

Connecticut Clippings

Volume 42, No 4

December 2008

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Christian P. Mauro, President

The President's Message

Another golf season has come and gone and with everybody enjoying the winter freeze and thaw, I would like to highlight some of our association's happenings in 2008 as well as thank those who continue to make CAGCS a model of success for all other associations to follow.

The event calendar started for us with the winter seminar in January at the Hawthorne

Inn, with a great list of speakers and a near record number of attendees who witnessed Keith Angilly receive the Superintendent of Year Award. Our monthly golf meetings kicked off in April. The social calendar included a Rock Cat baseball game, Family Day at Lake Compounce and ended with the Christmas Party at J. Timothy's. Thank you to the following facilities and members for hosting our 2008 meetings:

- April – Norwich Golf Club and Bruce Morse
- May – Mill River Country Club and Keith Angilly
- June – Indian Hill Country Club and Marc Weston
- July – Stanley Golf Club and John Napier, CGCS
- August – Gillette Ridge Golf Club and John LaBrie
- September – Pequabuck Golf Club and Kevin Jaracy
- October – Tunxis Plantation and Charles Babcock
- November – Suffield Country Club and Peter Gorman

throughout 2008 in which we discussed, decided and voted on the usual issues concerning CAGCS, below are a few items that deserve to be highlighted.

- The Board of Directors decided that beginning in 2009 the Invitational Tournament would be moved to the month of September.
- The Board approved a change to the Meeting Policy as it pertains to guests; a member must now be present to host a guest at all CAGCS meetings and functions.
- The Board discussed and reviewed the CAGCS Code of Ethics and decided it was time to remind our membership of our policy for Visiting Golf Courses, this policy can be found on page 8 of our 2008 Membership Directory.

Thank you to Mary Jo, the Board of Directors and to everyone who has volunteered their time to help CAGCS be what it is today. A special thank you to all our commercial members for volunteering your time and for your continued donations that help keep our meetings enjoyable and affordable.

Respectfully Submitted,

Chris P. Mauro

The CAGCS Board of Directors held meetings

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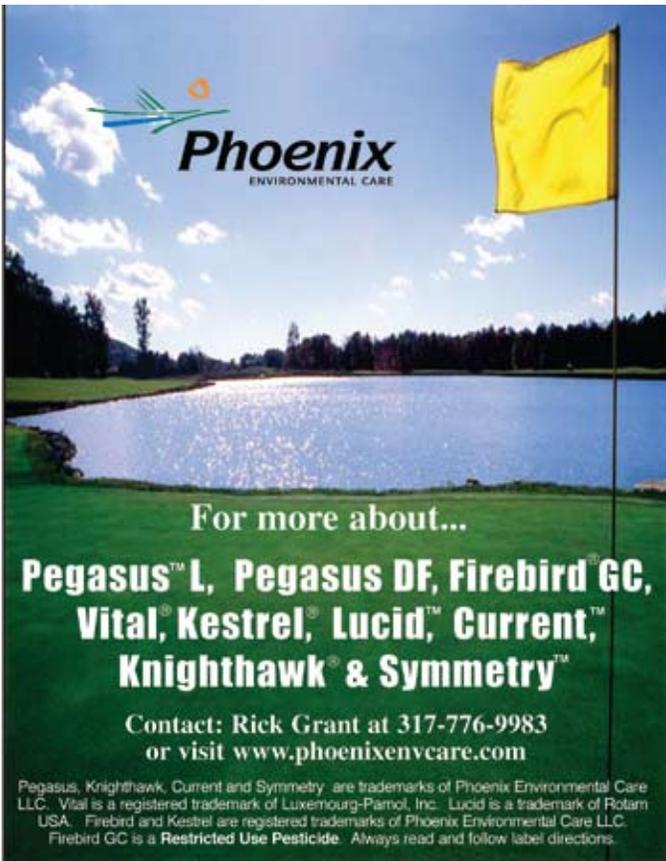
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PURPLE LOOSESTRIFE UNDER CONTROL



Several years ago Wallingford CC superintendent Scott Gennings was at a loss for how to control purple loosestrife an invasive species that was overtaking wet areas at the course. "You couldn't see the cattails" said Scott.

