 2023, Queenstown Harbor
- MAAGCS Annual Championship: Monday, October 2, 2023, Piney Branch Golf Club
- The Stewards of the Chesapeake: Monday, October 16, 2023, River Bend Golf & Country Club
- Annual Meeting: Fall, TBA, Rolling Road Golf Club

## Joe Haskins went over Outreach Events scheduled for 2023

- MAAGCS Labor & Registered Apprentice Workshop: January 23, 2023: Monday
- UMD Spring Career & Internship 2023 (Virtual): February 24, 2023: Friday
- MAAGCS Virtual Job Fair: March 1, 2023: Wednesday
- MAAGCS Virtual Job Fair: May 1, 2023: Monday
- Future Farmers Association of America Career EXPO, Maryland State Convention: June 27, 2023: Tuesday
- Future Farmers Association of America Career EXPO, Virginia State Convention: June 29, 2023: Thursday
- Junior Achievement - Fall Virtual Inspire: November TBA, 2023
- National Apprenticeship Week: November 14-20, 2023

## Chris Fernandes asked if there was any new business. No new business was discussed.

## Chris Sandels presented the scholarship Awards.

### Scholarship winners are:

- Turf Scholarships \$9,500 Total
  - Andres Escobar - Penn State University
  - Christopher Velasco - Penn State World Campus
  - Julian Lutz - Rutgers Professional Turf Management School
  - Kramer Johnson - Penn State University
  - Timothy Steindl - University of Georgia Online
- Member/Child Scholarship: \$6,000 Total
  - Holly Haber - Stevenson University
  - Lauren Haber - Coastal Carolina University
  - Logan Huey - Millersville University
  - Natalie Huey - James Madison University
  - William Kingora - Bridgewater College
  - Hunter Wendt - University of Tennessee

Continued on p. 9

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### **Chris Fernandes presented the Financial Update**

- Chris Fernandes maintained the association is in a sound fiscal position.
- Through the first eleven months the association is ahead of budget and should finish the year slightly ahead of budget.
- Chris Fernandes presented MAAGCS donations made in 2022. Donations included funds supporting the Living Classroom, Oyster Recovery Partnership, Steve Sweiderk Memorial, Shields Memorial, Crop Science Society of America, Golf My Future My Game, Nathan Chris Baker Foundation, UMD GIS Giveaway and research donations to UMD Turf Pathology Fund and Virginia Tech Warm Season Winter Study.

### **Vince DiStefano gave the GCSAA report from the Chapter Delegates Meeting.**

- This report included updates on certifications, GCSAA elections, facility BMPs, First Green, CGCS modernization, legislative updates and the conference and trade show.

### **Chris Fernandes announced the GIS giveaway drawing**

- Rhett Evans picked the winner through a random spinner.
- Scott Wunder won the GIS giveaway.

### **Chris Fernandes announced there are no by-laws updates for 2022.**

- Chris Fernandes asked if there was any new business for this portion of the annual meeting.
- No new business was presented.

### **Election of Officers:**

Nomination Committee Chairman Ryan Kraushofer announced the slate of officers and directors.

- Ryan Kraushofer, Chris Fernandes, Brendan Rapp and Chris Sandels have just completed the second year of their two-year term, elected in December 2020.
- Brendan Rapp elected to step off the board this year. With Brendan's departure from the board, Chris Sandels ran for the President's position and Shaun O'Connor ran for the Vice President/Treasurers position. Matt Earhart ran for the Secretary position and Chris Fernandes assumed the position of Past President, all of which are 2-year terms.
- Chris Fernandes asked if there were any nominations from the floor. There were no nominations from the floor.
- Chris asked if the slate of officers was approved by the membership. Scott Wunder made a motion, Mike Bostian 2nd. Chris Fernandes asked for "All in favor", the membership in attendance responded "aye".

### **The 2023 slate of officers:**

- Past President – Chris Fernandes
- President – Chris Sandels
- Vice President/Treasurer – Shaun O'Connor
- Secretary – Matt Earhart

### **Election of Board Directors:**

Election Committee Chairman Ryan Kraushofer outlined who was running for the board of directors and asked for nominations from the floor. No nominations from the floor were presented.

- Eric David will serve the second year of his two-year team, elected in December 2022.
- Alejandro Baiocchi, Vince DiStefano and Joe Haskins have all agreed to serve another year as Directors on the board. Mike Esh ran for the open Directors position on the board. Anthony Lewis

and Luke Simon agreed to remain on board as the Equipment Manager Representative and Assistants Representative, respectively as appointed by the president.

- Ryan Kraushofer asked if there were any nominations from the floor. Now nominations were made from the floor.
- Ballots were passed out to voting members (Class A, Class B, Class C, Class AA) with 4 names already on them: Alejandro Baiocchi, Joe Haskins, Vince DiStefano and Mike Esh. Members were asked to vote for one nominee to serve a 2-year team.
- Volunteers counted the ballots and handed the results to Ryan Kraushofer. Ryan Kraushofer announced that Joe Haskins was elected to serve a two-year term while the other directors on the ballot will serve a 1-year term.
- Ryan Kraushofer asked for a motion to destroy the ballots. Joe Haskins motioned, Mike Bostian 2nd. The ballots were destroyed.

