

THRU THE GREEN

The Golf Course Superintendents Association of Northern California

September / October 2025

Northern California Chapter
GCSAA
GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA

Cultivating Calm: *Mental Health and Resilience in the Turf World*



Inside This Issue

- Michael Knoll's Path from Rough to Recovery
- Are You Investing in Your Team's Mental Health?
- Annual Meeting Keynote Speaker Profile

You're Invited!

(Free to GCSANC Members and Preferred Partners)

Register at:



<https://membership-gcsanc.wildapricot.org/event-6268959>



2025

EMERGING TECHNOLOGY EXPO

OCTOBER 23

**McKelvey Park
1101-1197 Park Dr
Mountain View**

Registration 7:00 a.m.
Program 8:00 a.m-12:30 p.m.
On-field demos and more!
Lunch 12:30 p.m.

Learn about innovative tools transforming turf, golf and sports field management - from drones and autonomous mowers to moisture sensors, AI-driven apps, and the latest software solutions!

Joint event hosted by:



THRU THE GREEN

The Golf Course Superintendents Association of Northern California



Connerly • 6



Knoll • 13



Regan • 28



ON THE COVER

Mental Health and Resilience in the Turf World

INSIDE

- 4 Chapter Officers & Directors
- 4 Advertisers Index
- 5 President's Message
- 6 Executive Director's Report
- 8 From the Field
- 10 From the Capitol
- 12 Open up the Conversation On & Off the Green
- 13 From Rough to Recovery: Michael Knoll's Path of Sobriety & Success
- 20 Sponsor Directory
- 22 Are You Investing in Your Team's Mental Health?
- 24 GCSANC Board Members' Thoughts on Mental Health
- 28 Preview of GCSANC Annual Meeting Speaker Paul Regan
- 30 2025 Tri-Chapter Meeting Photo Recap
- 36 Naumann's NorCal News

NORCALENDAR

Emerging Technology Expo
Thursday, October 23

McKelvey Park, Mountain View

QAC/QAL Exam Prep Training
Thursday/Friday, November 13 & 14, 2025

Peninsula Golf and Country Club

Annual Meeting
Monday, November 17

Peninsula Golf and Country Club

Holiday Meeting
Friday, December 5

Monterey Plaza Hotel & Spa

DPR Continuing Education Hours
Tuesday, December 9

Cinnabar Hills Golf Club

THRU THE GREEN

The Golf Course Superintendents Association of Northern California

OFFICERS & DIRECTORS 2025



PRESIDENT
JOE BUDINICH
Peninsula Golf and Country Club



VICE PRESIDENT
TIM POWERS
Poplar Creek Golf Course



SECRETARY/TREASURER
ADAM LEVINSOHN
Berkeley Country Club



PAST PRESIDENT
STEVEN SPATAFORE
Los Altos Golf & Country Club



DIRECTOR
TAYLOR ANDERSEN
San Francisco Golf Club



DIRECTOR
MICHAEL KNOLL
Del Monte Golf Course



DIRECTOR
ANDY LINDLOFF
Fountaingrove Golf Club



DIRECTOR
PATRICK TUTTLE
Baylands Golf Links



AFFILIATE DIRECTOR
RYAN NICHOLS
Sierra Pacific Turf Supply



AFFILIATE DIRECTOR
RYAN O'CONNOR
Belkorp Ag



ASSISTANT SUPERINTENDANT
LIAISON
DERICK MARA
Contra Costa Country Club



BOARD ADVISOR (*non-voting*)
BRIAN BOYER
Cinnabar Hills Golf Club

ADVERTISERS INDEX

A-G Sod Farms	19
Assured Aggregates	7
BASF	7
Belkorp	27
BEST	7
Davey Resource Group	37
Delta Bluegrass Co.	19
DHR Golf Construction	32
Earth Sculptures	37
Envu	7
ESD Waste2Water	32
Flyers Energy	32
Frontier Golf	35
G3 Minerals	7
Ginkel Design	7
Golf Irrigation Consultants	32
GrassRoots Turf Supply	7
GreenSight Inc.	19
Harrell's	37
NorCal AirTurf LLC	37
Nutrien Ag Solutions	7
Pacific Material Resources	19
Seedking Enterprises	37
Sierra Pacific Turf Supply	9
Simplot Turf & Horticulture	40
STS Turf	33
Sunbelt Rentals	33
Syngenta	19
Target Specialty Products	19
TMT Enterprises, Inc.	35
Trimax	9
Tru-Turf	37
Turf Star Western	38-39
West Coast Turf	9

PUBLICATION MANAGER

TRACY WILLIAMS

916-616-6086

Tracy@connerlyandassociates.com

Thru The Green is published bimonthly by
the Golf Course Superintendents
Association of Northern California.

In response to member requests, we are now pleased
to offer full-color, printed copies of
Thru The Green for \$40 per issue.

To order a copy, to be shipped to you via mail, submit
your name, address and payment information to
mconnerly@connerlyandassociates.com.

To pay by check, send payment and contact
information to:

GCSANC

2235 Park Towne Cir., 2nd Floor
Sacramento, CA 95825



President's Message

By **JOE BUDINICH**, *Peninsula Golf and Country Club*

At the beginning of this year the Board of Directors met and discussed ideas of what material we would like to introduce to the membership in our Thru the Green magazine. In the past, it has almost always been about updating the membership on current happenings in the industry and events on the horizon, but this year we had a different idea from our Director, Michael Knoll: "Let's create an issue on mental health and sobriety." We all believed that this was a fantastic idea and is a topic that is not spoken about as much as it should be. In our industry, it feels like the walls close in at times because of the massive pressure from our club's memberships, and not to mention traversing and managing more than 20 employees. It is important to keep your mental health in mind and to remember to prioritize yourself when these trials come each year or yourself and the ones closest to you suffer. Please take the time to read Michael's article and other articles related to this topic in this issue. His story is an inspiration to us all and his advice resonates particularly with me.

On a separate subject, I would like to again bring attention to three clubs that have hosted three prestigious events this summer and fall:

- *Troy Flanagan and his crew at Olympic Club hosted the U.S. Amateur Championship on August 11th.*
- *Jeff Markow and his crew at Cypress Point Club hosted the Walker Cup on September 6th.*
- *Chris Dalhamer and his crew at Monterey Peninsula Country Club hosted the U.S. Women's Mid-Amateur Championship on October 4th.*

It is impressive to see three major golf championships hosted at some of our association's clubs this year. Their hard work and commitment to excellence sheds light on this region from a national level and we should all be proud. If you haven't had the chance to read about these clubs and the tournaments they're hosting this year, please check out the [July/August edition of Thru the Green](#).

Lastly, please mark your calendars for the following events remaining this year:

- *Emerging Technology Expo – October 23rd at McKelvey Park in Mountain View*
- *QAC/QAL Exam Prep Training – November 13th & 14th at Peninsula Golf and Country Club*
- *Annual Meeting – November 17th at Peninsula Golf and Country Club*
- *Holiday Meeting – December 5th at Monterey Plaza Hotel & Spa*
- *DPR Continuing Education Hours - December 9th at Cinnabar Hills Golf Club*

Sincerely,

Joe Budinich





Executive Director's Report

By MARC CONNERLY, GCSANC



The GCSANC Board continues its commitment to the association's members and seeking opportunities to increase the value of membership.

First, the Board recently agreed to cover the cost of a two-day intensive training for members preparing for the California Department of Pesticide Regulation (DPR)'s Qualified Applicator Certificate/License (QAC and QAL) exams. The training will be held on November 13 and 14 at Peninsula Golf and Country Club and is free to all members of GCSANC (non-members pay the membership dues associated with their GCSAA classification, then receive free admission and membership to November 15, 2026).