Using herbicides was not an option because of a nearby stream and using heavy equipment was too expensive.

It took Scott's 9 year old at the time, daughter Megan to come up with the answer. In 2003 Megan told her father that she was raising Galerucella beetles for a class project. That's nice, what do they eat? Purple loosestrife roots, stalks and leaves was the answer.

Scott investigated further and found that he could get free beetles through a University of Connecticut program to introduce to his wetlands. The following spring Scott released about 1500 beetles. The beetles went to work and stunted the loosestrife. Before long the native plants started to make a comeback amongst the dying and dead loosestrife.

Imported from Europe in the 1800's as a garden ornamental, loosestrife sometimes known as the "garden killer" is a standout in any crowd. During the summer the perennial, which is

banned from sale in Connecticut, adorns itself in a mantle of gaudy purple flowers.

The problem with purple loosestrife is the public loves it. When they find that they can't buy it some will search it out and transplant it to their garden, which is illegal.

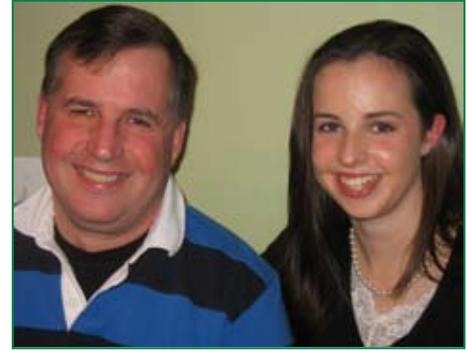
It is destructive. Each year, public and private entities spend an estimated \$50 million in an attempt to control loosestrife, which not only damages wetlands but is threatening agricultural crops, according to the federal Aquatic Nuisance Species Task Force.

In 1992, the Galerucella beetle was approved as a biological control for loosestrife by the U.S Department of Agriculture. Four years later, federal and state authorities approved its introduction to Connecticut.

Donna Ellis an extension educator with UCONN's plant science department in the spring teaches the care and rearing of the beetles at a series of free public workshops.

Since 2004, she's introduced landscapers, golf course superintendents and others to the brown and black beetles, which are raised on pots of loosestrife. Six mating pairs can produce 1,500 offspring in six weeks.

The beetles do not have to be reintroduced and are kept in check by predators, including lady beetles, stink bugs, spiders and birds.



Scott Gennings with daughter Meghan



Galerucella beetles, a European species, are used to combat Purple loosestrife plants.

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A BUG'S LIFE

Two types of European beetles, *Galerucella californiensis* and *G. pusilla*, are being used in Connecticut to control purple loosestrife, an invasive plant that spreads rapidly in wetlands.

- The two species are similar in appearance, about a quarter inch long, light brown with black markings.
- Adult beetles emerge in the spring and begin feeding on young loosestrife shoots. The larvae feed on the plants in all stages of growth
- The beetles grow from egg to adult in about 6 weeks. Lifespan is about 8 to 10 weeks. They do not have to be reintroduced
- You can't buy the beetles in stores. They are raised by volunteers through the University of Connecticut. For more information go to www.hort.uconn.edu/ipm, call 860486-6448 or e-mail donna.ellis@uconn.edu



Purple loosestrife, or Lythrum salicaria, is an invasive plant that spreads rapidly over wet areas, choking out native plants.

WINGED FOOT NEIGHBOR PELTED BY BALLS

Living adjacent to the 6th hole a par 3 on the club's famous East course has caused a life threatening condition, according to homeowner Anthony Pecora. Damage to the house has resulted in over \$14,000 in damages. His kids can't play in the backyard and his dog swallowed a golf ball resulting in a \$3,344 vet bill. Trees were cut down in 2006 to reduce shade on the green. A judge issued a temporary restraining order prohibiting any play on the 6th hole.



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Condolences

To Mark Osborn on the passing of his brother Jock (53) on November 7th

To Joseph & Lonnie Troll on the loss of their daughter Judy, 51, on November 3, 2008.

Congratulations

Michael & Jo Wallace were married on October 18, 2008. Wishing them all the best!

Larry & Carole Pakkala on the birth of their first grandchild Lucas Spizzirri born on November 14, 2008 and weighed in at 7 lbs 10 ozs.

