

CONNECTICUT CLIPPINGS

December, 1992

Volume 26, No. 5

In Memory of John Callahan

by David A. Roule

If I had to characterize John in one word, it would be **PEOPLE**. John loved people.

He was an Irishman.

He was a man's man.

He was always ready for a good time and accumulated friends no matter where he went.

John was my friend. I loved the man.

If a friend needed someone, John was there.

If a friend needed something, John would help, no matter how small or what time of day or night.

If you were his friend, he would give you his advice, but would *judge* whether you were right or wrong.

John will be remembered as a true friend.

Sports were his passion - the Bruins and Celtics his pride; the Patriots and the Red Sox were his hopes - his favorite player was Bobby Orr.

He loved coaching his kids.

John loved the great outdoors. He loved plants, trees, flowers and most of all turf grass! He was an agronomist. His knowledge was second to none.

He started out as a Greens Superintendent, then a salesman, and finally the owner of his own business --

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President's Message

John F. Streeter, CGCS
CAGCS President

As I round out the first month of my presidency, I find myself in the middle of many responsibilities and duties. Along with overseeing the day-to-day association business and conducting my first board meeting, these past few weeks have been filled with meetings and phone calls concerning the proposed GCSAA Bylaws.

Also at this time, I have been actively engaged in setting up the second annual Golf Summit. You will recall the Golf Summit was first held last March as the result of combined efforts from our association, The CT State Golf Assoc., the CT State PGA and the Club Manager's Assoc. Invitations for the summit are sent to all class A members and also to club Presidents and Green Chairmen. The idea of the day is to provide an arena to witness and share the complexities and responsibilities of our business with our club officials.

Each association will provide a forum for the day of which all attendees will have the opportunity to attend 3 of the 4 or 5 forums offered. Our particular subject matter this year will be dealing with detrimental main-

tenance practices. The talk is entitled "The Ten Pitfalls of Golf Course Maintenance", and will cover such things as low cutting heights, over watering, winter play on greens, amount of play, labor issues, equipment, pesticide storage and maintenance buildings. We hope to expose our club officials to the sometimes difficult task of maintaining turf under adverse conditions. The Summit is an opportunity for you to communicate and express your ideas to the people who sign your pay check.

I urge all of you to attend. A mailing will be done around the 1st of February. This year's summit will be held on March 13, at the Marriott in Rocky Hill.

The next issue I would like to address are the proposed GCSAA by-law changes which will be voted on at the Annual Meeting in Anaheim. My primary objective at this time, is to present some facts and questions you may wish to review. To be frank with you, there has been a lot of dialogue concerning these bylaw changes.

Continued on Page 2.

**CONNECTICUT ASSOCIATION
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Connecticut Clippings
 is an official publication of
 The Connecticut Association of
 Golf Course Superintendents.

Newsletter
 John F. Streeter, CGCS, Editor

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.

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President's Message
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Reps from The Met, New Jersey, Hudson Valley, Long Island and CT Associations met recently in a round table discussion to voice and share our concerns about these bylaw changes. I must report that it was a very productive and eyeopening meeting. Much of the dialouge at this meeting focused around the consequences that these changes may bring to our association. Some of the concerns expressed were about moving to a one vote one person vs. a delegate vote, going to a majority vote vs. the present two-thirds majority, giving the GCSAA board power to set annual dues, the new addition being built at GCSAA Headquarters and developing GCSAA field staff offices throughout the country.

GCSAA has showered us with mailings and information pertaining to the importance of accepting these bylaws in order to move the association forward. Steve Cadenelli has written a response, (on page 4 of this issue) to Frank Lamphier's article which appeared in the November *Clippings*. At the Winter Seminar on January 5, we will have the opportunity to listen to Charles Passios, GCSAA Director, talk about the importance of accepting these bylaw changes. You will also have a chance to question Charlie about the changes. I urge all GCSAA voting members to review these bylaws and be ready for questions and concerns about these changes.

What we have not had the oppurtunity in hearing is the other side of the story. Therefore, we as a board felt it necessary that you be given the oppurtunity to hear the other side. On pages 5 and 7 of this issue, we have taken the liberty to reprint two articles by Past GCSAA Presidents for your reading pleasure.

As many of you may know our association votes by delegate at the annual meeting of GCSAA. Therefore it is important to us as a board to hear how you feel about these bylaws, so we may be able to direct our delegates to vote the wishes of our membership concerneng these changes.

Here are some questions that I, as a GCSAA voting member, ask myself:

By going to a one-person vote system, will we loose the opportunity to converse about the issues in a somewhat organized atmosphere which the delegate luncheon held at the annual conference provides. Being a delegate gives one an opportunity to get a closer look into the innerworkings of GCSAA and a chance to discuss the issues and the people who are running for office. Many past and present GCSAA board members came from the delegate ranks. We have used this system from our inception and one would agree that GCSAA has progressed at a rapid pace, so how bad can it be?

Giving the authority of setting of the annual dues to the board... What is wrong with the board presenting and selling projects which will require a dues increase to the membership? I believe that a well-planned project with a legitmate and attainable end would have more than a better chance of passing through the membership.

One article of change that wonders me is that of the Annual

Continued on Page 3.

meeting date. Currently, the annual meeting is to be held as close to the first day of February as possible. The proposed change omits this clause. If the majority vote clause is passed, hypothetically the board could schedule an annual meeting in Kansas in July with 30 members present and be able to transact any valid business. This may never occur, but the possibility leaves me real concern.

It also concerns me that we have to vote on as many as six article changes in one package vote. A few particular packages combine non-controversial with controversial issues making it a difficult choice whether to approve or reject.