Four hot meals are included (two breakfasts and two lunches), as well as printed exam prep materials, and attendees will learn study techniques and test-taking strategies for both the Laws & Regulations and Landscape Maintenance exams.

Membership in GCSANC is a requirement to attend the training, and registration can be completed online at <https://membership-gcsanc.wildapricot.org/event-6311550>.

Next, in an effort to increase attendance at GCSANC events, the Board recently voted to increase the number of complimentary event registrations provided to Gold, Titanium, Diamond, Premier, and Elite Preferred Partners. Effective January 1, 2026, following are the number of complimentary registrations provided to those Preferred Partner levels:

- **Gold Partner** –
8 complimentary registrations per year (increased from 2)
- **Titanium Partner** –
10 complimentary registrations per year (increased from 3)
- **Diamond Partner** –
10 complimentary registrations per year (increased from 3)
- **Premier Partner** –
10 complimentary registrations per year (increased from 3)
- **Elite Partner** –
12 complimentary registrations per year (increased from 4)

The new policy excludes the Scholarship and Research Tournament and the annual Holiday Meeting, and may be used by guests of Preferred Partners, including both members and non-members, or Preferred Partner employees.

Preferred Partners interested in using their complimentary registrations after January 1 are asked to email GCSANC Membership Assistant Liz Rocha at lizeth@connerlyandassociates.com and indicate the guest names and email addresses. She will register them and keep track of how many complimentary registrations are remaining for the year. Please also indicate to Liz if you will be paying for yourself or using a complimentary registration for your own attendance.

Last, but certainly not least, we would like to acknowledge and congratulate GCSANC Past President Steven Spatafore for his selection for the GCSAA 2026 Emerging Leader Award. Steven, Director of Agronomy at Los Altos Golf and Country Club, will formally receive the award during the 2026 GCSAA Conference and Trade Show in Orlando. The GCSAA recently released a [news release](#) if you would like more information.



Steven Spatafore

Wishing you an enjoyable kickoff to fall.

Marc Connerly

Thank you
to GCSANC Silver Preferred Partner:



We create chemistry

www.basf.com

Thank you
to GCSANC Silver Preferred Partner:



[HTTP://WWW.ENVU.COM](http://WWW.ENVU.COM)

Top Dressing & Bunker Golf Sand

Improve play conditions and reduce
maintenance costs with sand from G3 Minerals

Top Dressing Blends

- TD 320 • TD 330
- TD 325 • TD 360

Golf Bunker Blends

- G3 Premier White
- G3 Bunker
- G3 White

Get your sand blend solution, click
or call today!



(925) 450-5229



Thank you
to GCSANC Silver Preferred Partner:



Possibility begins with empowering you.

No one knows your course from tee to green quite like you. But that will never keep us from nurturing the relationships you've grown to value with us at Nutrien Solutions. Armed with experienced field agronomists, innovative mapping and moisture monitoring tools, state-of-the-art plant/soil/water diagnostic labs, as well as an extensive selection of trusted inputs and exciting new technologies, your Nutrien Solutions location is well equipped to help you find the best solutions for your course.

nutrienagsolutions.com

Coastal CA Representatives

Nate Weber
nate.weber@nutrien.com
(C) 775-842-9913

Mike Ravel
mike.ravel@nutrien.com
(C) 831-595-6504



Thank you
to GCSANC Silver Preferred Partner:



www.assuredaggregates.com

Thank you
to GCSANC Silver Preferred Partner:



www.grassrootsturfsupply.com



www.bestfertilizer.com



Everyone wants to be great.
Only one can be BEST®

Don't settle for second best. Get BEST®
for superior quality, selection and value,
no matter the application.

Don Mulcahy
don.mulcahy@simplot.com
(209) 481-0070

SIMPLISTIC • SUSTAINABLE • STRATEGIC



mobile: (408) 461-0324
www.ginkeldesign.com
dginkel@ginkeldesign.com





From the Field

By JEFF JENSEN, GCSAA Field Staff, Southwest Region



I hope this finds everyone enjoying some nice fall weather! I know it is a big relief to get through the stress of the summer heat and take some pressure off the turf.

GCSAA is ramping up for our annual Conference and Trade Show in Orlando. The 2026 event will take place February 2-5, 2026, at the Orange County Convention Center. The GCSAA Golf Championships will be held January 31 – February 2, 2026, with the Omni Orlando at ChampionsGate serving as the host hotel/golf facility.

There are some major events already planned for Orlando headed up by our Centennial Celebration on Tuesday, February 3 at ICON Park. ICON is an entertainment destination with more than 50 shops, restaurants and attractions, including the world-famous Orlando Eye. Food, drink and live entertainment will be provided at numerous locations throughout the park. Make sure to stop by and help us celebrate 100 years of GCSAA!

Also, do not forget about the California Room, which will be held Wednesday, February 4, at Kavas Tacos + Tequila. Located off International Drive and just down the street from the Convention Center, the California Room is the premier networking event during show week. Stop by for drinks, great food and mingle with hundreds of members and guests of the California GCSAA.

Registration for the 2026 Conference and Show and GCSAA Golf Championships opened September 23 and you can register online at <https://gcsaaconference.com/>. You can register separately for the California Room at <https://cgcsa.wildapricot.org/event-6309331>. We look forward to seeing you in Orlando.

In other news, GCSAA's Best Management Practices (BMP) tool is undergoing a significant refresh and will continue to be provided as a free member benefit to better serve our chapters and members.

The updated GCSAA BMP tool will be mobile-friendly, quick to navigate, and upon facility BMP adoption will generate a customized certificate of completion tailored specifically to your course for display.

Lawmakers and regulators have made it clear that facility-level adoption of BMPs is the critical next step for the golf course management industry. While developing BMPs in all 50 states by 2020 was a landmark achievement, continued progress now depends on superintendents and facilities customizing and implementing their own plans. Adoption of your state BMP could be required in the future by the EPA for spraying activities as well.

This upgrade is just the first step in many more planned improvements that look to not only meet the anticipated needs of policymakers and regulators but also provide direct value back to the member and the facility. The upgrade will be available in October.

I appreciate your continued support and, if I can be of any assistance to you, please don't hesitate to contact me at jjensen@gcsaa.org and follow me on X for industry updates at GCSAA_SW. I hope to see you soon!

Jeff Jensen

Sierra PacificTurf Supply

INDEPENDENTLY OWNED & OPERATED
SINCE 1982

Sparks - (888) 460-8873

Rocklin - (800) 652-8721

Campbell - (800) 827-8873



Sierra Pacific Turf Supply has
3 locations to serve you:

Campbell: 510 Salmar Avenue • Campbell, CA 95008

Rocklin: 1175 Tara Court • Rocklin, CA 95765

Sparks: 535 Vista Blvd., Sparks, NV 89434

www.sierrapacifturf.com

www.sierrapacifturf.com

Thank you
to GCSANC Gold Preferred Partner:



Life is Short. Sod it!

www.westcoastturf.com

Greg Dunn: (209) 394-4904
Will Barragan: (209) 276-3324

INTRODUCING THE ALL NEW

SNAKE SERIES 3

THE TURF SPECIALIST'S SECRET WEAPON.

A NEW ERA FOR GOLF AND SPORTS TURF,
THE SNAKE S3 DOESN'T JUST CONTINUE THE
LEGACY OF THE SNAKE SERIES, IT PERFECTS IT!
WHAT MAKES THE SNAKE S3 A GAME CHANGER?

