

CONNECTICUT



CLIPPINGS

March 1986

Volume 20, Number 1

20th Year for Connecticut Clippings

This year marks the 20th anniversary of our newsletter - *Connecticut Clippings*. The idea of a CAGCS newsletter began with **Charlie Baskin, Jr.** in 1966. Charlie was the originator and first editor of *Connecticut Clippings*. According to Charlie "it was designed to disseminate information" and he got the idea from other chapters which were using newsletters as a communications tool. Charlie retired as editor in 1972 and then-president **Robert Viera** appointed **Robert Osterman** as editor.

In 1975, **Joe Torok**, Turf Manager of Hop Meadow Country Club, took over as editor of *Connecticut Clippings*. Joe was succeeded as editor by **Steve Cadenelli** in 1976. Steve held the position until I took it over in 1980.

I'm beginning my sixth year as editor of *Connecticut Clippings*. **Mike Reeb** has been assisting me this winter in reorganizing the newsletter to allow our commercial people more opportunity to advertise. Mike is becoming acquainted with the editing and publishing of the newsletter and hopes to become more involved.

Connecticut Clippings is published six times per year and has a circulation of about 400 per issue. For the past several issues the newsletter has been typeset "in-house" by a Macintosh computer system. Future plans call the purchase of a laser printer to allow us to do the printing of the newsletter "in-house" as well.

Happy 20th Anniversary Connecticut Clippings!

Greg Wojick,

President's Message

CAGCS in 1986 & Beyond

Some anticipated changes have occurred in the past few months. **Ron Holcomb**, who resigned his post at Cliffside Country Club, has accepted a promising position with Imperial Nurseries in Granby, Connecticut. Ron's dedicated professionalism and hard work will be sorely missed on the board. **Steve DiVito**, a long-time board member, has been appointed by the board of directors to fill Ron's position as secretary/treasurer. **Mike Reeb**, CGCS, was appointed to fill Steve DiVito's vacated directorship. Mike, I know, will prove himself as a capable and concerned member of the board.

Bylaw changes take time to get into a final form. **Bob Chalifour's** organizational study committee is going into phase five of discussion with the final draft due out sometime in late March. The final draft will be professionally edited and the law firm of Cudy & Feder will review the draft to ensure that it is legally correct.

The board has agreed that the time has come to hire a CAGCS executive director. An executive director's duties would be to facilitate the needs of our group and to handle much of the administrative duties. This year we hope to hire an executive director on an experimental basis.

This year and beyond we hope to work hard at developing a good relationship with allied

-continued on page 5



Happy St Patrick's!



Connecticut Association of Golf Course Superintendents

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Sec/Treasurer Steve DiVito
Past Pres. David Stimson, CGCS
Director Mike Chrzanowski
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Director Peter Pierson
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Director Mike Wallace, CGCS
Director Thomas Watroba
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The object of this association is to encourage increased knowledge of golf course management and greater professionalism through education, research, exchange of practical experience and the well being of each individual member.

The Connecticut Clippings is an official publication of The Connecticut Association of Golf Course Superintendents, Inc.

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1347 Newfield Ave.
Stamford, CT 06905

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New Canaan, CT 06840

Position Available:

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The recently completed 57th Annual International Golf Course Conference & Show of the Golf Course Superintendent Association of America (GCSAA) was the largest in the sixty-year history of GCSAA. The Conference & Show, held in San Francisco January 27-February 4, 1986, broke records in attendance, 10,902; number of educational seminars, 27; number of exhibitors, 317; and amount of exhibit space, 107,000 square feet.

The conference began with educational seminars -- almost 400 hours were offered throughout the nine days of the conference -- and ended with educational seminars. In between were award presentations, famous speakers, a huge trade show, a gala banquet & show, allied golf association seminars and more educational programs.

Twenty seven educational seminars were conducted by 41 instructors to 1,050 students earning continuing education units (CEU's). Six of the 27 seminars were new to GCSAA programming. Fifty-six hours of concurrent educational sessions were also offered by 98 speakers.

The opening session speaker on Jan. 31 took on added significance due to the week's events. Gen. Chuck Yeager addressed several thousand conference attendees who anxiously awaited comments regarding the space shuttle accident. Preceding Gen. Yeager's comments, GCSAA President Eugene D. Baston, CGCS, presented the prestigious Distinguished Service Award to Andrew Bertoni, Mich.; John B. Steel, Sr., CGCS, Canada; Howard Kaerwer, Minn.; and Chester Mendenhall, Utah. Mendenhall is a past president and charter member of GCSAA. Baston also presented GCSAA's Leo Feser Award to past president Theodore W. (Ted) Woehrl, CGCS, for his contribution to Golf Course Management magazine.

