

SPORTS TURF MANAGER

May/June 1997 • OFFICIAL NEWSLETTER OF THE SPORTS TURF MANAGERS ASSOCIATION • Volume XV, Number 3

ARE YOU NUMBER ONE?!?

information provided by the STMA Awards Committee

s your field Number One? Start gathering the materials now to submit your potential award winner in the Field of the Year competition.

These are the categories: STMA/Beam Clay®/sportsTURF Magazine Baseball Diamond of the Year competition: professional, college and school, municipal or park diamonds; Softball Diamond of the Year; Football Field of the Year; and Soccer Field of the Year.



1996-97 STMA/Beam Clay[®]/sportsTURF Professional Diamond - Thomas J. Dodd Memorial Stadium, Norwich, CT

what you do and how you make the best use of your resources.

TAKE PICTURES! Show details of your field at its best; crews at work; players in action. Include a few "vertical" shots. (One might make the magazine cover.) Slides are best for publication. Prints are best for judges viewing.

Think of it as your resume' and interview your facility. Include your own "tricks of the trade" and make your submittal stand out.



1996-97 STMA Soccer Field of the Year -Legion Field, Birmingham, AL

Category "breakdowns" within the Football, Softball and Soccer Award programs are at the Judges' discretion.

How To Prepare Your Winning Entry

Gather the details. What's the geographical location? When was your field originally constructed? Has it been renovated? Describe your soil profile, drainage system and irrigation system. Is the field lighted? How many games and what other events are held on the field?

Track your maintenance program. Detail your operating budget and staffing levels. Tell why you do



1996-97 STMA High School Football Field of the Year -Flinn Memorial Stadium, Quincy, IL

Finally -- Tell why you think your field is **THE BEST**, and have fun with it!

STM



SPORTS TURF MANAGER

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Sports Turf Manager is a publication of Sports Turf Managers Association (STMA). It is published bi-monthly and is free to STMA members. Sports Turf Managers' goal is to promote the mission of the association by providing a channel for communication between the representatives of the board and its constituency. STMA is not responsible for the opinions expressed in this publication. Address changes, advertising, photographs, and editorial inquiries should be directed to the executive offices. © 1997 Sports Turf Managers Association. All Rights Reserved.

President's Message

by Mike Schiller, President

Resources Found

hen an unusual problem pops up on your turf, who do you call? Problem busters -- your peers within the industry who are most likely to have encountered, and found solutions to, those same problems. When you're faced with budget-tightening initiatives or personnel issues, this same peer group is ready with "case histories" and background information pertinent to workable solutions.

Networking is information sharing at its best, a give and take of what works and what doesn't, a grapevine of new technology and industry happenings, and a solid connection that helps you realize that -- on both the darkest and the brightest days -- you're not "out there" alone.

Use STMA -- your association - as your networking connection. Use the STMA Membership Roster & Resource Manual to look up the latest contact information for someone you know or to track down that person you met at the last Conference whose facility or city you remember, but whose name has slipped your mind.

Or call Headquarters. Maybe you want to touch bases with some of the new members in your area that you haven't met personally. Maybe you're having a concert on the field for the first time and want some hints to avoid damage. Maybe you want to know how a certain product or technique is working out after a year or so of use. Or maybe you need some ideas to help convince the band director that one weekly session of on-the-field, under-the-lights practice is sufficient. The STMA staff is ready to help connect you with an information source.

And Resources Lost

A leader of the turfgrass industry has gone on to greater rewards. The Lord



Mike Schiller

needed another innovator and took Tom Mascaro from us.

Tom was a truly neat guy, personally and professionally. I was privileged to meet him years ago and to present him with his Honorary Life Membership in STMA at our 1986 Conference in San Francisco. I had the opportunity to listen to some of his formal presentations. His ability to tell the story of where our profession had been and to back it up with the slides to show it was truly special. His informal group discussions were enthralling; I could have listened -- and kept learning -- all day.

It was awesome to meet someone who has been such a big part of the history of turfgrass management. It's amazing to think of all the things we take for granted that Tom Mascaro had some part in developing. Tom's "inventor's touch" was evident in over 100 different items, including the first aerifiers, and a battery powered lawn mower.

Tom Mascaro wanted to share the ideas so that we all became better turf-grass managers. In that, he was a kindred spirit with Harry Gill. They both said the same thing about new techniques, procedures and equipment, "Let's get it out to those who need it the most."