- ✓ **Zero Daily Maintenance:** Featuring the Titan roller bearing system and maintenance-free wheel hubs for optimized maintenance.
- ✓ **Proven Cutting Excellence:** Delivers a premium finish comparable to cylinder mowers, as tested by the Sports Turf Institute of New Zealand.
- ✓ **Enhanced Usability:** New height adjustment collars, stand on covers, and removable blade beams simplify operation and maintenance.
- ✓ **Industry-Leading Warranty:** Backed by Trimax's 3-year warranty, including the Titan bearing system.

DISCOVER HOW THE **SNAKE S3**
CAN ELEVATE YOUR TURF CARE!



 **trimax** // **POWERING PERFORMANCE.**
MOWING SYSTEMS

f X Instagram YouTube in V // TRIMAXMOWERS.COM

OVER 90% OF
TRIMAX MOWERS
NOW MADE IN THE
USA



RELEASED
DECEMBER 2024

FOR A FREE DEMO CALL
ANTONIO RAPPA / 626-656-0397





From the Capitol

By **CRAIG KESSLER**, *California Alliance for Golf (CAG)*
ckessler@scga.org / www.calgolf.org



We have all had the experience. Someone asks a seemingly simple and innocent question, the answer to which is anything but.

The innocent question in this case came from one of the leaders of the Northern California agronomic community, a former president of the Sierra Nevada and California GCSAA Chapters.

The question: “Are there rebates of any significance currently available to the golf community in California?”

Given that the question was posed during a month in which I had worked with the Southern California Golf Association (SCGA) public affairs team to bring together multiple golf communities with various different Southern California water providers (wholesale and retail) to discuss how the golf courses in these communities might avail themselves of not just traditional turf removal rebates that had recently been increased substantially, but also “performance-based” rebate programs that provide financial incentives for non-traditional incentive programs such as turf replacement, I was initially perplexed. Adding to my confusion was the fact that, at the same moment, the huge Southern California Metropolitan Water District (MWD) had announced that the receipt of \$126 million in state and federal grants would enable it to increase to \$7 per square foot the rebate available to the commercial customers in its 19 million-person service area.

How could someone so long one of the state’s leaders in the agronomic/superintendent community ask that question at that moment?

The answer: He is a Northern Californian, where so much about the ways in which golf intersects with various levels of public policy-making differs from the Southern California experience.

Southern California has for years been busy organizing various different niches of its golf community into institutions both formal, as in various municipal golf commissions, and informal, as in various “golf and water task forces,” that bring together local/regional golf communities with the public agencies that make the laws, issue the regulations, and guide the policies that govern their fate.

At this year’s GCSAA Conference and Trade Show, one of those “institutions,” the Coachella Valley Golf and Water Task Force, was honored with the organization’s 2024 “Excellence in Government Affairs” award. In highlighting the reasons for the award, the following achievements were listed:

- Creation of a new and lower rate for users of canal water (Colorado River) in the East Valley;
- Use of debt instruments to finance the extension of the mid-valley pipeline to soften the financial impact to golf courses in the West Valley in particular;
- Creation of three rounds of turf and other rebates, the first such rebates for golf in the Valley;
- Partnered on a \$9.1 million incentive program grant with the US Bureau of Reclamation;
- Use of five-year averaging methodology to establish compliance with conservation goals in lieu of using specific baseline years, the last of which artificially morphed a 10% conservation goal into a de facto 17% goal that put the

Continued on page 11

Valley golf community in the crosshairs of the Desert Sun;

- Expedition of pipeline hookups to wean courses off pumping;
- A reversal of media fortune, as golf in the Valley has gone from the sector that put “the aquifer at risk” to the sector that is making a good faith effort to cooperate with all other sectors to bring the aquifer into stasis – a goal that the region did achieve in 2020;
- Significant input into the projections and underpinnings of the current Coachella Valley Water Management Plan that Coachella Valley Water District and its fellow water agencies in the Valley (e.g., Desert Water Agency) has submitted to the state as the region’s formal Groundwater Sustainability Plan under the terms of California’s Groundwater Sustainability Act (2014) – the document that is to guide the region’s water strategy for the next two generations;
- Literally rewrote the “Salt & Nutrient Plan” mandated by California’s Groundwater Sustainability Act to reflect turf’s accurate nitrogen assimilation factor (97%) to deflect what was on its way to being fodder for criticism of the sector for polluting the groundwater table; and
- Collaborated on development of a massive mapping project request for proposals to acquire the data necessary for the water district to make effective state and federal grant applications for golf industry rebates/incentives, and to make fair and accurate

budgets under California’s Groundwater Sustainability Act. Three members of the Task Force, one of whom is the Executive Director of the Hi-Lo Desert GCSAA Chapter, served on the evaluation panel that selected the company to perform the work.

That’s a partial list. It should go without saying that by meeting regularly (6 times per year), the golf community in this richest golf community in the nation (121 golf courses) is positioned to handle whatever comes its way with respect to its water security – the result of a conscious effort to organize and institutionalize.

I am not going to waste my time and your time lamenting all the reasons for the north–south divide. Instead of lamentations, let’s try the only thing that ever really works in this world by simply resolving to use the assets that we do have, limited though they may be, and start down the course that the Southern part of the state started down many years ago. Let’s get the two Northern California GCSAA Chapters together with the Northern California PGA Section, which is in the process of resurrecting its Governmental Affairs Committee, the California Golf Course Owners Association, and the California Alliance for Golf and figure out what we can do with what we have to organize ourselves in the same way the Southerners began doing a generation ago.

What’s that old Confucian saying – a journey of 10,000 miles begins with the first step? Let’s take the first step.

Tru-Turf Opens Up the Conversation On and Off the Green

Mental health is one of the toughest, least visible challenges in turf. Small crews, long hours and unrelenting expectations weigh on supers and greenkeepers, often before anyone notices. At Tru-Turf, we know our vision of sustainable rolling perfection only works if the people on the turf are supported — mind and body.

That conviction led us to Michael Knoll, Superintendent at Del Monte Golf Course, Pebble Beach Resorts. On **Thank a Super Day 2024**, we partnered with Michael to share his story — honest, ongoing, and grounded in a simple idea: by helping others, you often find your own way forward. We followed the feature with a **Super Series** podcast conversation (**Chapter 8**). The response was strong; many told us Michael's openness gave them the courage to reflect and, in some cases, to start talking themselves.

His message sparked action. Nigel Taylor of Sports Turf Solutions (Asia) took it further in **Chapter 14**, launching his own awareness effort built around “Everesting” — riding enough vertical in a single attempt to match Mount Everest's height. Nigel's point is universal: your path can be different, but movement — physical, social, conversational — matters.

The **Tru-Turf Super Series Podcast** began in May 2022 to amplify the human side of turf work —resilience, teamwork, wellbeing — alongside practical know-how. You can find it on **YouTube** and the **podcast platforms you already use**. Across chapters, we keep returning to mental health because the community keeps telling us it matters.

We'll continue using podcasts, articles and social media clips to keep this conversation alive, to connect peers, and to make it easier to ask for help or to offer it. The passion of greenkeepers powers this game; our role is to help protect it, one story at a time.



From Rough to Recovery: *Michael Knoll's Path of Sobriety and Success on the Turf*



"I don't tell anyone what to do or how to do it, I just tell my story"

The greenkeeping team at Del Monte Golf Course

Gcsanc appreciates permission to reprint this article from the September 2024 edition of [GreenKeeping Magazine](#).