### **Ryan Kraushofer announced results from the elections.**

- President – Chris Sandels – Mount Vernon Country Club
- Past President: Chris Fernandes – Rolling Road GC
- Vice-President/Treasurer: Shaun O'Connor – The Timbers at Troy
- Secretary: Matt Earhart – Chartwell Country Club
- Director Membership Services: Mike Esh, Crofton Country Club
- Director Government Relations: Eric David – United States Naval Academy Golf Club
- Director Golf: Joe Haskins – Renditions Golf Club
- Director Education: Alejandro Baiocchi – Woodmont Country Club
- Media Public Relations/Newsletter: Vince DiStefano – Musket Ridge Golf Club
- IAC Rep: Aaron Wells – BASF
- Assistant Representative: Luke Simon, Chevy Chase Club
- Equipment Manager Representative: Anthony Lewis, Chevy Chase Club

### **Service Awards**

- Ryan Kraushofer presented Chris Fernandes with a plaque commemorating his service as MAAGCS President
- Chris Sandels presented a plaque to Ryan Kraushofer commemorating his service to the MAAGCS Board of Directors.

Chris Sandels thanked the membership, speakers and guests for attending the annual meeting.

### **Chris Sandels Adjourned the meeting at 1:56 pm**



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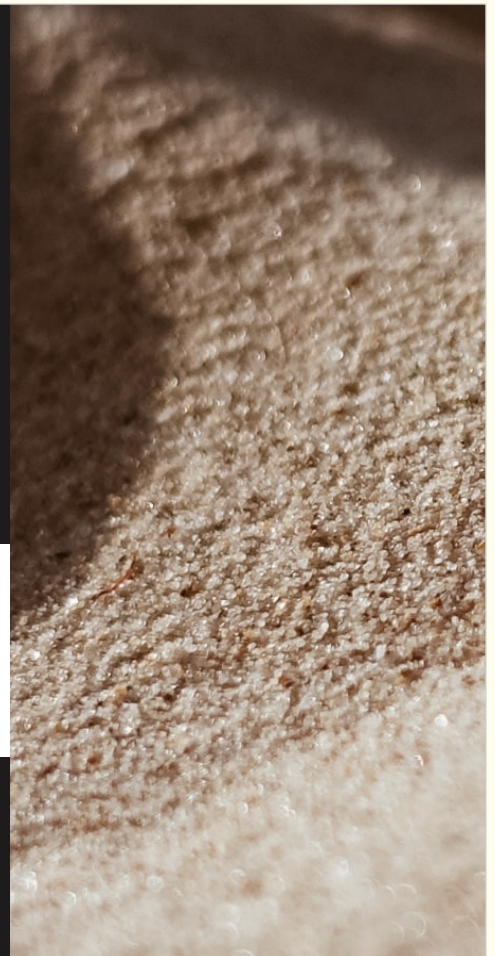
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# GCSAA Conference Social!

## Don't Miss It!



Wednesday February 8th,  
7:00-10:00pm

DoubleTree by Hilton Orlando at SeaWorld  
10100 International Drive  
Orlando, FL 32821

Hosted by: MAAGCS, VGCSA and ESAGCS

Once again, we will be hosting our annual social event joint with VGCSA and ESAGCS during the week of the golf industry show. This is a **FREE** event and we encourage you and your guest to attend for a fun night of networking, food & drinks. Registration is not required, just show up!

The social will be set in the beautiful Palm Pavilion at our host hotel, the DoubleTree by Hilton Orlando at SeaWorld on Wednesday, February 8th. Because of the tremendous support from our partners and sponsors, this is a **FREE** event, and we encourage you and your guest to attend for a fun night of networking and entertainment! **Registration is not required, just show up!**

### Supporting Sponsors



## Facility BMP Prize Contest Giveaway!

Complete your Facility BMP by February 10, 2023! Ten winners will be chosen by drawing for a \$100 gift card, plus one grand prize of \$1,000, all determined by random selection.

Prizes will be awarded at the Education Seminar!

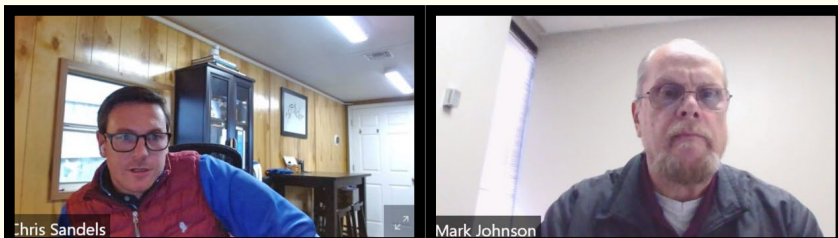


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# GCSAA Update

There is no better way to start 2023 off right than by saving money. GCSAA has so many member benefits that can provide year-round savings. [GCSAA Member Benefits](#) offers discounts and services that you can only receive as a member. From car rentals to hotels, GCSAA has you covered. Looking for new uniforms or clothes for your crew, we also have options for you. GCSAA also works to provide you complementary tournament admission. Please check GCSAA Member Benefits for the tournament you are interested in. Complimentary grounds admission to all PGA TOUR, Champions Tour and Korn Ferry Tour events is available for GCSAA Class AA, Class A, Class A-Retired, Class B, and Class B-Retired members, and their immediate families. The Masters updates will be coming soon.

One of the greatest benefits GCSAA offers is health insurance opportunities. [The GCSAA Association Health Program](#) partners with Association Health Programs (AHP) to offer members specialized personalized health insurance options. The program was created out of the needs of our GCSAA members. The program is not limited to just health insurance but also includes dental, vision, telehealth, mental health, disability, life, accident, long-term care, and Medicare supplements. The program is available in 38 states including Pennsylvania (New Jersey is excluded). Please visit [The GCSAA Association Health Program](#) to learn more about the program. The health insurance program is eligible for all GCSAA membership levels.