Clay & Stacie Pedigo on the birth of their son, Evan Joseph. Evan was born Monday, December 1st and weighed in at an impressive 7lbs 10ozs!

Congrats to Chris and Jaime Guilmette on the birth of their son Owen Christopher, October 22nd, 7 lb. 7 oz., 20 1/2" long.

Calendar

- January 13, 2009
CAGCS Winter Seminar, Hawthorne Inn
- February 2-7, 2009
GCSAA Conference & Show New Orleans
- March 2-5, 2009
New England Regional Turf Conference, Providence, RI

GCSAA News

There will be an opportunity for attendees to give back to New Orleans by helping on a Habitat for Humanity project. If you are interested please go to the following link for more information. www.golfindustryshow.com/2009/buildahouse.asp

Notes

Dear CAGCS, Lonnie and I want to thank you for your kind words and deeds since the loss of our daughter, Judy. We are overwhelmed with grief, not just for ourselves but for her husband and daughters. Please know your support has given us comfort. - Joe and Lonnie Troll

Over the course of a growing year, the one thing golf course superintendents and crews are faced with are a lot of decisions. Water or don't water, mow or don't mow, spray or don't spray, where to put the cup or more importantly maybe where not to put the cup, move the tees up or move the tees back...etc., etc., etc. Well, we hope there is one decision that will be as simple as can be for you this winter. That is to attend the New England Regional Turfgrass Conference and Show in March. Whether you voted for Obama or McCain, one thing that is certain is that spring will come and the grass will grow. March is the final turn toward the winter finish line and it will soon be time to start gearing up for whatever the New Year might bring our way be it agronomic and/or economic.

name change. Please do not hesitate to call us if you have any questions regarding this change.

UCONN News

As most of you know by now, John Kaminski is leaving the University of Connecticut for Penn State, his alma mater, where he will be Assistant Professor of Turfgrass Science and Director of the Golf Course Turfgrass Program, the 2 year school. John had been at in Connecticut for three years and we wish him well in his new endeavor.

With the current financial situation in the state and a hiring freeze at UCONN, the University is very fortunate to have a top notch Post-Doctoral Fellow arriving in 2009.

John Inguagiato, Ph.D., is the latest addition to the UConn turfgrass team. Inguagiato is a recent graduate of Rutgers University where he studied with Dr. Bruce B. Clarke and James A. Murphy. His research on the

Press Release

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influence of cultural practices on anthracnose severity of putting green turf has provided science-based recommendations for superintendents managing this devastating disease. This work has appeared in Golf Course Management and the Green Section Record in addition to scientific publications. Inguagiato is a native of Ohio and earned his B.S. from The Ohio State University. He has gained practical experience working on municipal and private golf courses in Ohio, and interned in the Northeast Region with the USGA Green Section in 2007.

At UConn, Inguagiato will be studying algae control measures on putting greens and researching improved control strategies for turf diseases in Connecticut. He will also be providing diagnostic services for turf samples sent to the UConn Turf Diagnostic Center.

Inguagiato will be attending the CAGCS January Seminar and the Golf Industry Show in New Orleans this February, please take a moment to welcome him to the UConn turfgrass program.



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NEW TWIST TO 15TH CHAPTER DELEGATES MEETING DELEGATES EXPERIENCE NEW ORLEANS; ENGAGE IN DISCUSSIONS

Desiring to give members as much information as possible about the upcoming conference and show, GCSAA took its 2008 Chapter Delegates meeting to New Orleans, Oct. 24-26. A total of 97 of the 100 GCSAA affiliated chapters were represented.

“We knew there was some concern about New Orleans’ ability to host conference and show,” GCSAA President David S. Downing II, CGCS said. “We felt the best way to address that was by hosting the delegates in New Orleans. Various association activities have been held there since Hurricane Katrina, so we were confident the delegates would be impressed by what they saw.”

Not only did the meeting break ranks by moving from its traditional Lawrence/Kansas City region, but it also included a two-hour tour of the city and a briefing from local officials on the recovery from storms during the past two years.