"We need to care for our mental health the way we maintain and care for our golf course"

Michael Knoll gave up a prestigious corporate career to pursue a vocation in golf course management. Now, just eight years after joining Pebble Beach Resorts in California as an assistant-in-training, he's the superintendent at Del Monte Golf Course. He talks to us about his unique path to greenkeeping, his own struggles with addiction and why they make him a stronger advocate for recovery, and his forthcoming collaboration with Tru-Turf on a new initiative to promote mental health and sobriety among greenkeepers.

Can you share your personal journey with mental health and sobriety, and how it has impacted your life and career?

I had experienced problems intermittently with mental health and substance abuse during high school and college, but because I did well at school and college and even ran my own business, outward appearances were good. People always thought I would be successful, that I would land on my feet and be fine. I would have periodic spurts of drinking and doing pills and it would go from 0-100, then I'd get sick and decide never to do that again. I could go months without drinking or using drugs, as I did in my first semester at college. On the last day of the semester I thought I'd have a drink and ended up with alcohol poisoning and unable to drive home for Christmas. I graduated with honors, so nobody really thought it was a problem. Fast forward to my job in the corporate world, and things were completely different. I'm from

Continued on page 14

Michael Knoll's Story

Continued from page 13



Michael Knoll

the south and I was completely alone in San Francisco. I couldn't stand the work from day one and I missed my parents, but I was taught never to quit. I started turning to drinking to take the edge off. Then mental health issues started to reappear. I had counseling for anger management in college and was diagnosed with ADHD, depression and anxiety, but I realize now I was experiencing fear and insecurity and self-medicated with alcohol and pills. I went on with my corporate career for eight-and-a-half years and I ended up getting sober a year before I quit because I thought it might help me like the job more. I did a lot of introspective writing and sharing with people and, after a year, I came to the conclusion that the job was not for me. I wanted to do anything except that job, which was a huge revelation because my biggest fear to that point had been losing it. In sobriety, I started examining my anxiety and getting to the root causes instead of putting a band aid on things. At this point I was able to walk away from the job with no idea of what I wanted to do. I had thought I was pigeonholed by the work I had done and I didn't realize the crown jewel, the icing on the cake, was out there. A couple of people asked me what I would do for purpose if I had all the money in the world, and it just came out of my mouth instinctively: *'I would take care of a golf course or baseball field.'*

What motivated you to become an advocate for mental health and sobriety within the greenkeeping community?

Initially, when I was helping people I was really helping myself. I discovered that, when you abandon yourself to a process and focus on helping others, your own problems go away. I never wanted to be a spokesman for sobriety and mental health; I just wanted to help that suffering person. It brings me peace. I did one podcast [Turf Today] and it's wild how it created a positive ripple, a butterfly effect of people reaching out. I'm not trying to become an advocate; I just know that I can comfort

Continued on page 15

people when they're uncomfortable. I also think the way I've climbed the ladder at a very big resort like Pebble Beach is unusual, and I have a wonderful life and I think people gravitate towards that. People did not gravitate towards me before I got sober.

What led you to transition to a role in the turf industry?

I started with a love of turf and golf when I was a very young kid. My dad was my hero and he mowed a green in a big field across the street and I wanted to do it with him. Looking back, I think it all started with just wanting to spend time with him. I got into mowing neighbors' yards and ended up building a lawn maintenance company throughout high school and college. I built it up to over 70 accounts and sold the business in my senior year of college. I got an economics and finance degree and there were a lot of influences telling me I needed to pursue that, which I did for a long time. When I realized I needed to pursue work in the golf industry I went to *Poplar Creek Golf Course* in San Mateo, California and offered to work for free, but coincidentally they had just approved their first part-time position in seven years the night before I turned up looking for work. The first day at work I had to blow out a parking lot with a backpack blower and I remember thinking, *'if this is as good as it gets, this is fantastic. Thank you, God, for giving me this.'* I had been a guy in a suit, addressing 200-plus people, making a great living and on a trajectory to

do big things with that company and now I'm in a parking lot and I feel like the weight of the world is off my shoulders and I'm at one with God. So I started my journey in the golf course world willing to take direction, and there were some hurdles, but all of a sudden I had time to do service outside of work when it came to sobriety and helping others.

What challenges do greenkeepers and golf course superintendents typically face that can impact their mental health?

I think they tend to be stubborn; they don't talk about their feelings and may feel it's a weakness to bring vulnerability to the table. They may not realize it's actually a strength to use your vulnerability to help someone else. A typical background in the industry is one where therapy is not common, where hard work and getting things done is everything, and as long as you show up to work and get things done, you're fine. I don't think drink and drug problems are worse in this industry than any other, but maybe talking about feelings and home situations is harder. They just haven't had the afforded luxury of other professions, where people are likely to have gone through private school and college, and had access to psychologists, psychiatrists and mental health advocates.

The industry has very high standards and, as greenkeepers, we impose high standards on ourselves. I know I'm super critical of myself and the golf course. I'm expecting perfection, knowing I'll never achieve

Continued on page 16

"I AM NOW COLLABORATING
WITH TRU-TURF ON A
'SUPER SERIES' PODCAST
LOOKING AT MENTAL
HEALTH AND
SUBSTANCE ABUSE IN THE
INDUSTRY, WITH THAT
HUMAN FOCUS"



Del Monte Golf Course

Michael Knoll's Story

Continued from page 15

it. I see it more on the pro side: they get stressed out because of high expectations, but I see it on the greens side too. We're lucky out here that we're in a little bubble of 12 to 15 courses and all the superintendents are really close and it's not too stressful. It's also easier to grow grass here compared to the rest of the country. We do work crazy long hours in this industry, 16-18 hour days during tournaments, but that can be fun. When we put on the Women's Open at Pebble Beach we loved it; I thrived. I was like Tigger from Winnie the Pooh, but others were understandably very tired.

How do you manage stress and maintain mental well-being in your role at Pebble Beach Resorts?

A lot of businesses don't want you to bring your personal life into work and I completely disagree with that approach and luckily I'm supported in that here. Now I'm in the position of being the superintendent at Del Monte Golf Course and I spend more time with my crew than I do with my wife. They are my family and if I open up to them, maybe they'll open up to me. I've been very forthright about who I am as a person and what goes on in my life, and I share a lot with my crew. I'm a talker and in my sobriety community storytelling is what we do. I don't tell anyone what to do or how to do it, I just tell my story.

What steps have you taken at Pebble Beach Resorts to create a supportive and open environment for discussing mental health?

We do have programs within the company that provide support with things such as mental health problems, financial hardship, domestic violence and divorce, but I provide help in a more personal way, by sharing myself with them. I put myself out there, and I also let everyone know I'm sober so if someone needs help with that they can come to me. I share my worst stories that don't necessarily paint me in a great light, to show it is possible to bounce back. I can also point people towards others in the sobriety community.

Can you share any specific programs or initiatives you've implemented to promote mental health and sobriety among your team?

We have access to resources here, such as therapists and a medical plan that I can point them to, but maybe they just want to vent or sit in my office and cry. I can be a listening ear. I don't have all the answers but I have experienced trauma and I have been able to help people here where they might not have been helped otherwise. I started doing story time segments in the morning, talking about myself in the hope that it gave my crew the courage to come to me when they have a problem. I hope it gives them the courage to open up and let us know about their life. I'm not a counselor or therapist but I do also recognize when someone's behavior has changed and will sit that person down and find out what's going on and if there's anything I can do to help. Somebody was there for me at my lowest point. He accepted me and comforted me, and that was huge.