Our affinity programs do not stop there. We have career resources from job search to contract negotiation help. Erin Wolfram, CPRW is available to also help with individualized career consultations. GCSAA also offers great discounts for computers, car rentals, clothing, uniforms, batteries, and more. The list of savings and discounts is always growing so keep checking the great available discounts at [GCSAA Member Savings](#).

Another great way to start 2023 is by exploring [My Learning Hub](#) and all the great free webinars available. GCSAA's database of great education will help you explore an unlimited number of topics. In addition, throughout the year we continually update our educational webinars. If you think you have a topic or have a topic you would like to be added, please let us know at GCSAA. We are always looking for new ideas.

The biannual Compensation and Benefits Survey is now out. GCSAA conducts a comprehensive study of the compensation, benefits, and operations of its superintendent members. This biannual report shows whether your compensation is in line with your peers at similar facilities in your region. The survey is open to all Class A and B members. All class A and B members should have received access to the survey via email. If you have not received the survey and would like to complete, please reach out to Greg Stacey [gstacey@gcsaa.org](mailto:gstacey@gcsaa.org). The survey is open until February 16, 2023. The survey is important to our industry and can help you with future job employment and negotiations.

GCSAA is advocating on the state and national level for you so golf course management voices are heard. Another great opportunity to help golf course management and get involved is the Grassroots Ambassador Program. The program matches members of GCSAA with each member of Congress and builds strong relationships between them. The program has established a network of committed volunteers to serve as the "go-to" people for lawmakers and their staff on golf course management issues. The great success of the program has allowed it to grow. GCSAA is expanding the program and no longer is it only one member to one member of Congress. Any member who is interested in becoming an ambassador will be accepted. GCSAA sees the success of having a team to promote golf course management and we are taking those lessons to talk to our nation's lawmakers. Keep an eye out for the 2023 National Golf Day in Washington DC. National Golf Day will be in person for the first time since 2019.

There is still time to sign up for the 2023 Conference and Trade Show in Orlando, FL. GCSAA is excited to provide our most innovative and interactive show. Monday and Tuesday will feature Interactive Facility Tours and great education on site. In addition, Monday will have the Welcome Reception at Aquatica for great networking and camaraderie. Wednesday the Trade Show opens with more interactive fun including a Grass Stage for demos and education right on the floor. Thursday will not disappoint with more Trade Show experiences and the GCSAA Annual Meeting. Registration is open now. Hope to see you in Orlando. Check out [gcsaaconference.com](https://gcsaaconference.com) to register and learn more. In addition, download the GCSAA Conference and Trade Show App so you have more chances to interact.



**Katrin Wolfe**  
Mid-Atlantic Regional Field Staff  
Representative  
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# Letter from the Editor

Goodbye 2022 and hello 2023. As we gear up to take on the incoming season I find myself reflecting on the past and hopeful for the future. Being a Golf Course Superintendent is a huge commitment and a lifestyle that demands dedication and sacrifice. Even though we tend to carry a disproportionate load of responsibility on our shoulders none of us can say that we have gained success on our own. Mentors and experiences good and bad shape us by building us from the ground up. Maintaining a golf course takes a team of skilled workers that must buy-in to our visions and management style. However, we are alone with in the crew dynamic typically because there is only one Superintendent.

Times are certainly changing and we are swept up in changes of employees, costs, our golfer demographics and balancing our home life with work. What does that translate to in terms of how we work or how we live? I am sure that the achievement of work life balance means something different to each person. To me in one word it means efficiency. One way that I will be maximizing the efficient use of my time at work is to recreate an annual procedures binder. I have had them over my years as a manager and they are great tools. To start I make a list of everything that I know will be coming during the year and fill the binder with annual forms and tasks. For Musket Ridge I will make a section for the public water system requirements and irrigation water data logs. I will have an employee communication section for meeting notes, employee writeups, safety issues or exceptionally good work. There will be a section for the fertilizer and pesticide inspection and reporting. I will have a section for GCSAA and maybe MAAGCS but I have a separate binder for the board. I usually keep my large pesticide invoices, fertilizer purchases like EOP and pricelists. There is a financial section for P&L sheets, budgets, and estimates. In the Capital Expenditure section I keep estimates, invoices and narratives. I also keep a section for weather because I print the monthly data from the weather station as part of my preparation of the monthly report for my boss.

Now that the binder exists, as things come up throughout the year documents can be added or sections can be initiated. The binder will help by keeping everything that I might need to revisit, or add to in one place. When the year is over and I have completed all the important managerial tasks I have a record and reference that can be saved for future use. My annual binder makes my time in the office much more efficient. I will have a procedure book to pass to the next guy. I always have somewhere to put an important document. There are many advantages to keeping an annual procedures binder and I highly recommend trying it in some capacity.

Have a great winter season and thank you for reading Turfgrass Matters.



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# A Quick-Start Guide to Putting Green Data Collection

Chris Hartwiger, Director, Agronomy - USGA

## Key Takeaways

- Data collection can be overwhelming, but it doesn't have to be.
- Using a simple framework of observation, interpretation and application ensures that the data you collect is useful in your decision-making process.
- Start small with one or two key performance indicators (KPIs) such as green speed or clipping volume.
- Make sure that the data collection process is performed consistently over time – e.g., make plans for weekends or staff absences. Failure to do so will lead to disappointing results.
- To stay on track, ask yourself: “Am I serving the data or is the data serving me?”

