



Ryan Radcliffe (right, no hat), Head Groundskeeper, Lakewood BlueClaws and SFMANJ Member, oversees Mike Morvay's repair of the right field bullpen mound during the Rutgers Turfgrass Club tour.

Thanks again to Ryan, Mike, and Steve with the Lakewood BlueClaws for arranging this tour!



The Rutgers Turfgrass Club observes batting practice prior to the game between the hometown Lakewood BlueClaws and the visiting Hagerstown Suns.



Will Reardon, Rutgers Turfgrass Student, and SFMANJ Member and Student Scholarship recipient, attended the tour of First Energy Park, Lakewood, NJ.



Hagerstown Suns' player and future Major Leaguer (far left) stands with the Rutgers Turf Club on-the-field prior to the game.

Brad Park is Sport Turf Res. & Ed. Coord., Rutgers University; Editor, SFMANJ Update; and a member of the SFMANJ Board of Directors.

# Image Alignment

Dr. John C. Maxwell (Courtesy Sports Turf Managers Association)



Looking back, it's easy to see how my self-image—how I viewed myself—had a direct bearing upon my effectiveness—or lack thereof—that day. After that experience, I began to understand that leaders must believe in themselves before they can ever hope to believe in their people. I also realized that, as a leader, if I've not bought in to myself, no one else is going to buy in to me either.

Each one of us has an internal mirror that reflects how we see ourselves. And what we see in this mirror determines how we act as leaders. In other words, our self-image determines our behavior. That's why it's impossible for a person with a poor self image to produce consistently on a high level. It simply can't happen, because we cannot conduct our daily affairs in a way that contradicts how we see ourselves. On the other hand, when a leader believes he can do a good job and views himself as successful, his actions will show it.

Sadly, many leaders don't have an accurate picture of themselves because their internal mirrors are distorted. Because they're unable to see themselves as they really are, they're forever trying to find the right image to present to others. Some project an image that is bigger than they really are; others project an image that is smaller than they really are. Either way, the result is internal confusion.

A key to effectiveness—in life and as a leader—is to project a true image of who you are. The only problem is that we all carry with us four images of ourselves that can cause us to act differently with different people. These four images are:

**I. The image that others have of us.** This is how the people around us—the ones who observe us at our best and our worst—see us.

*continued on page 15*

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**References Available Upon Request**

# 2010 CALENDAR OF EVENTS

## SFMANJ Summer Field Day

Tuesday, June 22, 2010  
Sports Field Mgrs. Assoc. of NJ  
Lacey Township, NJ  
856.514.3179  
www.sfmanj.org

## Rutgers Turfgrass Research Field Days Golf & Fine Turf

July 27, 2010  
Rutgers Hort. Farm II, North Brunswick, NJ  
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July 28, 2010  
Rutgers Adelphia Farm, Adelphia, NJ  
www.njturfgrass.org  
www.sfmanj.org  
www.turf.rutgers.edu



## NJ State League of Municipalities Conference

November 16-19, 2010  
Atlantic City Convention Center  
609.695.3481  
www.njslom.org

## New Jersey Green Expo

December 7-9, 2010  
NJ Turfgrass Assoc.  
Trump Taj Mahal, Atlantic City, NJ  
973.812.6467  
www.njturfgrass.org

## STMA Annual Conference

January 11-15, 2011  
Sports Turf Mgrs. Assoc.  
Austin, TX  
1-800-323-3875  
www.stma.org



## SFMANJ Field of the Year Contest 2010

Lacey Township Soccer Field - SFMANJ's Field of the Year 2009

### ELIGIBILITY:

- Must be a current member of SFMANJ
- Only school and parks/recreation fields are eligible
- Must be a natural grass field/fields

### AWARD WILL BE BASED ON:

- Playability and appearance of the playing surfaces
- Description of your maintenance program and what you did to improve your field
- Description of your yearly budget for this field
- (Sports groups may be used in your photos)



Lacey Township Soccer Field - SFMANJ's Field of the Year 2009

### AWARDS:

The winner will be honored with a plaque at the New Jersey Turfgrass and Landscape Conference & Expo in December, 2010 and will be featured in an article in SFMANJ's "Update" newsletter.

*The winner will also receive a stay at the Trump Taj Mahal, Atlantic City and free registration to education courses and trade show at Expo 2010.*

### SUBMITTING YOUR ENTRY:

- All entries are to be submitted by mail or e-mail and must be received by September 30, 2010.
- Entries are limited to 10 color photos. Please include the name, location and owner of the facility, along with your name, position, and contact number.

### Mail Entries to:

SFMANJ 2010 F.O.Y. Contest  
P.O. Box 205, Pennsville, NJ 08070

OR E-mail to:  
mail@sfmanj.org

Call for more info:  
856-514-3179

website: sfmanj.org / e-mail: mail@sfmanj.org

*Photos will not be returned and may be used on SFMANJ website and promotional settings*

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# Image Alignment

*Continued from page 12*

**2. The image that we project to others.** This is how we want others to view us.

**3. The image we have of ourselves.** This is how we actually view ourselves. Many times, this image does not match what we project to others.