Next came the traditional Ribbon Cutting ceremony by the Board of Directors to officially open GCSAA's Trade Show. This one was the largest in GCSAA's history. There were 317 exhibits covering 107,000 square feet, with 74 exhibitors new to the show--all new records. Last year in Washington, 292 companies exhibited their products--70 for the first time, and in Las Vegas the year before, 266 exhibits were on display.

Educational programs were also conducted by the USGA Green Section, the American Society of Golf Course Architects, the National Golf Foundation (NGF) and the Sports Turf Managers Association (STMA). This was the first annual meeting of the recently-organized STMA.

On Feb. 3, the annual membership meeting and elections were conducted. Elected to serve GCSAA for the coming year were Riley L. Stottern, CGCS, President; Donald E. Hearn, CGCS, Vice President; Gerald L. Faubel, CGCS, Director; Kenneth A. Sakai, CGCS, Director; with William R. Roberts, CGCS, Director. **Stephen G. Cadenelli**, CGCS was appointed to fill the unexpired term created by Hearn's election. John A. Segui, CGCS, and Dennis D. Lyon, CGCS, remain as Directors, with Segui serving as Secretary/Treasurer. Immediate Past President Eugene D. Baston, CGCS, will serve on the Board of Directors for one year.

President Stottern said to a full house at the Banquet & Show, Feb. 3, "I am very honored and very humble to assume the presidency of GCSAA. I should like to take this moment to thank all of the people who have supported me."

Later in the program, singer Dinah Shore presented GCSAA's prestigious Old Tom Morris Award to Patty Berg. 8

Let's Get Together And Socialize!



Look for a survey and a personal note from one of our member's wives coming to your mailbox soon about this year's Christmas party. We will be trying to once-again revive the social spirit of our association with a Christmas party. This survey and note will be addressed to the wives of our members!

Tentative plans are to once again hold the summer picnic in August at the Madison Country Club in Madison, CT. 8

Cadenelli Appointed GCSAA Director

Congratulations to Steve Cadenelli, CGCS, who is now a GCSAA Director. Steve was given a strong vote of confidence as the GCSAA Board of Directors appointed Steve to the unexpired term of Don Hearn.

The new GCSAA Board of Directors:

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Vice Pres. - Don Hearn, CGCS

Sec/Treas. - John Segui, CGCS

Director - Gerry Fauble, CGCS

Director - Ken Sakai, CGCS

Director - Dennis Lyon, CGCS

Director - Steve Cadenelli, CGCS

Director - Bill Roberts, CGCS

Imm. Past Pres. - Eugene Baston, CGCS



1986 CAGCS Meeting Schedule

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Yale Inn, Meriden

April 15
Black Hall Club

May 12
CC of Farmington

June 10
No Site Yet

June 24
CC of Avon
CAGCS Invitational

July 15
Indian Hill CC

Aug
CAGCS Picnic
Madison CC

Sept 9
Highfield CC

Oct 7
Laurel View GC

Nov
Pilgrim Harbor GC

CAGCS Committee Chairman for 1986

Organizational Study Committee:
Bob Chalifour

Education Committee:
Michael Wallace

Golf Committee: Michael Chrzanowski

Membership Committee: Tom Watroba

Social & Welfare Committee:
Michael Reeb

Scholarship & Research Committee:
Douglas Cooper

Survey Committee: Peter Pierson

Public Relations Committee:
Richard Marcks

Employment Referral & Historian:
David Stimson

Newsletter Committee: Greg Wojick

Frank Lamphier will once again handle the reporting on GCSAA/National affairs.

Notice!

In the last issue of *Connecticut Clippings*, the revised scholarship application policy was presented. The S&R committee has informed me that they will extend the deadline for requests of applications from March 1 to April 1, for this year only. The deadline for submitting the completed application has also been changed from April 1 to May 1.

For more information contact S&R chairman, Doug Cooper.

Leadership Myths

Following are some comments from a recent magazine article on the book, *Leaders*.

MYTH ONE - *Leadership is a rare skill.* Nothing can be further from the truth. While great leaders might be rare, everyone has leadership potential - as everyone has some ability to run, act, and paint. There are literally millions of leadership roles throughout the country that are being filled by average Americans more than adequately. Also, people may be leaders in one organization and have quite ordinary roles in another. The truth is leadership opportunities are plentiful and within the reach of most people.