The quest for continuous improvement is a fascinating aspect of turfgrass management. There is not a part of the industry that has not been improved over the last 100 years. With that said, not every innovation has stuck. Over time, the helpful ones have been adopted and the others were tossed aside. This brings us to the current era of data, sensors and analytics. Superintendents have the ability to collect mountains of information, but they must discern which information is most valuable to their turf management program.

Whether or not a golf course superintendent should embark down the road of data collection is not the best question to ask. A better one is, “How far down the data collection road should a superintendent go?” Golf course superintendents already collect data every single day – whether it is checking the rainfall total, tracking the amount of fertilizer applied, or taking a quick look at the clippings in a mower basket. In a sea of details, what are the most important data points to focus on? How much data collection is too much?

The USGA Green Section article [“A Year of Measuring Putting Green Performance”](#) provided a detailed account of a thorough data collection process that was used at six different golf courses and described the benefits of that work. This article is written to encourage those superintendents who are on the fence about data collection and provide a framework for how data collection can help optimize a putting green management program. A structure of what to do every day will be provided along with resources for taking these concepts further. Finally, a few cautionary notes will be offered to avoid common pitfalls.

## Why Collect Information?

There are at least three reasons to collect information that warrant consideration, but the real test is if the benefits of the information are greater than the time commitment required to collect it.

**Influence Future Decisions:** Information collected over time and displayed graphically makes it easy to identify trends or areas of concern. If green speeds are measured daily, what happens to speed when the greens are double mowed three days in a row? What happens to green speed if a weekly topdressing is made? How long does it take for a fertilizer application to result in a higher clipping volume? When does clipping volume peak after a fertilizer application? Having simple measurements on hand can answer these questions and influence future decisions.

**Clarity of Communication:** When information is collected systematically and stored in a central location, the superintendent is in control of the written record. This can improve communication to the turf management team or to other officials and managers at the golf course. It has been said that a golf course is only as good as a golfer's last round. When they offer comments about putting green playing performance, are their perceptions rooted in the actual conditions or how they played that day? With a written record, this is easy to address. Without one, it can be difficult to resolve disagreements. Additionally, a historical record can help the superintendent and decision-makers link course conditions with the golfer experience to deliver conditions that satisfy most golfers most of the time.

**Budget Management:** Imagine walking into a budget meeting armed with a graph of key performance indicators such as putting green speed and clipping volume and being able to confidently state: “For 2022, our daily green speeds were in our target range 90% of the time as shown on this graph. The amount of turf growth needed for recovery under our levels of play is X ounces of clippings per 1,000 square feet. To achieve these results, here is the list of labor hours, inputs and cultural practices needed.” Providing this level of detail is the fruit of daily data collection.

A great playing surface is something to celebrate but a data collection program can quantify what it took to produce the surface. This is important for budgeting and communication.



You don't need much equipment to get started with data collection and your program can easily expand over time.

Continue



# A Quick-Start Guide to Putting Green Data Collection *Continued*

## Collecting Information – A Three-Step Process

The model outlined below is simple and powerful. Every superintendent already follows this theme in many ways, but it can be improved by collecting information regularly and systematically.



A great playing surface is something to celebrate but a data collection program can quantify what it took to produce the surface. This is important for budgeting and communication.

### Step 1: Observation – What do I see?

Observations are everywhere. A superintendent may notice scalping on the putting greens, an outbreak of disease, the healing of aeration holes, the quantity of clippings in the basket, the presence or absence of dry spots – the list could go on. What are the one or two items that someone could or should track every day to make sure the putting greens are meeting expectations and are in line with the budget?

These one or two items are called key performance indicators (KPIs). Ideally, these KPIs should be easy to measure, provide insight into performance and help guide future decisions. For example, many golfers use their individual strokes gained putting statistics to guide future practice.

For golf course putting greens, KPIs that are easy to measure and track daily are green speed and clipping volume. More advanced KPIs include organic matter content, firmness and soil moisture.

### Step 2: Interpretation – What does it mean?

An observation has been made. Now is the time to interpret the observation by asking what it means. For example, let's say today's green speed is 9 feet, 7 inches. Is this high, low or normal? Does it vary significantly from yesterday or last week? If the expected standard at the course is between 9 and 10 feet every day, we have learned that the standard was achieved. We may also note how many days in a row green speed was in the desired range.

If clippings are measured, a superintendent will be able to see how the plants are responding to the fertilization program and whether the response in clipping volume is higher, lower or on par with what is expected. A second level of interpretation involves comparing KPIs week over week or even year over year.

### Step 3: Application – How do I use the information at my course?

The last step is where the observations and interpretation pay off. The information collected and interpreted is applied to future decisions and communications. If green speed is in the desired range and has been for

some time, what are the cultural practices and inputs that are needed over the upcoming days to stay in the desired range? Because clipping volume is so dependent on nitrogen levels and temperatures, when should the next fertilizer application be scheduled? The same line of thinking is applied through all the cultural practices and inputs related to playing quality. Simply stated, performance data can help you understand whether various inputs should be increased, decreased or stay the same to deliver the desired results.



Take time to measure the amount of sand topdressing applied. This information will be helpful in matching future topdressing rates with growth – which can be measured, too.