Tom, you may be gone, but you'll never be forgotten.

Make

How Do You Do ...?

The Question -- How Do You Avoid/Repair "Lips" Along the Baseline?

Answered by Eugene R. Carlson, Sioux City (IA) Explorers

To avoid lips, we take a broom out after every game and brush off the edge of the grass at every spot that is connected to the infield material. Another option would be to take a hose out on your off weeks when you don't have a game and spray the edges.

In the event that our preventive measures are not successful and we need to repair lips along the baseline, we use a sod cutter and cut the grass next to the infield skin. Next, we dig out and remove the excess build up and replace the sod. Then we either roll or tamp the sod back in place.

Answered by Scott Lingle, California Angels, Mesa, AZ

To see if the edges are level, we walk along the edge of the baseline. If one foot tilts to either side, the edges are not level. If that foot leans towards the clay, the clay level is not high enough. To correct this, we simply wet the area, scratch it with a rake, pull some clay to the edge of the turf and tamp until it's level.

If that foot leans towards the turf, our clay level is too high. If this is the case, we adjust a hose to a thin stream and blow off the edges. This removes the clay build up on the turf. It is important to hit 2 to 3 inches from the clay so as not to blow holes or trenches into the clay.

To maintain the edges, we use a leaf rake after every game. (You could also use a hard bristle broom). Then we blow off the edges with the thin stream of water from the hose to prevent build up.

Answered by Robert Nerber, Orchard Park (NY) Central Schools

Our situation up here is rather different in that we only maintain our baseball fields throughout the school year -- Parks & Rec. takes over in the summer.

We've come up with our own homemade hand tools for lip repair, sort of a trowel and pick combination. First we'll pull back the sod and then we actually get down and "shave" the lips by hand. Depending on the weather and how often we actually get out on the field with the machines, we may only need to do this 2-3 times during the season. After the lips have been shaved, we tamp the sod back into place.

Answered by Mark Schimming, City of Wichita (KS) Parks & Rec.

There are a few different ways we handle lips. If a lip has been there awhile, we try to blast it out with high pressure nozzles on a hose. This method works well if you have the time. Naturally, you need enough time to let the soil dry. Another way to get rid of that bad lip is to cut it out entirely with a sod cutter. We cut the sod, roll it, shave the lip with either a shovel or a sod cutter and roll the sod back into place. We will replace the sod if necessary.

Once the lips have been removed, we have three

basic methods of maintenance. After each game, we use either a leaf rake to comb the dirt, a stiff bristle broom to sweep it, or a backpack blower to blow the dirt. We have even used shop vacs with the hose on the exhaust side.

The important thing to remember is, when dragging your fields make sure that you use a circular pattern that varies a little from day to day. Also remember to leave a cushion or space between the drag pattern and the edges and to lift your drag up slowly when leaving the infield.

Answered by Charles Bartlett, Nantucket (MA) Parks & Rec.

We've been pretty lucky here. We really haven't had any problems with lips as yet. Our two Little League fields were just put in last year with the help of Floyd Perry. And -- also thanks to Floyd, our coaches will go out after every practice and game and either rake or sweep the infield to prevent lips. We also have a field that sits about 500 yards from the ocean and there hasn't been a problem due to the constant wind. Getting the coaches involved in maintaining the fields is great preventive medicine.



High Performance Sports Turf

by Dr. Gil Landry, Jr., University of Georgia

Producing and maintaining sports fields is a year long process -- beginning with developing a plan, like coaches develop game plans. The plan should be based on sound, basic principles of turf management. Don't fall for the "quick fix" unless you have no choice. And then be sure that it is temporary and that it will get properly corrected. Like a coach develops his plan around the basic strengths of his team, a sports turf manager should focus on fertilization, mowing, irrigation, and cultivation.

Fertilization - Know your soil fertility. Highly acid or alkaline soils reduce plant nutrient use efficiency. You might put down 50 lbs. of N an acre and lose 20 lbs. because of poor soil pH. Run soil tests at least once a year until you have developed enough history on a specific field to know how it performs under your fertility program. Proper timing is important. As a general rule, this means fall and spring applications on cool-season grasses; spring, summer and fall applications on warm-season grasses.

Provide adequate fertilization to encourage turf recovery. But be careful -- too much nitrogen will also sacrifice root growth for top growth.