**4. Our true self.** This includes our character and gifts; it represents who we were created to be.

When these four images don't match, we know it. This awareness might be subconscious, but it's there nonetheless. And it weighs us down. The solution lies in making sure that these four images are as closely aligned as possible. You see, we can be emotionally healthy only when the image that other people have of us, the image that we project to others, the image that we have of ourselves and our true selves all match. The more distortion there is—among any or all of these images—the less healthy our self-image is, and the less effective our leadership will be. Marcus Aurelius said, "I often marvel how it is that, though each man loves himself beyond all else, he should yet value his own opinion of himself less than that of others."

As I learned so many years ago, when it comes to leadership, the first person you must believe in is yourself. The mirror reminds me that I must read myself well before I can ever attempt to read others.

*Dr. John Maxwell is an author for Leadership Wired and his blog can be found at: [www.JohnMaxwellOnLeadership.com](http://www.JohnMaxwellOnLeadership.com); Sports Turf Managers Association (STMA), Lawrence KS*



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# Question & Answer

with Rutgers University

**Q:** I run a sports facility for a school in North Jersey. I was referred to you by a consultant with the hope that you could steer me in the direction of a variety of bluegrass that is leaf spot resistant. I have had leaf spot for most of the spring and would like to overseed with a bluegrass blend that might better serve to protect against the disease in the future. Please respond with any information that might help.

**A:** There are many newer varieties of Kentucky bluegrass that have good leaf spot resistance. Below is a link to the National Turfgrass Evaluation Program (NTEP) website showing leaf spot results for Maryland, Massachusetts, and New Jersey. Any entry ranked above 6.0 (I suggest using the mean for all three sites) should suffice. [http://www.ntep.org/data/kb05/kb05\\_09-10/kb0509t26.txt](http://www.ntep.org/data/kb05/kb05_09-10/kb0509t26.txt)

Keep in mind that overseeding Kentucky bluegrass into existing turfgrass stands is not typically effective. The practice is even less effective in spring. Perennial ryegrass is a much more likely to establish when overseeded. The following link will allow you to download the Rutgers Fact Sheet titled, **Integrated Control of Gray Leaf Spot on Perennial Ryegrass** that lists grey leaf spot resistant perennial ryegrass varieties: <http://njaes.rutgers.edu/pubs/publication.asp?pid=FS1048>. Gray leaf spot is a devastating disease that affects perennial ryegrass and the use of resistant varieties is an important consideration. - bsp

**Q:** I have a question I hope you can help with. We have a school district administrator who is unhappy with the bumpiness in the fields. He would like us to remedy this problem; however, total reconstruction is out of the picture. We generally do not roll our lawns, because of compaction issues. Although, in this case, I think it may be the only way to fix the problem, because I do not think topdressing alone will fix the problem.

So, do you recommend rolling in this situation? If so, how much weight can be applied? Would you recommend rolling in 2 directions? Would you recommend aerating after/ before? Any information you can give would be greatly appreciated. Thank you very much.

**A:** Attempting to solve bumpiness/surface inconsistencies in lieu of field reconstruction will be largely dependent upon the size and nature of the high and low spots. High and low spots resulting from poor grading at the time of construction are difficult to fix by way of rolling, core cultivation, topdressing, etc.

Smaller surface inconsistencies resulting from unfilled divots, penalty kick areas, etc. may be manageable with 'surface

treatments' such as cultivation and topdressing or rolling. I think a reasonable goal is to attempt to **smooth** the surface - as opposed to address large 'bird baths' that will hinder surface drainage.

Annually, Monmouth Park Racetrack performs core cultivation (using deep tines that extract soil), core reincorporation via dragging, and sand topdressing at the end of the season after their turf track has been heavily divoted by horses. While they do replace/fill divots during the racing season, I am amazed how 'smooth' the course becomes after this process. The process of core cultivation and reincorporation by dragging does a very good job eliminating surface irregularities and subsequently smoothing the surface. This may be a good end-of-sports-season operation for your situation

In terms of rolling, I would be hesitant to put a roller on the field if you are working with a fine textured soil (i.e. susceptible to compaction), there is a lot of bare soil present, and conditions are wet. The more turf cover present (particularly Kentucky bluegrass), the more likely rolling will help to smooth the surface as opposed to over-compact the soil. Based on my experience with our research trials (we are working with a loam soil), I would suggest using no more than a 1.0-ton roller. Do not engage the vibratory function. Soil conditions should be relatively dry. I probably would start by rolling in only one direction. Again, if done properly, this will have the effect of smoothing the surface - not correcting poor surface grading issues. So, identifying the severity and nature of the problem and your objectives up-front are very important. - bsp

**Q:** Are you aware of any Kentucky bluegrass varieties that germinate in 7-10 days. Is this true or just a rumor? If it is true, how do these look and perform?