## Building Your Data Collection Program

The structure of a data collection program is important. It must be organized in a way that can be repeated daily. If not, consistency will suffer, the program will fall apart and the value of the information will be diminished greatly. Below are some steps to get started:

- 1. Start with the putting greens.** They involve 80% of the shots in a typical round and greatly influence the golfer experience.
- 2. Identify your KPIs.** The simplest KPIs for putting greens are speed and clipping volume. More advanced KPIs include organic matter content, surface firmness, surface smoothness and trueness.
- 3. Identify inputs or cultural practices that influence the KPIs.** This is where things can start to get complex and overwhelming. Identify and record the items that influence clippings and green speed. Examples include mowing height, mowing and rolling frequency, grooming/brushing events, nitrogen rate, topdressing rate, growth regulator use and temperature. These factors should be logged every day. This information will prove to be valuable. At some point, recording only green speed will lead you to wonder what is required to produce those results. This is where tracking cultural practices and inputs becomes important.
- 4. Decide how many putting greens to focus data collection on.** USGA agronomists are often asked how many putting greens should be measured. The best way to think about it is in terms of time required versus benefit. There is a huge return on measuring one putting green versus zero. We advise starting with one until the process is established and ingrained in the maintenance routines. Once this occurs, add more putting greens as you see fit.
- 5. Set up the details of the day-to-day collection program.** It is important that the green speed be measured on the same putting green(s) in the same location. This will require identifying a relatively flat area and marking two small spots about 9-12 feet apart that will serve as your measuring points. A black magic marker or spray paint are good options for creating these semipermanent marks.

**6. Clippings are best measured by volume and not weight.** Sand picked up by mowers has a much greater influence on weight than volume. An easy way to measure clippings is to leave a 5-gallon bucket next to the putting green(s) that are going to be measured. The operator starts mowing the putting green with an empty basket and then dumps the clippings into the bucket. At the maintenance facility, the clippings can be dumped into an even smaller bucket that has graduated measurements. The smaller the final container, the easier it is to detect small differences in clipping volume.

**7. Set up the chain of command.** Data collection is a 365-days-a-year process in many parts of the country. Identify who is responsible for collecting and entering information. Train workers such as mower operators to contribute to the process. Make plans for weekends or staff absences to make sure there is no disruption in the program.

#### An Example of Observation, Interpretation and Application

Below is a simple example of the process of observation, interpretation and application. During the observation phase, make as many observations as possible. Move to interpretation and try to figure out what these observations mean. Last but not least, apply this information to your management program and practices. Don't be discouraged if there is room for improvement in your process or results. Both the superintendent and other decision-makers will still benefit from a deeper understanding of what is required to reach the standard and stay there.

Let's go through the process with this graph of green speed at a golf course over a 12-month period.



This simple graph of one year's green speed measurements can offer tremendous insight into season-long performance and areas for improvement.

#### Observations – What do I see?

- Green speed generally remained within the target range.
- A big drop in green speed occurred in July following a core aeration event.
- The length of time it took for green speed to return to the standard was about three weeks.
- Green speed trended down for about five weeks from late April into May.
- Green speed stayed more consistently within the target range in the fall.
- Green speeds peaked in September around a special event at the course.

#### Interpretation – What does it mean?

- Aeration was disruptive to the desired standard for a significant amount of time.

- The downward trend of green speed in April and May was due to higher clipping volume associated with rising temperatures.

#### Application – How can the information be used?

- A different aeration recovery strategy can be implemented and the time it takes to return to the desired standard can be recorded. If clippings are higher than desired through this period, less fertilizer can be applied. If the presence of unhealed holes and too much sand is causing slower speeds, more fertilizer can be added. Year-over-year results can be compared. Over time, the turf team will be able to optimize recovery for their site and it will be based on what they have observed over the years.
- An increase in growth can be expected every spring when temperatures begin to rise. Management programs can be implemented to lessen the impact this flush of growth has on green speed and communication efforts during this time can educate golfers about what to expect.

#### Cautionary Notes

Although data collection is valuable, it is important to avoid several pitfalls. A turf team must avoid the trap of serving the data. The data must serve their turf management program. If data collection becomes a task just for the sake of collecting data, the program will fail in the long run and it will not produce enough actionable information. Data collection should create a resource that can be used in many ways, over and over again. This is why it is advisable to start small and build over time.

“A turf team must avoid the trap of serving the data. The data must serve their turf management program.”

A second word of caution is to make sure the procedures for collecting information are consistent and accomplished on time. Measuring clippings should be just as important as mowing the putting greens. If they are scheduled to be mowed, clippings should be collected. This may seem obvious, but it is far more likely for a worker to forget to collect the clippings than for a worker to forget to mow a putting green. Any breakdown in data collection occurs not because of time, but because the collection process is flawed. Data collection must take into account the training of all staff involved and there have to be backup plans when staff are absent from work.

#### Conclusion

Data and measurements are all around us, so it is no surprise that data-driven decision making has arrived in the turf management world. This article provides a simple structure to make sure the insights gained from data collection aid in future decisions, instead of getting lost beneath a sea of numbers and graphs. Investing a small amount of time into collecting a few pieces of information can provide a superintendent with huge returns.

Golfers take performance on the putting greens seriously. A well-constructed data collection program can help superintendents meet expectations as much as possible throughout the year.