Mowing - Mow to maintain the turf at the desired height for the level and type of activity. It may help to vary the mowing height, keeping grass longer when stresses are high. Mow often enough so that only one-third of the grass leaf blade is removed in a mowing. Properly sharpened blades may reduce fuel use by 20% and certainly produce a more attractive surface.

Irrigation - On many occasions properly managed irrigation can ward off problems and speed recovery from problems. Generally one-inch of water per week is enough for most sports fields. But cool season grasses and arid regions may need significantly more. If possible, apply the water in a single application, rather than more frequent, shallow irrigation. With clay (heavy) soils, irrigate to the point of runoff, allow the water to thoroughly infiltrate the soil, then repeat the cycle. On extremely high clay soils, it may be necessary to irrigate on successive nights to ensure one inch of water is applied. On sandy soils, one-half inch applied twice per week is generally better.

Maximize the time between irrigation and field use. Allow 24 to 48 hours as a minimum between irrigation and play. The greater the soil's surface moisture during use, the greater the compaction.

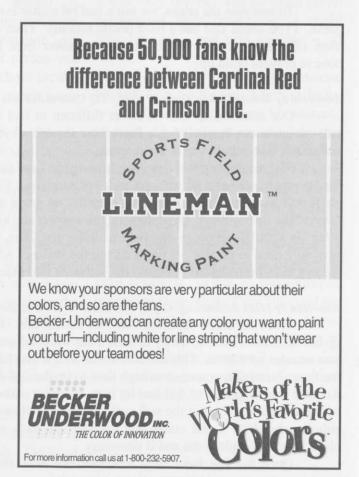
Where no irrigation exists, make fertilizer applications before forecasted rains, understanding environmentally this is extremely risky, since a heavy rainfall will either leach nutrients through the soil or drain them off the surface into surrounding surface water. Aerify following rain, when the soil is moist enough to allow for adequate penetration.

Cultivation - Core-type aeration is the one practice that can be the most beneficial and the least disruptive, in terms of turf response. In fact, I have heard sports turf managers say they wanted an aerator before they got a reel mower because of the importance of aerification to sports fields, and I have come to agree with that reasoning.

When recovery time is adequate, core aerate and drag the cores back in to provide some topdressing. Effective cultivation is very dependent on proper soil moisture. Wet soils allow easy penetration but less material is removed, and the equipment can cause some compaction. If field use is so intense that you are concerned about surface appearance or disrupting play, use solid-tines or slicing blades.

On sites where naturally occurring high bulk density soils are deep into the soil profile, and/or compaction occurs below a four-inch depth, deep-tine aerate. Ideally, a combination of various cultivation practices will provide the best results.

Aerate prior to or during the early period of maximum root growth for the turf. Normally, late winter or continued on page 5



High Performance Sports Turf

continued from page 4

early spring on cool-season grasses, and late spring or early summer on warm-season grasses, then again to relieve soil compaction after extensive use. With warm-season grasses, a final aeration after the playing season may improve root growth the following spring.

Topdressing - Topdress during the playing season, but only as needed to adjust field levels. Topdressing can temporarily reduce the turf quality of most grasses, including vigorous grasses like bermudagrass. However, topdressing is the most effective means of controlling thatch development and providing a smooth and consistent surface.

Money and people - Schedule down time to perform more intensive practices. Flexibility and some adjustment of work schedules and resources can help take advantage of play rotations and optimum weather conditions. Take care of your high-use, busy fields first. For example, fields with dense, healthy cover and lower levels of activity may not need in-season fertilization.

When multiple fields are involved, each with a heavy play schedule, it may be necessary to further narrow the allocation of resources. Concentrate on heavy use areas -- baseball infields, soccer goals, and between the hash marks on football fields, as they may need additional fertilizer and aerification.

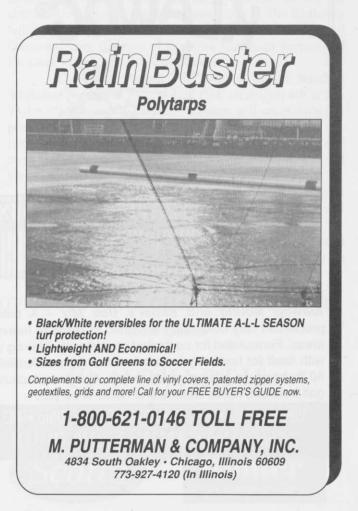
Weed control - A good weed control program can be one of the most visible improvements made to a facility. Properly identifying the weed, then using the correct herbicide at the right time are key to minimizing weeds. Summer annual grasses are easily controlled with preemergence herbicides if applied correctly. Pre-emergence controls are beneficial, even when the turf is frequently aerated. Eliminating weed competition enhances recovery from heavy use, but be aware of the side effects of herbicide applications. Minimize the use of products with root pruning characteristics on thin turf areas.