**THOSE WHO ARE AT HIGH RISK
OF SUICIDE ARE THE
ONES THAT TELL YOU
EVERYTHING IS GOING WELL
AND PUT UP A FACADE**

What advice would you give to other greenkeepers who may be struggling with mental health issues or considering sobriety?

Most importantly: open your mouth. Tell someone like myself, there are a lot of us out there. There are millions just like me who may stay under the radar but try to be open so we can help people. When I needed help I did a quick Google search, called a number and a guy answered the phone and picked me up from my house within 45 minutes to help me. There's a lot of help out there but you need to get to the point of surrender, so you're willing to change your circumstances. It might sound strange but sometimes you have to pray for more pain. Pain is a very good persuader and it will eventually make you open up and be vulnerable.

Continued on page 17



Del Monte Golf Course

How can the golf industry as a whole better support the mental health of its employees?

We can change our language and the way we say things. I think that's a societal thing, I don't think it's golf specifically. We can listen better and be more aware. If you're in my world of sobriety you see things differently. Not everybody has that perspective. Unfortunately it took the suicide of Grayson Murray for people to look at these issues. We talked about Grayson within my department and it was enlightening for me to hear people who don't deal with mental health and substance abuse issues talking about it. People don't necessarily realize that those who are at high risk of suicide are the ones that tell you everything is going well and put up a façade. I think some more education is needed in the industry about what to look for. As humans we don't want to talk about our problems, and high-level performers don't want to show vulnerability because they think it makes them a weak person. I think more advocacy is needed, and people need to step up and be vulnerable. Being aware of your team and who they are is also crucial.

How can companies like Tru-Turf and the wider turf industry play a role in promoting mental health and well-being within the greenkeeping community?

I first got to know Tru-Turf as a company by using their equipment. We use their rollers [at Pebble Beach Resorts] and they're pretty bulletproof! I got to know the company on a personal level when they heard me on a podcast. Since then, I've talked to their marketing people and I'm impressed with their human-centric approach to business. Inspired by the original podcast, I am now collaborating with Tru-Turf on a 'Super Series' podcast looking at mental health and substance abuse in the industry, with that human focus. I think companies like Tru-Turf stepping up and getting the message out there is huge. Putting stories of hope about people who have changed their lives out there to the people who need to hear them is so important. If you can get people's stories of survival out there you create a spider web of people that are willing to help and have similar interests. There's a guy that flew from the East Coast, Connecticut area, to volunteer at a PGA event at Pebble Beach and come and tell me 'thank you', because he had heard me on a podcast and it had made

Continued on page 18

Michael Knoll's Story

Continued from page 17

a difference to him. Without the backing of companies like Tru-Turf these things might not happen and the reach of Tru-Turf across the industry could make all the difference to people who are suffering.

What more can the industry do to destigmatize mental health issues and support those in need?

Just the way I've heard suicide and suicide attempts discussed has told me that these things are still stigmatized. When someone is hospitalized for suicidal feelings it's seen as a purely negative thing, but it's not. They're getting help; there is hope. We need a different mind-set.

We put a lot of planning, time, money and science into creating the perfect playing surface. How much time do we put into maintaining our mental health? We need to care for our mental health the way we maintain and care for our golf course. Take a golf course and neglect it for a month and tell me what kind of facility you have, and then what happens when you start to take care of it properly. We might not see the value of it straight away, but meditation and introspective writing can help, sharing your feelings with others will help. There are all kinds of ways. The people at Tru-Turf are very enthusiastic about this idea of taking care of yourself as you do a golf course.

What are your future goals as a mental health and sobriety advocate within the greenkeeping community?

I don't have any specific goals. My purpose in life is to help the sick and suffering, to help parents regain their child, a child to get their parent back. I don't know who these people are or when I'm going to meet them. I don't even know if I'll ever know I helped them. I do my absolute best to live a life so I can help influence others so they don't suffer any longer. There

is no greater joy than seeing I have helped facilitate someone getting better. I'm just the broker who maybe got them in touch with a therapist, got them into a meeting, got them in touch with God. That's my goal. They might have to deal with my personality quirks and sometimes me telling them the truth when they don't want to hear it. If it means it's going to save their life they can think I'm the biggest monster ever.



Are there any upcoming projects or initiatives you are excited about that focus on mental health and sobriety that could assist others in the turf industry?

The Tru-Turf project is the one that's at the forefront at the moment. I think I have a different view of sobriety than what you usually hear, and Tru-Turf recognizes and values that. I think it'll take the shape of storytelling and real-life events. Our current political climate has got everyone, including me, frustrated and behaving differently, so I think talking about current times is an important thing. Our feelings dictate our behaviors, so we need to address our feelings. Talking about these things regularly in a public way could help someone recognize their own negative behaviors and then they can try to address the underlying cause.

Thank you
to GCSANC Silver Preferred Partner:



✉ info@target-specialty.com
🌐 target-specialty.com/bom
🌐 turffuel.com
📘 TargetSpecialty

Pacific Material Resources Inc.

INDUSTRIAL ABRASIVE MATERIAL GOLF COURSE SAND



Suzanne Johnson
President/Owner

11100 Commercial Parkway
Castroville, CA 95012

831-750-2054

suzanne@pacificmaterialresources.com
order@pacificmaterialresources.com

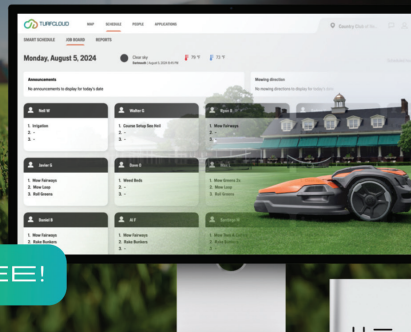
TurfCloud

all-in-one green industry
software



greensight.turfccloud.com/signup

Sign up for FREE!



Thank you
to GCSANC Silver Preferred Partner:



www.agsod.com

Thank you
to GCSANC Gold Preferred Partner:

syngenta

www.syngenta.com

Joe Ballmer: (916) 804-1610

Expert Services from the Ground Up

TO THE GOLF AND SPORTS INDUSTRY



FRAZE MOWING • KORO TURF REMOVAL • LASER GRADING • GROUND PREPARATION
BIG ROLL INSTALLATION • HYBRID BERMUDA SPRIG PLANTING • DEEP TINE AERATION • TOP DRESSING

Contact our Sports Turf Manager: Steve Abella (209) 471-4933

www.deltabluegrass.com

CC27-752734



**GCSANC appreciates the participation and
support of our Preferred Partners.**

ELITE



DIAMOND



TITANIUM



GOLD



SILVER



To become a Preferred Partner, please visit <https://gcsanc.com/vendor-directory/> or email Marc Connerly at mconnerly@connerlyandassociates.com.

Are You Investing in Your Team's Mental Health?

Numerous studies indicate developing elevated standards of support for employee well-being can yield enduring benefits for all parties involved.

By MAX HIRSH, LCSW

This article, originally published in Golf Course Industry newsletter on January 24, 2025, is re-published with permission from Max Hirsh.

Golf industry employees pursue careers that support their love of the game. However, their experience may fall short of their expectations. Many jobs are subject to long hours, minimal time off, physical strain, and unrealistic expectations of golfers and club leadership.

The stigma surrounding mental health issues has motivated employers to support employees with appropriate resources. According to the 2024 NGCOA Benefits and Compensation report, only 32 percent of private and public clubs offer Employee Assistance Programs (EAPs) and mental health insurance benefits.