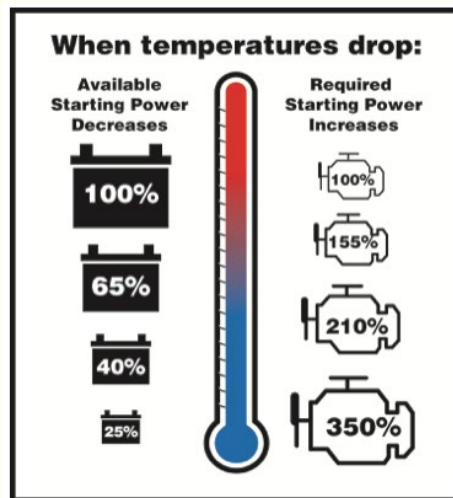




# Equipment Manager Update

## Winter Progress

Our cold snap right before Christmas demonstrated how diverse our Mid-Atlantic winters can be. Frigid temperatures like that have the ability to burst pipes, damage sprayer components, turn diesel fuel into gel, and derate a battery's cranking capacity. We valved off the water to outside areas and parked the sprayers inside our heated shop. Thankfully this was during a weekend and no equipment was required to overcome the latter possible issues listed above. Diesel fuel begins to gel at 15 degrees when the wax particles begin to crystallize and resist flow. There are additives to prevent this from occurring however we not in the habit of treating entire storage tanks as these conditions do not occur often enough to warrant the expense. 12 volt lead acid batteries have separate ratings for room temperature capacity and cold(0 degrees) cold cranking amp capacity. The energy required to start an engine is inversely proportionate to the battery's capabilities. See the chart below.



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MAAGCS partnered with Finch Turf to host an Equipment Manager's social event at Matchbox on January 11th. We had a great turnout and plan to host more social events in the future. I feel it is important to socialize and share information with others in the area as it makes us all stronger. Another aspect that helped the event's turnout in my opinion was making the event open to anyone involved in the Turf Industry. Bridging the gap between Superintendent, Assistant, and Equipment Manager's events will be a common theme to continue building relationships and exchanging resources. A big thanks to Finch Turf for jumping on board with the concept!

We are in the process of planning our next educational event. Another ongoing educational opportunity will be the GCSAA CTEM test prep study prep meetings. We'd like to offer 2-3 dates over the next few months where practice exams, the exchanging of study guides, and content discussion can take place. More to come on dates and information from the Golf Industry Show.



# 2023 Sneak Peak of Events

#MAGS2023 has done it again by planning an impressive slate of social gatherings, non-industry related events, fun filled golf outings and of course the return of the 8th Annual Match Play Championship. To give you a preview of what to expect, we have put together a sneak peak of some of the offerings taking place in 2023. This year's collection of events promises to be one of the best yet – all we need is you.

## Social Gatherings & Non-Golf Events:

*TPC Sawgrass: Superintendent/Assistant Challenge* - March 9th Bowlero (Columbia)

- Let's get rolling - fun filled day of strikes, turkeys, and gutter balls.

*The Masters: Pimento Cheese & Crow's Nest* - April 6th Sports & Social (N. Bethesda)

- Time to get excited for a fun and successful growing season.

*PGA Championship: Chesapeake Challenge Practice* - May 18th Frisco's

- Get your swing ready to take down the Eastern Shore Association.

*U.S. Open: Oysters & Shrimp* - June 15th The Pier Oyster House (Annapolis)

- Cheers to the beginning of summer and the 100 days of hell.

*The Open Championship: Crabcakes & Pints* - July 20th The Point Crab House & Grill (Arnold)

- Come by water or land and enjoy the best food & drinks on the Magothy River.

## Golf Events:

- 8th Annual Match Play Championship presented by Syngenta
- Chesapeake Challenge: May 30th Queenstown Harbor
- Annual Championship: October 2nd Piney Branch Golf Club
- Steward of the Chesapeake: October 16th River Bend Golf & Country Club



**Joe Haskins**

**Renditions Golf Course**

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# Workforce Development Success Story

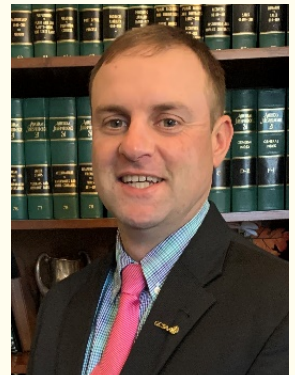
Last winter, my assistants and I were looking for a way to find seasonal employees to maintain the golf course in the summer. Today many of you are faced with the same challenge. To make the summer successful we needed an innovative solution. On the MAAGCS website there is a tab for [Workforce Development](#), where you can find a list of workforce developers, internship coordinators, and school counselors that are linked to workforce development in the State of Maryland. I reached out to a contact listed for Anne Arundel County Schools and immediately connected with the director who helped jumpstart the process to start a STEM internship program at the Naval Academy Golf Club. Our crew went from a staff of 15 in 2021 to a staff of 28 in 2022. We hired eight interns from the STEM program at South River High School and five other college kids from around town. The internship program is key to building what I believe will be a pipeline of employment for the future. The STEM internship is focused on rising seniors, which allows students to come back a second summer before they enter college. I look forward to hiring the next group of interns because of the success from 2022. Using high school STEM programs will drive interest at a young age and attract talent to our industry helping us down the road.

This winter, instead of searching for new employees, my assistants and I are putting together a roster of returning employees. I never minimize the struggle to find and retain staff members in our industry but I do want to share our success story that can be duplicated by using the resources provided by MAAGCS and Tyler Bloom. I really like working with the schools because that's the age I became interested in the profession. The information on the website gave me the start I needed to create a program with adequate staffing and the potential to teach new turfgrass students.

Eric David, CGCS

Naval Academy Golf Course

Director of Government Relations - MAAGCS



**Eric David**

**Naval Academy Golf Club**

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Congratulations goes out to McGregor-Britton on defending their title and for claiming the 7th annual MAAGCS Match Play Championship presented by Syngenta.