The best indicator of turf needs is your own eye. When reductions of growth or thin turf are revealed during mowing, take suitable action as soon as possible. Stick to the basics and do a good job with routine maintenance.

Remember each year and season is different, and successful sports turf managers recognize these differences and adjust their game plan accordingly.

STM





Welcome New STMA Members

Nick Aiello

Mt. Prospect Park Dist. Mt. Prospect, IL

Joe Cichanski

Mt. Prospect Park Dist. Mt. Prospect, IL

Dorothy Hill

City of Hibbing Parks & Rec. Hibbing, MN

Robert D. Martin

N. Bakersfield Parks & Rec. Bakersfield, CA

Quantum Sports Parks, Inc.

John Richardson Soquel, CA

Robert Spain

Harding Academy Memphis, TN

Blair Tweet

Fargo/Moorhead Red Hawks

Fargo, ND

Roger Bossard Chicago White Sox

Chicago, IL

Mark D'Avola

Town of Brookfield Brookfield, CT

Peter Hyduke

City of Hibbing Parks & Rec.

Hibbing, MN

Nasu Nursery, Inc.

Tadashi Ochiai Tochigi, Japan

Kevin T. Robinson

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Mark Abbott Havmarket, VA Jim Bukowski Town of Vestal Vestal, NY

Dale Gregory

City of Chanhassen Chanhassen, MN

Gregg Kolodica

Lansing School Dist. Lansing, MI

Lane Oglesby

Student/Univ. of Alabama Tuscaloosa AL

James R. Rodgers

George Mason Univ. Fairfax, VA

The Tessman Co.

Arin Laugtug St. Paul, MN

Chris Wirz

I.S.D. #15 St. Francis, MN Walt Cargile

Student/Auburn Univ. Auburn, AL

Kris Harris

Student/Texas A & M College Station, TX

Wally Lang

City of Woodbury Woodbury, MN

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Members on the Move

Scott Lingle, formerly with the Florida Marlins, has taken the position of Head Groundskeeper with the Anaheim (CA) Angels.

Raechal Sager, former student member, has taken the position of Groundskeeper with the Butte (MT) Copper Kings Baseball Club.

CONGRATULATIONS PEOPLE!!

Employment Opportunities

The Michigan Battle Cats Baseball Club has openings for Sports Turf Management Internships for working on the grounds crew at Bailey Park.

The Boise (ID) Hawks have two (2) openings for assistants/interns.

The Waukegan (IL) Park District has an opening for a full-time Parks Maintenance Worker III.

For more information on these openings contact STMA Headquarters at (800) 323-3875 OR call the Jobs Hotline at (712) 366-1145.

If you, or anyone you know, has changed jobs, graduated, or received a promotion, or if you know of any available job openings, give us a call here at Headquarters. We'll be more than happy to help get the word out!



Sports Turf Happenings



Chapter Events

Midwest Chapter: STMA

The Midwest Chapter: STMA will meet on June 12th at Demaree Stadium of Merrillville High School, Merrillville, Indiana, STMA's 1994 Football Field of the Year. Activities include a tour of the facility and sessions on field construction and maintenance.

August 12th marks the Chapter's Seminar on Wheels Tour. Plan now to join in this behind-the-scenes tour of the athletic fields of Northwestern University, Wrigley Field, Soldier Field and the University of Illinois - Chicago campus.

Because of injuries sustained in a serious accident this past fall, Midwest Chapter President Lonnie Berg felt that she couldn't devote the necessary time to the association and has resigned her position. Stepping up to the President's position for the remainder of Lonnie's term is Scott Pippen, Village of Lincolnshire. John Anderson, Cannon Turf Supply, Inc., has been asked to fill the Vice President position. The rest of the board remains the same with Marc Van Landuyt, Van's Enterprises, as Past President; Donald Michaels, Conserv FS, as Treasurer; and Mike Trigg, Waukegan Park District as Secretary.