Global trends highlight the demands for mental health support in the workplace and companies are quick to invest in solutions, resulting in EAPs doubling in the past five years. But this growth doesn't necessarily lead to quality support. Many large insurance companies saturated the market with EAPs that fail to address the acuity and attention to personal care often needed to navigate mental health issues.

The need to address employee wellness rings true in the golf industry. Employers and employees have expressed growing concerns since the COVID-19 pandemic with recreation and hospitality workers notoriously under-supported by their employers. Statistics show they are among the lowest percentage of employees to receive any mental health benefits or EAP support.

Collecting statistics on how mental health affects employees is challenging, largely due to stigma and employees' lack of awareness about their own mental health. A recent Syngenta Golf survey found that more than 60 percent of greenkeepers, PGA professionals and club managers reported increased mental health challenges starting in 2021. They also lack support



from employers, and only 9 percent ever connected with a mental health provider.

This is a costly problem for an industry that has seen exponential growth the past five years. There's substantial strain on the existing workforce, challenging companies to find and retain talent. It is evident that by prioritizing healthier workplace dynamics and culture, with an emphasis on mental health and well-being, customer satisfaction will increase. Not only will this attract the best employees, it will also ease pressure on current employees, encouraging them to stay in their roles and contribute to the industry's progress.

Supporting a team with healthy, proactive solutions that directly address mental health is neither difficult nor expensive. Implementing behavioral health support for employees who are grinding through the burnout and struggling with job satisfaction can streamline the process to address these issues, offer support and educate management on how to identify problems before they impact productivity.

Finding a service that understands the need for both individualized and evidence-based practices is more difficult for companies worldwide. Most EAPs are underutilized because education and marketing

Continued on page 23

strategies are not used. According to a report by Burr Consulting, approximately 97 percent of U.S. companies employing more than 5,000 workers offer EAP benefits. But utilization rates remain low, averaging less than 10 percent. The services EAPs offer are often low-touch, with minimal guidance, usually involving sending a list of providers along with three to 10 free counseling sessions.

However effective the counseling sessions are, companies who invest in internal behavioral health support can see greater benefits. Without a close look at the workplace culture, burnout is contagious and difficult to extinguish without a thorough organizational evaluation. Since the culture in the golf workplace has traditionally been to “show up and shut up,” addressing this directly leads to sustainable and healthier team dynamics.

With the popularity of golf still surging in 2025, the industry is poised to reform and develop more attractive benefits for employees. The industry can now capitalize on the paradigm shift on mental health, as it's become a buzzword.

The impact of social media, current events and a polarizing sociopolitical landscape is clear, and the behavioral health industry has grown to fill the demand. This has made navigating the behavioral health space more difficult than ever. The normalization of telehealth has supported this growth, but providers are not regulated or supported by supervisors. Challenges persist in the behavioral health space, leading to burnout and variation from best practices.

Even with these shortcomings, when employees can access services, mental health support has proven

benefits to employee performance and retention. It's easy to justify investing in mental health support for golf industry leaders. According to a recent study by the National Safety Commission and The University of Chicago, the return on investment is high, anywhere from \$4 to \$10 for every \$1 spent on mental health support for employees, illustrating the cultural impact and the financial benefits.

Many EAPs offer affordable options for employers to invest in services. Usually, this is available at a per employee per month rate between \$3 and \$10, depending on the size of the company. According to a study on case management efficacy by the Institute for Safety, Compensation and Recovery Research, increased touchpoints with case-independent consultants can provide leads to better outcomes and higher employee satisfaction.

Many agencies supporting golf employers have begun to prioritize the issues around mental health in the workplace. Industry leaders have partnered with experts to develop new strategies and services for owners and managers to address the complaints. It's clear the golf industry is poised to develop a reformed approach to mental health treatment.

As it moves to the forefront of industry issues, developing new standards of support can catapult golf as a leader in workplace behavioral health. With the health benefits of golf, and the passion many employees have for their jobs, offering these services can progress cultural reform and reach new groups to play and work in golf.

Max Hirsh is a workplace behavioral health consultant and Licensed Clinical Social Worker. He's worked the past six years for a renowned Employee Assistance Program, Mental Health Consultants, Inc., and recently launched his own company, Scratch Counseling and Consulting, LLC. Learn more about his services by visiting his website www.scratchlcsw.com or contacting him directly at max@scratchlcsw.com.

GCSANC Board Member Perspectives on Mental Health

During this special edition focusing on mental health among turf professionals, GCSANC Board members shared their personal efforts to diffuse stress and maintain a healthy outlook.

“Are you aware of your mental health?”

I am aware of my mental health and think about it often, but I can admit that I am someone who will tend to neglect it if I don't make it a point to care for it. The fast pace of work and life make it difficult to commit the time and thought needed to improve and maintain mental health in a stressful environment. For me, time off enjoying hobbies, friends, and family helps me unwind and improve my wellbeing. It is easy to get caught up in the challenges we face in life, but it is important to step back and care for yourself when things feel overwhelming. As I get older, I realize more the importance of this and am working towards a preventative mentality rather than letting it get to a point that is harmful to my mental health. It is important to be proactive in doing the things that can prevent overall stress and health issues.

– Adam Levinsohn,
Berkeley Country Club

I tend to work a lot of days but leave early when I want to play golf or volunteer at a golf event. I am okay spending time at home relaxing and catching up on sports or reading. There is nothing wrong with doing nothing at times. People seem to want to always be on the go and plan every hour of a day. I like to have flexibility in my life and not HAVE to be constantly running around especially when out of town.

– Tim Powers,
Poplar Creek Golf Course

Understanding that mental health plays a role in our everyday lives, as a Golf Superintendent understanding your mental health is extremely important. I am aware that my mental health is a huge dictator with my daily decisions. As long as I stay grounded, focused and set goals, I can achieve good mental health.

– Taylor Andersen,
San Francisco Golf Club

Growing up in a household with three brothers and us all being involved in sports was very competitive. Being drained from schoolwork and practices wasn't really accepted and the expectation was excellence or privileges were taken away. Though this was motivating and has been beneficial at giving me the drive to excel in my career, it is not always healthy to push yourself to exhaustion. I have seen that when my mental health is jeopardized because of my relentless drive, my relationships with the people that are closest to me suffer and my quality of work decreases. Finding the balance of having great work ethic while still remaining in a good mental health space is important and has helped me grow as a husband and manager to my staff.

– Joe Budinich,
*Peninsula Golf and
Country Club*

Continued on page 25

BOARD MEMBERS' THOUGHTS ON MENTAL HEALTH IN THE TURF WORLD



“ What do you do for your mental health?

I play golf or spend time taking photographs of wildlife or scenery. It is good for the head to look back at your work and say that is good stuff. I usually play away from work because it is much more relaxing and you aren't making lists of things to do or should have been done better. I am still looking, but that is to get ideas on how to do something better or realizing that we are making progress. Thinking about the progress we have made is helpful instead of just thinking about the to do list.

- Tim Powers,
Poplar Creek Golf Course

When I feel I am getting overwhelmed with how much work is asking of me, I try to find a 3-day weekend to spend time with my wife and family to decompress. Even a round of golf in the middle of stressful week helps me find inner peace.

- Joe Budinich,
Peninsula Golf and
Country Club

Be a good person to others daily, make good healthy choices and set goals for yourself.

- Taylor Andersen,
San Francisco Golf Club

I know I can always do more for my mental health, but like previously stated, friends, family, and hobbies keep me grounded personally. Enjoying these things as much as possible is the best way for me to improve my mental health. These things usually come with little stress and take me away from the crazy days at work. My hobbies tend to be off grid, or things that require you to unplug. Hiking the mountains in the summer and skiing them in the winter is my happy place that I like to get away to. Gives me time to myself to unwind and think and decompress. I also do this on the golf course, but just not my own. I like playing golf as an activity as it has always been a passion. Spending time with my wife and visiting family is also enjoyable and helps me get away from the thoughts and fast pace of work for a little while.