We are in our 8th year of the annual Match Play Championship presented by Syngenta and registration will officially open at the Education Seminar on February 21st. This event has become increasingly popular every year and will sell out, so be sure to attend the seminar for a day of top-notch education and so you can register early for the Match Play Championship!

**Prizes: Champions - \$500 each | Runners-Up - \$250 each | Semi-finalists - \$100 each**





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# Workforce Development

As the 2023 season approaches, I wanted to provide some context about the workforce development initiatives spearheaded by the MAAGCS. A lot has been accomplished over the last year, and we're excited to continue making progress to assist employers in the region.

If you have not gone to the MAAGCS Workforce Development section on our website, I would start you on this pathway first. The resource includes a contact database for both Maryland and Virginia employers including high school counselors, career centers, temp agencies, apprenticeship coordinators, re-entry programs, veterans and workforce development representatives.

What's the best approach to connect with these contacts? It's as simple as sending an email or a phone call to the listed representative. Introduce yourself, your position and facility and clearly communicate your interest to share employment opportunities. You may need to follow up more than once as these individuals also get bombarded with emails and their own daily jobs, too. If you feel you are hitting a roadblock, please don't hesitate to reach me at [tyler@tylerbloomconsulting.com](mailto:tyler@tylerbloomconsulting.com).

One of the biggest challenges our industry faces, not just the Mid-Atlantic, is general outreach and awareness. In most cases, outside representatives do not have the knowledge of what golf course superintendents do or what the work is like. Each individual school or contact will host job fairs, career development events and outreach opportunities throughout the calendar year that you may participate in. I would encourage you to invite specific representatives from the organizations to your facilities for an outreach event. This grassroots approach at the individual facility level is ultimately going to move the needle.

Not sure how to host an event? The association has had great success hosting First Green events for educators, students and teachers.

First Green, a Golf Course Superintendents Association of America (GCSAA) program, pairs golf courses with local schools for unique Science, Technology, Engineering, and Mathematics (STEM) learning opportunities. The First Green allows young students to get out of the classroom and apply STEM principles in a real-world setting. Golf course superintendents play the role of teacher on the golf course, complementing classroom curriculums with hands-on learning labs.

To learn more go to: <https://www.thefirstgreen.org>

We have continued to gain strong interest from both Montgomery County and Baltimore County school officials regarding Apprenticeship Maryland.

Apprenticeship Maryland is a youth apprenticeship program for students, ages 16 and up, that is designed to lead to sustainable employment and further education based on a student's selected career. This program was developed in partnership with the Maryland State Department of Education (MSDE) and the Maryland Department of Labor (MDOL).

The program is designed to create compensated, high-quality youth apprenticeships that prepare students to enter employment in high-skilled, high-growth sectors. Participating students start the program in the summer or fall of their junior or senior year and must complete at least 450 hours of work-based training under the supervision of an eligible employer and at least one year of related instruction.

Lastly, by the winter education event, we will be showcasing a career page that will be utilized to market open positions for entry level employment to schools and state entities. Our goal is to streamline communications with interested candidates, and also serve as a central site to direct all future marketing efforts about career opportunities in the Mid-Atlantic. More information will be discussed during this event.

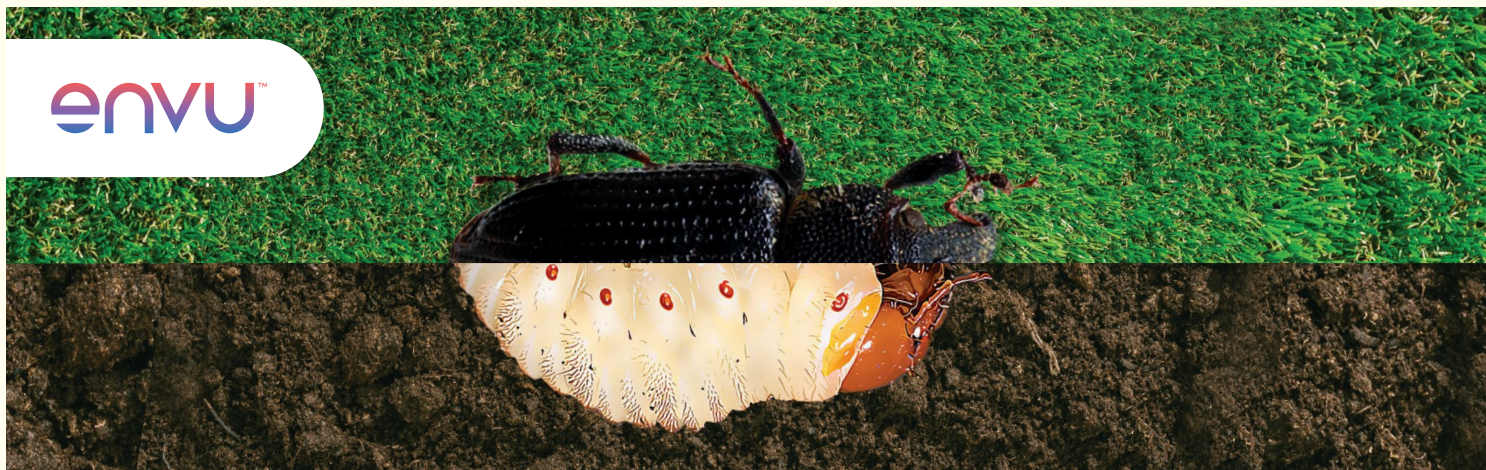
The success of the workforce development initiatives take collaboration and participation. Your feedback, suggestions and involvement is critical to the success of the program. If you have interest or need assistance in areas related to workforce development, please contact me at [tyler@tylerbloomconsulting.com](mailto:tyler@tylerbloomconsulting.com). We have seen early success in this program in the last year, and will continue to build momentum for the future.