For more information on these events, the Midwest Chapter or other pending activities, call: The Chapter Hotline (847) 439-4727.

Colorado Chapter

The Colorado Chapter: STMA will hold their next meeting on Friday, June 13th at Sky Sox Stadium. Registration is from 11:00 A.M. to noon. The meeting will open with Dave Rulli's President's Message and an introduction by Mark Leasure. Activities include Vendor presentations, a session on infield mix presented by Ken Norkosky, and a tour of the stadium. Attendees will also enjoy a cookout and the Sky Sox baseball game.

The Chapter's Mid-Summer Workshop is scheduled from 9:00 A.M. to 3:00 P.M. on Friday, July 18th, at Wagner Park in Aspen, Colorado, the home of the World Rugby Tournament. Workshop sessions will include field renovation and irrigation.

Mark your calendar for the 2nd Annual Lawn Mower Man Open golf outing. This event is scheduled for August 5th, 1997, at West Woods Golf Course in Arvada, Colorado.

Due to snow in April, the Spring Vendor Expo was canceled. This event has been tentatively rescheduled for September 18th, 1997, at Jeffco Stadium. Further details will be announced in August.

For information on these events, the Colorado Chapter and other upcoming activities, call the 24-Hour CSTMA Chapter Hotline/FAX: (303) 438-9645.

Keystone Athletic Field Managers Organization (KAFMO Chapter STMA)

Planning is underway for the KAFMO Chapter STMA's fall field day. More details will be announced soon.

For more information on the field day or the KAFMO Chapter STMA, contact: Dan Douglas, Reading Phillies Baseball Club, at (610) 375-8469, extension 212.

Minnesota Chapter: STMA

The Minnesota Chapter will hold its 3rd Annual Workshop on Wheels event on July 16th. Participants will gather at Midway Stadium, then board the bus for McMurray Fields where vendors will show their aeration equipment in action in a mini-aeration clinic. Following that, the group will board the bus again for tours of the City of Plymouth Athletic Facility; Goodrich Field, Anoka, MN, where they are constructing a high sand based field; Blaine Sports Center, the site of USA Cup Soccer; the Turfco factory; Bethel College; Urban Ventures; and the Rice and Arlington Sports Dome. The Workshop will wrap up with a tailgate party back at Midway Stadium and the St. Paul Saints game.

The Minnesota Chapter will also meet on August 11th at Winter Park, the Minnesota Vikings Training Facility, for a Seminar and Tour. More details will be announced soon.

For information on these events, the Minnesota Chapter or other upcoming activities, contact: Connie Rudolph at (612) 644-0639.

The Iowa Sports Turf Managers Association

The Iowa Sports Turf Managers Association will hold a Baseball Workshop from 1:30 P.M. to 4:00 P.M. on July 9th at the Little League Fields in Ottumwa, Iowa. The Workshop will include presentations by Bill Perry of the City of Ottumwa, Gary Peterson of the Iowa Extension Service and Dr. Dave Minner of Iowa State University.

The Iowa Chapter will hold a second Baseball Workshop from 1:00 P.M. to 4:30 P.M. on August 8th at Sec Taylor Stadium in Des Moines. Sessions will cover daily and post-season maintenance of the mound, plate and infield; fertility; building your own low-cost equipment; and repair of turf areas including: overseeding, seed pre-germination, sod and plugs.

The Iowa Turfgrass Field Day will be held August 14th at the Iowa State University Turf Farm. More details will be announced soon.

For more information on these events, the Iowa Chapter or other upcoming activities, contact: Lori Westrum continued on page 8

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Doc's Dugout - An Inning From Our Past & Present (Part I)

by Dr. Kent Kurtz - STMA Historian

A Sincere Tribute to a Friend, Colleague, Industry Pioneer and Legend TOM MASCARO

he entire turfgrass industry lost a great friend, entrepreneur and dynamic individual, when Tom Mascaro passed away May 6, 1997, in Pompano Beach, Florida, at the age of 81. Many will remember the folding cane Tom used in earlier years and the electric cart in which he cruised trade shows and turf conferences in his later years. Tom was struck by polio when he was 9 months old. This affected his left side the remainder of his life, but he overcame his adversity to revolutionize the turfgrass industry. Tom perfected the knack of turning lemons into lemonade.