MYTH TWO - *Leaders are born, not made.* Wrong. The truth is that the major capacities and competencies of leadership can be learned and we are all educable. Nurture is far more important than nature when it comes to leadership.

MYTH THREE - *Leaders are charismatic.* Some are, most are not. Over 90% of our leaders of today lack John Kennedy's beguiling "grace under stress" image. In reality, it works in the opposite direction - charisma results and develops from effective leadership, not the other way around.

MYTH FOUR - *Leadership exists only at the top of an organization.* This is obviously false and results because the media often only focuses on the top of organizations. The larger the organization, the more leadership roles it will have. Different forms of leadership are found at every level within an organization.

MYTH FIVE - *The leader controls, directs, prods and manipulates.* This is, perhaps, the most damaging myth of all. Leadership is not so much the exercise of power itself as it is the empowerment of others. Leaders lead by pulling not pushing, by inspiring rather than ordering, by creating achievable expectations and rewarding progress toward them rather than manipulating, by allowing people to use their own initiative and experiences rather than by denying or constraining their experiences and actions.

Everyone can identify and grow into leadership roles.

Credit: Tee to Green

GCSAA Regional Seminar

Cape Cod, Massachusetts
April 7-8, 1986

"Environmental & Water Issues in the Northeast"

Note: CAGCS Board member **Peter Pierson** will be one of the speakers at this regional seminar.

Local Winners In Palm Desert

Some of our "local boys" played some pretty fair golf at the GCSAA championship in Palm Desert, CA.

In the Best Ball competition the team of **Frank Lamphier & Dave Powell** finished 4th in the gross division with a score of 71. Also in the gross competition **Peter Pierson & Fritz McMullen** ended up 9th with a 73.

Results in the Best Ball Net division: **Armand LeSage & Dwight Turula** (5th) 66, **Greg Wojick & Charlie Tadge** (7th) 66, **Bob Phipps & Bill Milsop** (8th) 67, **Bob Osterman & Joe Leopold** (9th) 67.

In the GCSAA championship (blue division gross) **Bob Alonzi** was 5th (186) and **Jim Medieros** 7th (191). In the blue division net **Bob Osterman** was 6th (149). 8

Gross Catcher

@

Everyone that I talked to who went to the GCSAA International Conference & Show said they had a super time and learned a lot! And the fortunate few who went on to **Hawaii** spent some time in paradise.

I had my first opportunity to play in the GCSAA tournament in Palm Desert, CA. Playing in the tournament was one of my most pleasurable experiences. **Frank Lamphier** and his tournament staff deserves tremendous praise for their efforts on running a flawless event.

@

What do **John Naperwicz, Peter Rappocio, Peter Burnham** and **Ray Beaudry** now have in common besides being golf course superintendents? Give up? Well they have all joined the elite group of superintendents who call themselves *certified*. Congratulations men!

@

The USGA-GCSAA Turfgrass Information File is available for anyone wishing to gain information through abstracts on subjects dealing with turfgrass research. By calling 517-353-7209 and talking to Mr. Peter Cookingham, you will be able to search the files for your particular subject. A fee of \$.50 (fifty cents) per abstract will be charged, not to exceed \$50 per subject. The file is continuing to have information added to it.

Turfgrass information file is being developed for use by anyone. A future phone modem will be available to anyone wishing to directly hook up with the file information.

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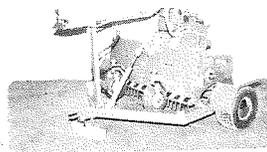
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President's Message (continued from page 1)

associations in the state. And perhaps the establishment of a Golf House in Connecticut would help tie our common interests together. A golf house would consolidate golf in Connecticut. It would serve as the official headquarters and permanent address for CAGCS, CSGA, PGA of Connecticut and perhaps the Club Manager's Association and the Women's Golf Association. Anyone with a question concerning golf in the state could call one number and get all the answers.

As always the board is looking for feedback and comment regarding the direction and future of CAGCS. Speak up and be heard. 8

Greg Wojick, CGCS



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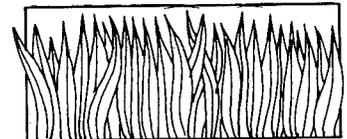
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Aerial Photography Aids Maintenance

Patrick A. Lucas, Jr.
Innis Arden GC
Old Greenwich, CT

Communications is of paramount importance to the golf course manager. The ability to communicate plans and programs to both superiors and staff many times presents a challenge.