**Tyler Bloom**  
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## Ryan Kraushofer, CGCS for GCSAA Director



***"Vision without action is merely a dream.  
Action without vision just passes the time.  
Vision with action can change the world."***

***-Joel A Barker***

Well folks the GCSAA Golf Championships presented by Toro are right around the corner and that leaves those of you who are playing just a short time to hit the range and get some practice in. A wise friend of mine always reminds me that "The Future is Today!" So, get out there, get practicing, and who knows you could be the Future GCSAA National Champion!

"The Future is Today" has me thinking. If I'm elected to the GCSAA Board what does the future hold for me, for GCSAA, and for you? Well, I can tell you this, in line with the GCSAA Mission and Vision statement, my goals as a GCSAA board member is to focus on systemic problems the golf industry is faced with and to help develop creative solutions to address each of those issues.

**Click the image below** to hear more about the unique skills and perspectives I bring to the table if elected to the GCSAA Board of Directors.





# Assistants Update!

As I look back on the 2022 season it joys me to reflect on some moments we were able to create as an industry here in the Mid-Atlantic. Being my first year as a member of the MAAGCS board it was an honor to be able to represent assistants in the area, have a chance to meet so many new people, and put some names to faces. Looking forward to the new year that is quickly approaching I am excited for some events that are in the works. These events will continue to provide education and networking not only for assistants, but vendors, interns, and mechanics as well.

A key part of this industry is understanding all facets of the operations we are involved with, which is why creating a strong network of relationships with people throughout our industry is so valuable. The turnouts we saw last year were great, but there is always room for improvement. A goal of mine is to put together a variety of events that touch on a range of topics in order to keep pushing attendance numbers up and creating a worth while experience for all that attend. Look out for event postings in the very near future, and I look forward to seeing everyone in Orlando for the GCSAA Conference and Trade Show!



**Luke Simon**

Chevy Chase Club

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# MAAGCS Schedule of Events

## February 6-9, 2023

GCSAA Conference & Trade Show, Orange County Convention Center, Orlando, FL

## February 8, 2023: Wednesday

Social with VGCSA & ESAGCS, DoubleTree by Hilton Orlando at SeaWorld, Orlando, FL

## February 21, 2023: Tuesday

MAAGCS Education Seminar, Turf Valley Resort, Ellicott City, MD

## March 9, 2023: Thursday

Superintendent/Assistant Challenge, Bowlero, Columbia, MD

## April - October 2023

MAAGCS Match Play Championship, Presented by Syngenta, Various Locations

## April 6, 2023: Thursday

The Masters Networking Social, Sports & Social, Bethesda, MD

## May 16, 2023: Tuesday

First Green Event, Westminster National Golf Course, Westminster, MD

## May 18, 2023: Thursday

PGA Championship Networking Social, Frisco's Tap House, Columbia, MD

## May 30, 2022: Tuesday

MAAGCS VS ESAGCS Chesapeake Challenge, Queenstown Harbor, Queenstown, MD

## June 15, 2023: Thursday

U.S. Open Social Hour, The Pier Waterfront Bar & Grill, Annapolis, MD

## July 20, 2023: Thursday

The Open Championship Networking Social, The Point Crab House & Grill, Arnold, MD

## October 2, 2023: Monday

MAAGCS Annual Championship, Piney Branch Golf Club, Upperco, MD

## October 16, 2023: Monday

Stewards of the Chesapeake, River Bend Golf & Country Club, Great Falls, VA

## Fall TBA, 2023

MAAGCS Annual Meeting, Rolling Road Golf Club, Catonsville, MD

# MAAGCS Employment Referrals

As a service to members, the MAAGCS provides complimentary posting of jobs to MAAGCS members and Partners. Please [click here](#) for a complete listing and details of available positions. Here is a sampling:

[Lexington Golf & Country Club in Lexington, VA seeks Superintendent](#)

[Poolesville Golf Course \(MCRA \) in Poolesville, MD seeks Assistant Superintendent](#)

[Salisbury Country Club in Midlothian, VA seeks Golf Course Superintendent](#)

[Burning Tree Club in Washington, D.C. seeks Seasonal Intern](#)

[Burning Tree Club in Washington, D.C. seeks Seasonal Intern](#)

[Burning Tree Club in Washington, D.C. seeks Assistant in Training](#)

[Heritage Hunt Golf and Country Club in Gainesville, VA seeks 1st Assistant Superintendent](#)

[Heritage Hunt Golf and Country Club in Gainesville, VA seeks Golf Course Mechanic](#)

[Robert Trent Jones Golf Club seeks 1st Assistant Superintendent](#)

[Manor Country Club in Rockville, Maryland seeks Assistant Superintendent](#)

[Springfield Golf & Country Club seeks 1st Assistant Superintendent](#)

[The Suburban Club in Pikesville, MD seeks Assistant Superintendent](#)

[Hampton Roads Golf Clubs in Virginia Beach, VA seeks Mechanic](#)

[Hampton Roads Golf Clubs in Virginia Beach, VA seeks Superintendent](#)