“I thought it was great that we got to see the city,” first time delegate Gary Myers, CGCS said. “I appreciate that we saw everything,

enhancing chapters: There are still some areas that need to be rebuilt, but from the standpoint of attending Conference and Show, everything was fine. I did not hear any delegate say New Orleans would not be a good place for us. It should be a great event.”

The agenda for the meeting was developed by GCSAA Vice President Mark D. Kuhns, CGCS. His focus was on presenting a complete picture of New Orleans, providing in-depth discussion on Chapter Effectiveness and giving attendees a look at the future of the association. The meeting also afforded attendees to hear GCSAA Chief Executive Officer Mark Woodward address the delegates for the first time. Woodward, who took over in July, shared his vision for the association. He touched on the following topics:

- The importance of chapter effectiveness.
- The need for member engagement on the chapter and national level.
- Building relationships to advance the association and its members.
- GCSAA and The Environmental Institute for Golf’s role as a leader in ensuring golf’s compatibility with the environment.
- The role of the GCSAA member now and in the future.

Special attention was paid to sharing tactics with delegates how they could help their chapters to become more effective. A report on the extensive work of the Chapter Relations Committee, chaired by GCSAA Past President Tim O’Neill, CGCS was presented. The committee identified four key elements to

- Strategic Planning
- GCSAA Field Staff
- Executive Paid Leadership
- Sharing of Resources with other Chapters

Peggy Hoffman and Peter Houstle of Mariner Marketing and Management facilitated a session focused on chapter effectiveness that explored means to increase volunteer participation, enhance communications, activate memberships, improve management and engage in strategic planning, all on the chapter level. The key take-away was research indicates that more people volunteer if they are directly asked, and are offered opportunities that are ad hoc or short term in nature.

The delegates heard several presentations and engaged in discussions regarding member programs and services. Topics included:

- Industry efforts to grow the game, focusing on the role of GCSAA and its members.
- Membership growth and retention efforts.
- GCSAA’s financial picture.
- Marketing, outreach and advocacy activities.
- The importance of data for GCSAA and member input, including member needs assessment, compensation and benefits report, and golf course environmental profile project.
- GCSAA Education Conference and Golf Industry Show.

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issues of importance was also conducted.

Based on the discussions, financial issues were leading area of interest. Downing, Woodward and GCSAA Managing Director of Finance Cam Oury presented the association's financial picture as being strong with no debt, valuable assets and a solid cash reserve. Although revenues will be lower in 2008 than 2007, association leaders indicated expenses were being managed down appropriately. Delegates also asked for assistance in communicating issues during tough economic times. Staff will provide support to help members in this area regarding Conference and Show attendance and in sharing their value and the importance of golf course maintenance in light of budget cuts.

"I appreciate the delegates taking their personal time to meet in New Orleans," Woodward said. We rely on them to be the conduit to chapters. We also need them to give us feedback. The one item that was very clear to me is that when member financial challenges are great, the opportunities and the need to assist our members are at their greatest. We live by the mantra that 'Members Matter Most' and I would contend they need us more than ever right now, and we need them as well because it is truly a partnership."



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RECOGNIZING YOUR DREAM JOB

I recently had the opportunity to meet up with a long-time, respected acquaintance that inspired some thoughts I had never entertained. While doing business in St Augustine, Florida, I was set up to stay in a fantastic place called the World Golf Village. I knew from holding several past events in this unique setting that it was a good spot to land for the night, but I was also anxious to look up Steve Mona who has become a bit of a legend in the golf industry. I had met Steve several years ago when he was CEO of the Golf Course Superintendents Association of America, a position he held for 14 years. When we sat down in the hotel to share breakfast, I was impressed with the passion and purpose he conveyed in his new position with the World Golf Foundation housed at the World Golf Village. I listened to the amazing things this group is doing through their mission to "unite the golf industry and those who love the game around initiatives that enhance the growth and enjoyment of the game of golf worldwide, while preserving golf's values."