**A:** I often present a case study involving the renovation of Tiger Field at East Brunswick Vo-Tech, East Brunswick, NJ. The field was fumigated with Basamid in August 2005. A 5-variety blend of Kentucky bluegrass (Midnight, Jefferson, Limousine, Serene, and Goldrush) was seeded on September 1. Germination was observed approximately September 9. These were ideal conditions for rapid germination: Optimal soil temperatures, optimal time of year, automatic irrigation, native sandy loam soil. Likely, what we saw was one or two varieties exhibiting rapid germination - several probably took a little longer to germinate. The germination and establishment rate we saw in August 2005 would not occur in late September and beyond - particularly for Kentucky bluegrass; soil temperatures would be too cool at that point.

If you're interested in rapid germinating Kentucky bluegrasses, you may want to check out the NTEP website and look at the turfgrass establishment data taken for the 2005 NTEP Kentucky bluegrass test (Fall 2005 - maybe lumped into the 2006 data). There are some interesting differences. The NTEP trials, regardless of location, are almost always seeded in late summer/early fall. - bsp

**Q:** The facts behind our situation are as follows: 1) Our high school behind the street we reside on is attempting to raise funds to install an artificial turf athletic field, replacing the existing natural grass field; 2) Since they would never pay for this with taxpayer dollars, there is a fundraising effort to purchase this field; 3) The people on our street are opposed to this because of the significant noise and traffic it might cause. We raised **environmental concerns** such as compounds in the crumb rubber cushioning - but not sure if these would be taken seriously; and 4) It seems the one issue might be **"maintenance costs"**.

Would you have an opinion on whether costs to maintain an artificial turf athletic field are significantly less than a natural turf field? Any information or articles related to the above concerns would be greatly appreciated. Thank you for your time.

**A:** You are not alone. I have received this type of inquiry numerous times. As for maintenance costs, these infill

synthetic fields can be maintained with minimal inputs; HOWEVER, under that approach the conditions on the field will deteriorate much faster and become increasingly compacted (hard), debris will eventually clutter the field, and unrepaired seam failures would become a safety hazard. So in reality, there are significant synthetic field maintenance costs.

Manufacturer's maintenance manuals for synthetic fields call for brushing and grooming to loosen compacted infill; cleaning equipment (needs to be purchased) and/or crews are needed to pick up debris; and staff/contractors are needed to repair worn out areas, failed seams, etc. Some municipalities and schools are concerned with bacterial infections and will pay to have the field periodically sanitized to limit their liability to potential serious infections (although some people believe this is unnecessary). These costs will certainly be in the thousands of dollars per year and can total into the tens of thousands per year when the fields are intensively used and managed, especially if this work is done via service contractors.

**Ultimately, the most important "maintenance" cost** for a community is the tear out and replacement costs for synthetic fields - these fields do not last forever. Albeit unusual, I know of a field that was replaced 6 years after the initial installation. Most companies will not stand behind a synthetic field (guarantee it) for more than 8 years.

*continued on page 18*

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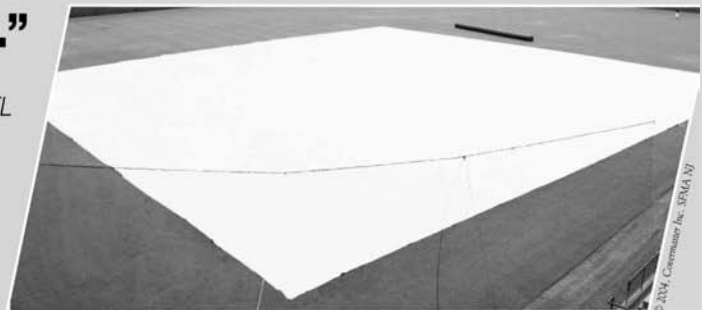
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# Question & Answer

Continued from page 17

Each situation will be somewhat different but based on actual replacement cases (in 2008 dollars), the costs for tear out and disposal of the old carpet and replacement **has ranged from \$400,000 to \$450,000**. Obviously, this value will change over time with inflation but simple math suggests a community will need to average raising many tens of thousand of dollars per year (in addition to the "normal" maintenance cost of grooming, brushing, cleaning, repair, etc.) to be capable of replacing a worn-out field.

If the idea of "recycling" a synthetic field is thrown out to make people "feel good" about the project, you need to ask two things: How much does it cost to recycle a synthetic? ... and ... Where is there a LOCAL recycling facility that will recycle the synthetic field product? I expect that you will not get a specific answer to either of these questions.

Below are some URLs to resources that more thoroughly discuss these ideas on synthetic sports fields. I hope you find this useful. **A Guide to Synthetic and Natural Turfgrass for Sports Fields** (STMA document) [http://www.stma.org/\\_files/\\_items/stma-mr-tab1-2172/docs/2nd%20edition.pdf](http://www.stma.org/_files/_items/stma-mr-tab1-2172/docs/2nd%20edition.pdf)

**Replacing a Synthetic Turf Field - One Manager's Experience** (SportsTurf Magazine article: January 2010) <http://digitalmagazinetechology.com/a/?KEY=sportsturf-10-01january#page=11>

**Two Manufacturers' Opinions on Maintaining Synthetic Turf** (SportsTurf Magazine article: February 2010) <http://digitalmagazinetechology.com/a/?KEY=sportsturf-10-02february#page=37&zoom=0-jam>

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