- Adam Levinsohn,
Berkeley Country Club



Continued on page 26

Beyond the Greens

Continued from page 25

“As a leader, what policies or cultural practices are you changing to ensure healthier mental space for your personnel?”

The golf season is long and demanding of all golf course staffs. With my hourly staff, I encourage them to use 100% of their PTO in order to recharge their batteries each year. For my managers, I give them an extra 5 days of PTO each year, so they can get away from the club and spend time with their families. This has seemed to help as everyone seems sharper and more motivated throughout the year, rather than being run down.

- Joe Budinich,
Peninsula Golf and
Country Club

We all spend a great deal of time at work or thinking about/talking about work such as at a safety meeting with peers/friends. Staff has a life outside of work and they need to do things or spend time with family. It is very important that they get that time and they feel better and recharged when they get back to the job. Say thank you to your staff for their work means a great deal to them. They also feel like a bigger part of the team when you acknowledge their ideas.

- Tim Powers,
Poplar Creek Golf Course

As a leader I try to create a stress-free environment while making sure to provide all the tools necessary for my employees to complete the task at hand. I also believe in creating an inclusive and welcoming environment. We all have to work closely together every day so being able to work together and collaborate on different tasks is important. Having barbecues and employee get-togethers is one way to help nurture this comradery. Being lenient with time off is another way to help employees maintain their mental and physical health. Everybody has a life outside of work that can sometimes be unpredictable. Allowing employees to take time off when needed helps everyone maintain life challenges and prevent added stress.

- Adam Levinsohn,
Berkeley Country Club

Whatever I can do to make sure our staff is happy. We have monthly safety meetings, we play darts, and occasional putting contests. These things I believe create a great team atmosphere, team building and chemistry which can all lead to a healthy working environment.

- Taylor Andersen,
San Francisco Golf Club





SAVE TIME & MONEY!

JOHN DEERE GPS SPRAYER



VALUE OF A GPS SPRAYER

- REDUCES CHEMICAL USAGE, RESULTING IN 25 - 35% SAVINGS.
- REDUCES OPERATOR INPUT, RESULTING IN 50% LESS WORK HAVING TO BE MANUALLY COMPLETED.
- CONSISTENT APPLICATION.
- INCREASED ACCURACY.
- ENHANCED DOCUMENTATION.
- MANUFACTURED & SUPPORTED BY JOHN DEERE, OFFERING OVER 20 YEARS OF PRECISION TECHNOLOGY & GPS EXPERIENCE.
- REDUCES TIME IN THE FIELD, RESULTING IN 3 - 6% LESS APPLICATION TIME.
- LABOR SAVINGS.

John Deere's PrecisionSprayer technology will save you money by only applying chemicals where you need them.

Learn more about your ROI below!

FINANCING

MONTHLY
LEASE PAYMENT
\$2,700

SINGLE
UNIT SAVINGS
25%
(4 YEAR PAYBACK)

MULTI-UNIT
SAVINGS
35%
(3 YEAR PAYBACK)

FOR MORE INFORMATION:

CONTACT THE BELKORP AG GOLF & TURF SALES TEAM

BELKORPAG.COM | CONNOR PATE (PRECISION GOLF SPECIALIST) 209-801-2549

Preview of Upcoming GCSANC Annual Meeting

Keynote Speaker Paul Regan

November 17, 2025 | Peninsula Golf & Country Club

What do Howard R. Hughes/Air West, Michael Milken, Enron, Bernie Madoff, and Lehman Brothers all have in common?



Paul Regan was instrumental in aiding in the investigation of their financial misdeeds, and, ultimately, helping their victims receive justice.



We caught up with Paul to learn about his background, career, and interests, and grab a sneak peek of his keynote presentation at the GCSANC Annual Meeting coming up on November 17, 2025, in San Mateo, California.

Paul wears many hats and has varied interests. Professionally he is a certified public accountant (CPA), engagement partner at Hemming Morse Forensic and Financial Consultants, and author. But there's more to Paul Regan than meets the eye.

According to Paul, forensic accounting was not his original plan in college, but "an entire accident that just fell on me." In 1970, he was an auditor in charge of an audit of Air West, an airline run by billionaire Howard Hughes. During his analysis, Paul realized Hughes had perpetrated a large securities fraud and deprived clients of millions of dollars. The five-year investigation resulted in a victory for the prosecution and shareholders, leading not only to notoriety for Paul, but the recognition that audit work wasn't

nearly as exciting and engaging as forensic accounting. Although accountants weren't recognized for their forensic skills back in the '70s, Paul could see that the collection and organization of data, building of databases, and creation of charts and graphs allows prosecutors to tell the story of financial fraud and mismanagement, which helps judges and juries decide to indict and/or convict.

The Hughes case led to more high-profile, scandalous cases, such as the investigation into John DeLorean – on behalf of the British government, Michael Milken, Bernie Madoff, Enron, Lehman Brothers, to name just a few of the 125+ trials and arbitrations and more than 225 depositions to which he has contributed. Many of the court proceedings have taken Paul around the world, including to testify in Australia, Guam, the Netherlands, Great Britain, and Canada.

Continued on page 29

JUSTICE

In 2021, Paul authored, “The Forensic: How the CIA, a Brilliant Attorney and a Young CPA Brought Down Howard Hughes,” describing the case that launched his long and successful career. However, CPA, forensic accountant, and author are just a few of Paul’s hats. Having lived in the Bay Area for decades, he has also been a longtime public servant, having served in many local positions including councilmember, vice mayor and mayor of Hillsborough; school trustee; and Board member of various organizations.

Paul has had a positive and proactive approach to staying mentally healthy when dealing with the stress of his career and injustice he has seen. “I’ve tried to hire good people to help me, dedicated people. I’ve also had the good fortune of being healthy. As you get toward your deposition or trial, the effort is enormous. I remember a trial in New York a couple years ago; we’d work from 7 in the morning until midnight or 1 or 2 a.m. Because you’ve got trial from 9 to 5, and after 5:00 have to figure out what you’re going to do tomorrow and how are we going to present the information. Have to repeat day after day...you have to have stamina.” He also recommends having diversity of interests in life. “I have been active, was on the school board for 10 years... have sat on city council, served as mayor, chairman of California Society of CPAs, had diversions. Played golf, coached soccer and baseball. You have to be able to turn it off.”

Of course, the golf... Paul enjoys being a member of Peninsula Golf & Country Club. “It’s very challenging, lots of hills, uphill, downhill, lots of trees. Every time you play there, it’s challenging. A wonderful course. Other courses I’ve played include Adare Manor and K Club in Ireland; Pebble Beach, of course; Pasatiempo near Santa Cruz - great course, beautiful place. I’ve played golf in a lot of different places and it’s a great way to relax. Just have a good time.”

Meet and hear more of Paul Regan’s story at the 2025 GCSANC Annual Meeting at Peninsula Golf & Country Club on November 17th.



Paul Regan’s expert testimony in the largest corporate frauds in the past 40 years has not only been presented in the U.S., but in England, the World Court in the Hague (against the Islamic Republic of Iran), Canada, Australia, and Guam.