"WOW," I thought, "what a dream job! Who wouldn't want to do that!" Then as I continued to listen, I remembered the last time I was with Steve and he was CEO of GCSAA. At that time I had thought he again was in a dream job because of the passion and energy he possessed toward educating and supporting the group of individuals that make wonderful golf courses look the way they do. Hmm, how could one guy luck out and get two "dream jobs" in one lifetime? As I left our meeting, I was inspired by a man with purpose and I was energized by a question ... Could any job be a dream job if you believe in what you are doing and have passion for the vision of that organization? As we interviewed Steve for this newsletter, we found out the answer to that question in his words, "Yes, I believe this is possible, but you have to care deeply about what the institution stands for and represents. In my case, I have believed strongly in the missions of all the golf organizations for whom I have worked. Because of that, the 28 years I've spent with these organizations have never felt like work to me; rather they have

allowed me to be involved in what I consider my life's work."

I hope you enjoy a few more thoughts below from Steve and the JPH editorial staff on your "dream job." At the end, you may not only agree that any job can be your dream, but you too may be inspired to make sure you are doing your "life's work!"

Let's take a look at some questions we asked Steve and consider his insightful answers. We have several objectives in reviewing these questions with you. One is to share the insights and thought process of a successful leader. Next, we want to help all of our readers get a glimpse into the World Golf Foundation. Most importantly, we want to help you see how to take the day-to-day realities that you might be facing in your job that at times might seem more like a nightmare than a dream and gain a little insight into how to turn your reality into a dream. Yes, you read that correctly. It is possible to not only turn your dreams into realities, but also to turn realities into dream situations ... With each response, we offer our insights on how to apply Steve's answer to your personal situations.

Your Life's Work

Journey of Success

Question: How long were you at GCSAA and what was your career path before that time?

Response: I was CEO of Golf Course Superintendents Association of America for 14 years. Before that, I was Executive Director of the Georgia State Golf Association for 10 years, the Assistant Manager of Press Relations for the United States Golf Association for two years and the Tournament Director of the Northern California Golf Association for two years.

Realities into Dreams: Steve obviously has had a passion for the golf industry from the beginning of his career and made choices and pursued opportunities that would fuel and satisfy that passion. Whether you are 20, 30, 40, 50 or 60 years old ... Ask yourself the following questions: "Am I passionate about what I am doing? Do I feel like my daily work makes a difference in the lives of others? Is this my life's work or am I working my life away?"

Inspired by a Mission

Question: How have you used the Mission and Vision of World Golf Foundation to create passion in others and in yourself for what you are doing?

Response: The approach has been to articulate the Vision in practical terms and focus on how it impacts, directly, the individual members of our team. I've found that if you can relate big organizational



Stephen F. Mona
Chief Executive Officer
World Golf Foundation

goals to an individual's own work experience, the connection is much easier to make. Broad, general exhortations about a preferred future may sound good, but they don't permeate an organization unless they are made specific, practical and personal.

Realities into Dreams: You have been to seminars, read about mission statements and their importance and dreamed of making yours the driving force for everyone in your organization. You want the mission to inspire everyone with the same passion that you have and yet it seems like they just don't get it. Consider how you are presenting that mission to others. Is it practical? Is it personal? Can every employee and customer really understand how that mission impacts them?

Galvanize a Group

Question: Can you explain Golf 20/20 and how you are striving to get more people involved and enjoying the game of golf?

Response: Golf 20/20 seeks to galvanize the golf industry around initiatives that enhance interest and participation in the game of golf. It is an industry-wide coalition that has existed since 2000 and focuses on initiatives that benefit the overall industry. On November 11, we announced an industry-supported adult player development initiative called "Get Golf Ready." The basics of the program are simple: to introduce adults who have never played the game or who have tried the game but left the opportunity to learn the game in an environment that is fun and emphasizes both learning and playing the game. We intend to certify 700 facilities in the U.S. as "Get Golf Ready" sites in 2009, another 1,000 in 2010 and an additional 1,300 in 2011, for a total of 3,000 facilities in three years. We intend to reach 50 adults at each location annually; so in three years, we expect to have introduced 1.5 million adults to the game of golf. Of that figure, we project

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that 80 percent will remain in the game, so we should see a significant surge in new golfers over the next three years.