He made a tremendous impact on both the sports turf and golf course industries. Tom was named one of STMA's first Honorary Life Members and campaigned wherever he traveled for new STMA members. In addition, Tom was influential in forming STMA's first Chapter, the Florida Chapter #1.

Tom Mascaro entered the industry in 1936 with the establishment of his own business, West Point Products, Inc., which mixed spent mushroom soil with nutrients to create fertilizers and materials for topdressing. Groundskeepers had been making their own fertilizer and topdressing materials and each had his own formula. Tom called on groundskeepers, listened to their needs and then customized his products for them. During its first 10 years of operation, West Point Products, Inc. produced special soil mixtures for golf courses and packaged potting soil and organic fertilizer. Tom was the first to market potting soil in 2-pound bags for homeowners through nurseries and stores like F.W. Woolworth, S.S. Kresge, and Sears.

In the early 1940s, the company also began manufacturing and marketing turfgrass tools and equipment to improve turfgrass health and vigor. During Tom's lifetime, his company designed, built or formulated over 100 pieces

of turfgrass equipment or products -- 20 of which were awarded U.S. and/or foreign patents. In 1969, West Point

Products merged with Kearney National Corp., which later acquired Hahn, Inc.

Tom retired and moved to Florida in 1973, but it didn't "take." He started another company, Turfgrass Products Corp., which became Turf-Tec International in 1986 when his son John joined the company as president. Even with waning health the past 2 years, Tom remained active in the business.

I last saw Tom at the Golf Course

Show in Las Vegas this past February. He cruised the show floor in his electric cart, worked the company's booth and fit in time to catch up with old acquaintances. He was his usual self -- positive, caring, supportive, interested and concerned about others. As always, he was focused on how to make the grass greener for his friends and all the turfgrass managers of the world.

Tom Mascaro was a creative and innovative thinker with the unrelenting drive and ability to follow an idea through to fruition. He introduced and manufactured the first true aerifier and vertical mower to turfgrass managers along with many other items needed by an industry struggling for recognition in the earlier years (1930s, '40s and '50s).

Please Note: The next issue of Sports Turf Manager will feature Part II, which will discuss the innovations, products and equipment that Tom Mascaro created for the turfgrass industry.

STM

Chapter Events

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at The Turf Office at (515) 232-8222 (phone) or (515) 232-8228 (fax).

Southern California Chapter: STMA

For information on the Southern California Chapter or pending activities, contact: Chris Bunnell at (619) 432-2421.

Florida Chapter #1: STMA

For information on upcoming events or the Florida Chapter, contact: John Mascaro at (954) 938-7477.

STMA Chapters on the Grow:

The Mid-Atlantic Athletic Field Managers

Organization (MAFMO) is an active group currently working toward STMA affiliation. A Dinner Meeting is planned for June 19th from 6:30 P.M. to 9:00 P.M. at Joe Theisman's Restaurant in Elkridge, Maryland. The topic will be Turfgrass Seed Certification.

For more information on this event, MAFMO, or other upcoming activities, contact the Hotline: (410) 290-5652.

Great Plains Sports Turf Managers Association

For Information on the Great Plains Sports Turf Managers Association or upcoming events, contact: Mark Schimming, City of Wichita, at (316) 337-9123.

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Headquarters Update

by Steve Trusty, Executive Director

s I write this column, I've just made my first Chapter visit of 1997. (The Colorado trip was postponed due to an April snowstorm.) The KAFMO Chapter: STMA held a Field Day with Floyd Perry in Harrisburg, PA, and they invited members of the Pennsylvania Recreation and Park Society.

Is your STMA Chapter reaching out beyond the core membership to provide information and assistance? Most chapters are, but are you -- personally -- doing all you can to make sure there is always plenty of help and ideas? I learned many years ago that I got the most out of those organizations that I put the most into. I challenge you to give more to STMA -- and see if you don't receive even more than you can imagine in return.

Talking about doing something for STMA and yourself -- due to the late arrival of the March-April newsletter, the new member contest first announced on page 12 of that issue has been extended to June 30th. (See the box on page 10). Extra membership brochures are available from headquarters, in sportsTURF or on our web page.

With the continued support STMA is receiving

from all of you -- and the extra "push" of this win-win-win membership contest, I'm looking forward to announcing some record-breaking membership numbers in the next newsletter. This is your association and the stronger it is, the stronger **your** recognition and impact within the green industry.