Photo Recap

2025 Tri-Chapter Meeting

August 11, 2025 / Berkeley Country Club / El Cerrito, CA



Northern California Chapter

GCSAA

Golf Course Superintendents Association of America



*Thanks again to our
Tri-Chapter Meeting sponsors*

TITLE SPONSOR

RAIN  BIRD®

LUNCH SPONSOR

DAVEY  Resource Group

BREAKFAST SPONSOR

**WEST COAST
TURF**

TABLETOP SPONSOR

syngenta

TEE SPONSOR

PANGAEA
golf architecture
"One world - better together"

Thank you
to GCSANC Gold Preferred Partner:



www.waste2water.com

GOLF
IRRIGATION
CONSULTANTS



www.GolfIrrigationConsultants.com



ADVERTISE *Thru The Green*

1/8 Page: \$25 / Edition

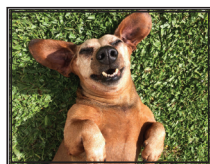
1/4 Page: \$50 / Edition

1/2 Page: \$100 / Edition

Full Page: \$200 / Edition



We Want Your Photos and Content!



Wildlife and pet photos, jokes, and other content. We're always looking for interesting and engaging content.

Send your photos and description to
tracy@connerlyandassociates.com

Thank you
to GCSANC Silver Preferred Partner:



**DHR GOLF
CONSTRUCTION**

www.dhrconstruction.com

Thank you
to GCSANC Silver Preferred Partner:



www.flyersenergy.com

Welcome to the California Turf Industry, Michael Lung!

From lush fairways to perfectly manicured greens,
the turf industry thrives on innovation and
dedication — and so does its newest consultant,
Michael Lung!

Splitting time between Hawaii and California's finest courses and
vibrant sports fields, your expertise is set to nurture the
landscapes where memories are made, and champions play.



Brad Snavely
STS Technical Director
831-224-3179

Michael Lung
STS Consultant
858-334-5903

Pete Bowman
BoTerra
209-642-2449

Jim Barbuto
Ewing Irrigation
916-502-3287

Scott Furtak
STS Mfg. Rep
661-401-1609



The Next Generation of Turf Nutrition

x.com/ststurf

[instagram.com/ststurf](https://www.instagram.com/ststurf)

www.ststurf.com

MAINTAIN THE GREEN WITH GREEN

Equipment costs can eat up a large percentage of your budget. Sunbelt Rentals is here to help with custom rental needs for your golf course. We have everything you need to keep your course pristine, from large chippers and tractors to ground protection mats.

Scan the QR code to contact
a rental expert or explore our
equipment offerings



GCSANC ANNUAL MEETING & AWARDS CEREMONY

NOV 17, 7:30 A.M. REGISTRATION



PENINSULA GOLF & CC
701 MADERA DR, SAN MATEO

JOIN US!

Keynote Speaker: Paul Regan, CPA/CFF

A nationally recognized forensic accounting expert with over 45 years of experience, Paul Regan has consulted on landmark cases including Enron and Madoff. Plus, we'll honor our award recipients!



REGISTER HERE!
SPONSORSHIPS AVAILABLE



TITLE
SPONSOR



Thank you
to GCSANC Titanium Preferred Partner:



FRONTIERGOLF™
Build. Renovate. Innovate.

www.frontiERGOLF.com

TMT ENTERPRISES, INC.

GCSANC Members Since 1976

Phone: 408-432-9040

IN BUSINESS SINCE 1961



TMT serves all of Northern & Central California, as well as the Reno-Tahoe area with high quality materials.
USGA Root Zone Sand - USGA Root Zone Mix - Top Dressing Sand - Kiln Dried Sand
Fairway Top Dressing - Bunker Sand - Drainage Aggregates - Cart Path Aggregates
Divot Mix - Organic Amendments - Inorganic Amendments

Web: **www.tmtenterprises.net**

Email: **info@tmtenterprises.net**

Don Naumann is President of *Sierra Pacific Turf Supply*, Superintendent of *Blackberry Farm Golf Course*, and Owner of *Canyon Lakes Golf Course and Brewery*. We appreciate Don's updates on golf course personnel movements throughout northern California and beyond.

Rodner Muller has left *Discovery Bay Country Club* and has started at *The Reserve at Spanos Park Golf Course* in Stockton as the Superintendent. His replacement has yet to be announced.

Adam Ruiz has left *Roundhill Country Club* in Alamo and is the new Superintendent at *Diablo Country Club* in Diablo. He was the Assistant Superintendent under John Martin prior to his move.



The Reserve at Spanos Park Golf Course – Stockton, California



Diablo Country Club – Diablo, California

Thank you
to GCSANC Silver Preferred Partner:



Seedling Enterprises LLC
Jim Culley Owner
805-231-4420
jimculley@seedkingenterprises.com
www.seedkingenterprises.com

Distributor of turfgrass, native and
wildflower seed, sod, plants and plugs

Thank you
to GCSANC Silver Preferred Partner:



Resource Group

www.davey.com/davey-resource-group

Thank you
to GCSANC Silver Preferred Partner:

NorCal AirTurf LLC
Air2G2 Rentals
Clay Wood: 510-326-6510
truehop@sbcglobal.net

**NorCal
AirTurf LLC**

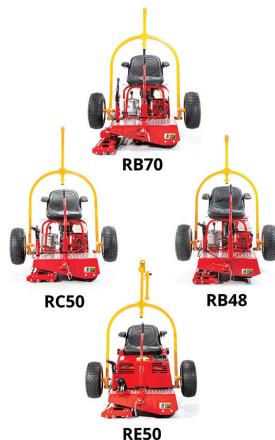
www.norcalairturf.com



**THE WORLD'S LEADING
GREENS, SPORTS &
TURF ROLLERS**



OUR ROLLERS



Thank you
to GCSANC Gold Preferred Partner:



www.earthsculpturesinc.com



POLYON®
Controlled-Release Fertilizer

**POLYON® Controlled-Release Fertilizer.
Success. Guaranteed.**

For more than 30 years, POLYON® Fertilizer's durable, unique bonded coating process has been ensuring predictable results you can depend on - we guarantee it!

For more information about POLYON® Fertilizer and the POLYON® Guarantee, visit www.polyon.com or contact sales representative today:



DAVID AVILA
(805) 680-7307
davila@harrells.com



Warehouse
165 Technology Drive Suite 102
Watsonville, CA 95076



www.harrells.com | 800.282.8007
Employee-Owned



VEHICLES DESIGNED TO WORK AS HARD AS YOU DO.



VISTA SERIES



Count on it.

WORKMAN
SERIES



WORKMAN SERIES

Utility Vehicle
GTX, MDX, UTX, HDX
Lithium

VISTA SERIES

People Mover
4, 6, & 8 Seats
Lithium



www.turfstar.com



MAXIMIZE YOUR TIME WITH AUTONOMOUS.



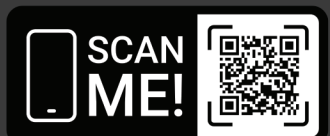
MOWER

Mow up to 6 Acres
Mowing Width: 40.7"
Cut Height: 0.8"–3.9"

RANGE PICKER

Picks 1200+ Balls/Day
Cover up to 6 Acres
Collection Width: 40.7"

www.turfstar.com





Way beyond **fertilizer.**

Proven **Performance.** Elite **Results.**

Painstakingly formulated to deliver impactful, eye-popping results, PerformancePack® specialty turf and horticulture products are simply in a class by themselves.



Simplot
TURF & HORTICULTURE

Mark Stutsman
mark.stutsman@simplot.com
cell: (775) 453-8083

Akoni Ganir
akoni.ganir@simplot.com
cell: (831) 915-4524