Realities into Dreams: Think about the challenges of galvanizing an idea or drawing together a group of people toward a common purpose or lofty ideal. That is not an easy task and yet it is a true measurement of success for leaders in companies when you can clearly see how well they have drawn their employees together, their management team together and connected them all to the customer. What are you doing today to galvanize or unite your customer base in ways that they are looking forward to hearing from you? What are you and your team doing every day that helps customers want to do business with you and refer other future customers to you? It doesn't matter if we are a three-person company or a world-wide organization; our ability to galvanize can help determine our growth and success.

Drawn by Purpose

Question: With the passion you had for your mission at GCSAA, what motivated you to change course? What appealed to you enough to make a change?

Response: I'm often asked this question. The answer is simple and twofold: First, PGA Tour Commissioner and then-World Golf Foundation Chairman Tim Finchem asked me to consider taking this position. He articulated a very compelling picture of what the WGF could look like in the next several years and what role it could play in the golf industry. I have long had a tremendous amount of respect for Tim and when he called, I knew I needed to seriously consider what he was offering. Second, this position would give me the chance to work directly on some of the biggest, most impactful issues facing the game of golf. I've always had a great love and respect for the game, and the opportunity to be involved with issues that could directly influence its long-term health and vitality was too much to turn down.

Realities into Dreams: We in no way are promoting the idea that the grass is greener on the other side or to continually look for something better. The message here it to see that Steve has a passion for an industry and the game of golf and saw the best opportunity to create an even greater impact there. With this in mind, consider two things when you are building a group of people around you and deciding the best place to reach your goals. One, if you want to attract great people, you need to make sure they value the direction and purpose of your organization. Two, if you want to find yourself in the most fulfilling work setting, be sure to find purpose in what you are contributing through your work each day.

Seeing the Big Picture

Question: Any thoughts on how anyone can find meaning in anything they are doing?

Response: You have to be able to see the big

picture and how what you're doing contributes to the realization of that vision. If you can't see it or if you don't believe in it, you're just going through the motions. I like to mow my lawn. Not because I like the mechanics of mowing, but because I love to look at it after I'm done and have that feeling of accomplishment.

I have found that almost everyone within an organization wants to understand how his or her work connects to the overall mission and vision of the institution, and that they care about the success of the organization. So, the formula is actually simple in theory but difficult in practice: You, as a leader, must: 1) Clearly articulate the mission and vision; 2) Take every opportunity to communicate that mission and vision and show how everyday work connects to it; 3) Through recruiting and termination, ensure that every member of the team believes in what the institution is trying to accomplish and that their own work matters in supporting the overall goals.

Realities into Dreams: Do you know the big picture or do you care enough to bring it to the surface and focus on it every day? Find the best ways to enjoy the "mechanics" of your work and identify what you appreciate most about the accomplishments at the end of the day. No matter what you do, be sure that your job has value and meaning. The biggest challenge is to find it, appreciate it and passionately make a decision to make a difference in all you do.

Learn More About World Golf Foundation

Question: What are the 4 key areas under the World Golf Foundation?

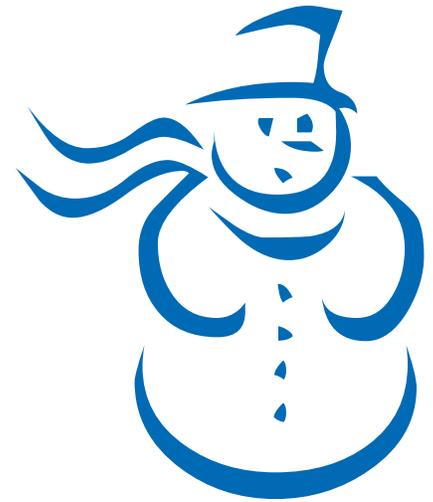
Response: The four key areas of the World Golf foundation are: The First Tee, which

was established in 1997; the World Golf Hall of Fame, which opened in 1998; Golf 20/20, which was launched in 2000; and Industry Initiatives, which began in 2007. Industry Initiatives represent areas such as Anti-Doping, Communications, Research and Public Affairs and Pace of Play, that the WGF serves in a coordinating capacity to bring the different components of the golf industry together to tackle issues that broadly impact the golf industry.

Realities into Dreams: Go to the following websites to learn more about this great group that has devoted their life's work to making golf more than a game ... it's an experience!

www.thefirsttee.org
www.golf2020.com
www.wgf.com/hof/foundation.php

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