Comments are coming in on the Certification Program. Some are short and simple, "just what we've needed." Other comments are long, detailed, well thought out suggestions for adding to, improving or adjusting certain aspects of the program. If you haven't expressed your thoughts yet, please do so soon. The more input we have from members the more we can be assured that the CSTM program will meet member needs. All comments received will be passed along to the committee for consideration. (Please refer to pages 14 and 15 of the March/April newsletter to review the details outlined there or call headquarters. We'll fax, e-mail or mail you a copy of the article.)

Your headquarters staff apologizes for the late arrival of the Membership Roster and the March/April

continued on page 10

Headquarters Update

continued from page 9

newsletter. We blew it -- our first attempt to combine our computer programs with the Roster setup was lots more complex and time consuming than we had anticipated. The extra time did not cost STMA. Trusty & Associates have borne all the costs for the extra time. Then, the March/April newsletter was delayed because our printer couldn't run both at once and we'd asked them to wrap up the Roster first. We hope that you find the wait has paid off with more information in both than we would have had with an earlier printing. We feel that we have learned enough from this experience to prevent it from reoccurring.

Board Member and Conference Education Committee Chair, Mary Owen, has already put a lot of work into the program for next January's Conference. The preliminary program is out to the full committee for refining. Look for a very full educational pro-

> **Help STMA Grow** AND Reap the rewards!

Between NOW and June 30th -- if YOU

- Sign up 1 new member --receive an STMA cup
- · Sign up 3 new members -receive an STMA hat
- Sign up 5 new members -receive an STMA shirt

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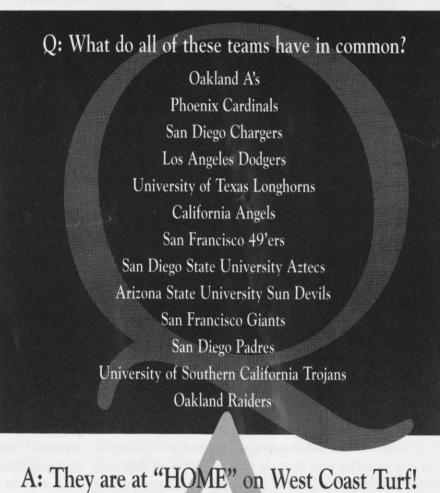
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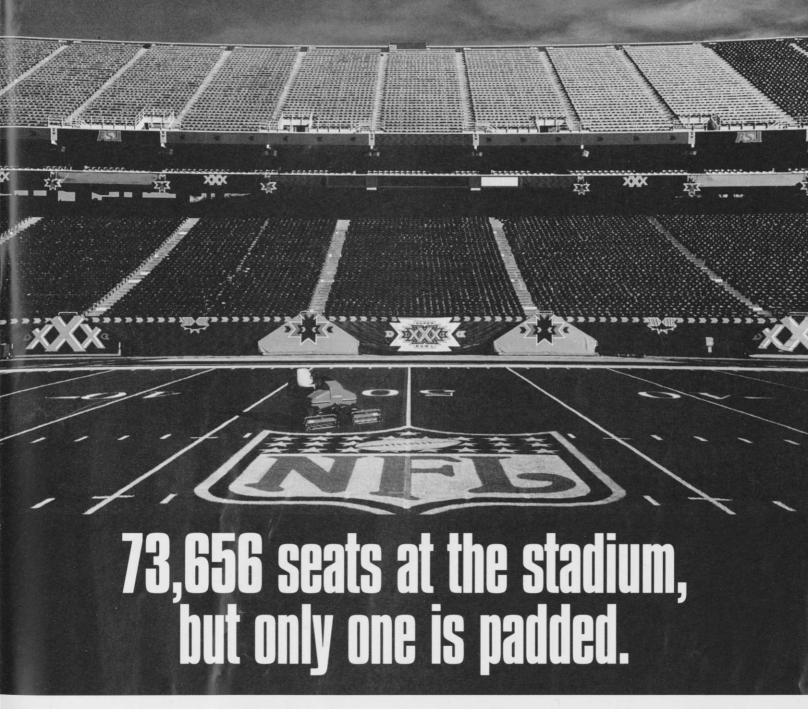
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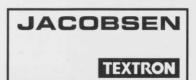
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