The ever expanding world of visual aids via the use of aerial photography is a concept every superintendent should be familiar with today. Communicating daily work plans for property covering several hundred acres to a dozen or more individuals will test the best golf course managers. Many superintendents are aware of horror stories when daily work orders were misunderstood by crew members: areas not to be sprayed were; and in some extreme cases, wrong trees removed! Volumes could be written on this subject, some humorous; some not.

The communication challenge centers around taking ideas first conceived in our mind and which must then chronologically follow several steps to reach a point where they are finally translated into the finished product in the field. When I came to Innis Arden in 1977, we had an aerial photo of the course which, at that time, was three years old. I promptly placed it in a prominent location in the crew's quarters and began to use it in conjunction with the daily work orders. This helped in the orientation of staff members to the exact area in which they were to perform a particular task.

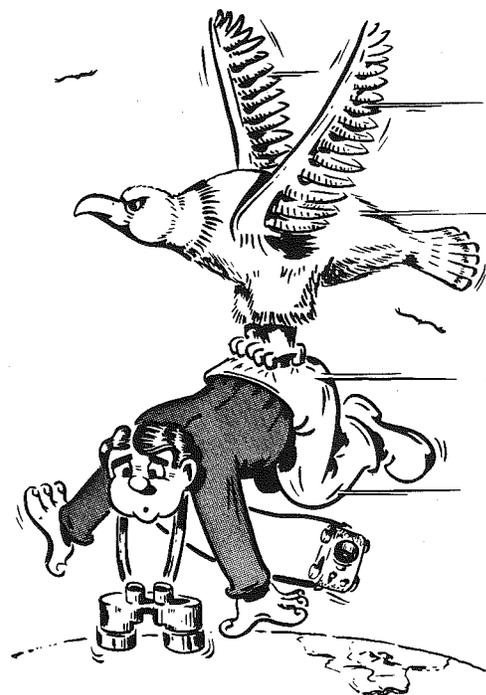
1983 brought many changes to Innis Arden due to the major renovation work completed under the direction of Jeff Cornish and Brian Silva. We realized that our existing aerial photo had become obsolete. Over the years, I had heard of some courses outlining their irrigation system on the ground before having a new aerial photo flown. The idea sounded like a good one, and I began making plans to paint all sprinkler heads and outline all greens and fairways before having the new aerial photo taken.

Making the arrangements for a flyover under the proper conditions is easier said than done. In some ways, it is not unlike the space shots from Cape Canaveral which require a certain "launch window" or limited time frame in which the launch can proceed.

The flyover should take place at a time when the following conditions have been met:

1. The course is clean of fallen leaves and other debris.
2. There is no ice or ice cover.
3. Trees are in their dormant stage without leaves or buds which would impair visibility.
4. There are minimum shadows. Ideally, flyover should take place at high noon.
5. Clear weather conditions exist.
6. There has been adequate lead time for proper painting of the course.

In mid-March of 1985, all plans were set in motion and Keystone Aerial Photo of Philadelphia photographed the course at a cost of \$500. The new aerial photo came out perfectly thanks to the careful preparation ground work done by Dave Kerr, then assistant superintendent and Mark Angerosa, our current assistant. The scale used was one inch to eighty feet. All sprinkler heads were painted with six foot by six foot "x's" and all perimeters of greens and fairways were outlined with broken white lines prior to the flyover. Our local power company located the underground electric lines leading to our pump house and maintenance shop and these too, were painted.



In addition to the instantly improved orientation of crew members for daily work assignments, it was obvious that additional visual aids could be made and utilized in conjunction with the photo. The idea of designing different "overlays," incorporating various maintenance programs, proved to be invaluable. The photo was framed with wood raised somewhat higher than the actual cover glass itself. A dozen pieces of clear plexiglass were then purchased, each designed to fit precisely within the frame and over the photo. To date, the following "overlays" have been designed and are in use at our Club:

1. Overlay for tree inventory and maintenance record.
2. Overlay for wilt area.
3. Overlay for crabgrass and goosegrass areas.
4. Overlay for wet and soft areas.
5. Overlay for weed whip work.

These are but a few programs which we have "maintenance mapped" through the use of overlays so far. I am sure there are many other programs which would be appropriate for "maintenance mapping" and I would appreciate hearing about any new ideas you may have. 8

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