I can't help but wonder that if some of these bylaw changes are approved, are the rank and file members loosing what little voice we have?

Are we entrusting too many decisions to GCSAA staff. Our board of director's positions are of a voluntary status. Therefore, support staff is essential in the operation and progres-

sion of this association. But there is a need to draw a line at sometime.

The *Clippings* is more than a means of informing members of upcoming events and golf scores. Above those goals, the *Clippings* is a tool with which our members can voice their opinions to the entire membership with matters they feel are important and want to share. As President, it was not my intention to take a position on this delicate matter, but merely to bring you the facts.

I would like to add that in dealing with GCSAA staff at conferences, seminars and while I served on a few GCSAA committees, I have found the staff at GCSAA to be knowledgeable, professional, and dedicated individuals.

Our Board of Directors has put a lot of time in developing these bylaw changes. I think that, as voting members, we should applaud their efforts, and in the same light take it upon ourselves to give these changes a deserving look and see both sides of the story.

Continued from Page 1.
John Callahan

"The Cardinals".

His favorite product was Emerald Green because the name came from his roots - Ireland. John was proud of his Irish heritage.

But most of all, he was proud of his family.

His wife is one of the most special people I have ever met. She was his support, his quiet strength, the mother of his children -- without Joey, John would not have been John.

Jimmy was the youngest son, the artist; Patrick was the oldest, who gave him his granddaughter, Cassandra. She was John's treasure that brought him his contentment. Johnny was his legacy who shared his dreams. Karen, "Freddie" - is the daughter that everyone wishes they had. She was his joy - who made this last ordeal bearable.

John loved to travel - Florida, California, the Islands, but he always re-

turned to Massachusetts... Cape Cod was his sanctuary. Boston was his city. There was a tradition on St. Patrick's Day. Everyone would meet in Boston at Lillie's to celebrate all weekend - St. Patrick's Day will never be the same.

*"May the road rise to meet you,
May the wind be always at your back.
May the sun shine warm upon your face,
the rain fall soft upon your fields
and until we meet again,
May God hold you in the palms of his hands."*

John, we are going to miss you.

John Callahan passed away on November 22, 1992. He was a member of CAGCS for 22 years.

On behalf of the Association, we extend our deepest and sincerest condolences to the Callahan family.



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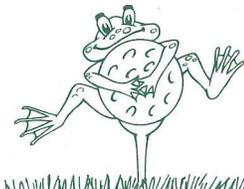
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Why Wonder? Facts are Facts

Stephen G. Cadenelli, CGCS,
Past President
of GCSAA and CAGCS

The questions asked and comments made by Frank Lamphier regarding GCSAA and the proposed amendments to the bylaws of GCSAA are at once both very legitimate and troubling.

Legitimate questions regarding proposed bylaw changes have been encouraged from the very beginning of this process. President Roberts in his address to voting delegates last year outlined the proposed changes and encouraged candid dialogue regarding each and every issue. Indeed, never has a greater attempt been made by the elected leadership of GCSAA to communicate totally the reasons for proposed change.

GCSAA is not a "big" local association. It is a national association of professionals some 11,864 strong, 7,839 of whom are A & B members. It is also a business entity that strives to represent the golf course management profession in the highly competitive golf community. GCSAA provides not only identity to our profession, but representation of each and every golf course superintendent on a national basis. This professional association through its business is able to subsidize 78% of every activity/benefit enjoyed by each member in the form of non-dues revenue.

Other Points of View

GCSAA bylaw changes

The proposed bylaw amendments are designed to accomplish the following:

A. Create greater participation by each and every member through the establishment of individual votes. Solid democratic principles based on one man - one vote.

B. Allow the elected leadership of the organization to effectively manage all aspects of the association, including the responsibility to set dues as deemed appropriate and responsible. This is a management issue and nothing more.

C. Allow for "majority rule" which is the basis of all democratic institutions. GCSAA bylaws cannot and should not be equated to the Constitution of these United States. GCSAA is a professional organization which should be governed by majority rule and not controlled by a vocal minority.

D. Allow for the association to control its own destiny in regards to impacting all who have a direct impact on the daily lines of golf course superintendents (allowance to set membership classes).

The troubling aspect of Frank's questions have nothing to do with issues or bylaw proposals. Rather, they are innuendo which cast aspersions on individuals which are neither valid or just.

There is absolutely nothing which is not available to

GCSAA members other than confidential legal matters and salary information which is a protection provided all employees. Salary issues are the sole responsibility of the elected leadership and management of the organization.

Costs of programs offered by GCSAA are totally in line with what it takes to provide high quality programs, whether they be seminars, conferences or certification. There is a cost to developing programs which strive for quality and which set the standard for our industry. Would we seek to be subject to the standards of others?

The insinuation that it is not possible to get straight answers from GCSAA directors is simply untrue. There are no hidden agendas nor are there reasons not to discuss management decisions regarding the headquarters expansion, the old headquarters building, or any other decisions.

Simply ask!

Finally, the discussion regarding bylaw proposals is not about individuals, but rather it is about the willingness of a membership to allow their organization to evolve in such a manner as to allow its progressive development in a complex, competitive professional environment. To think otherwise is oversimplification of the environment in which we work.

I urge every member to ask questions, challenge the issues and once doing so, I am convinced the wisdom in supporting these bylaw changes will be realized.

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Why Change the GCSAA Bylaws?

By Mike Bavier,
Past President of GCSAA

There was some thought, on my part, to just let the new bylaws slide by without expressing my opinion. However, after hearing from a number of my friends from around the country, I have decided to express my thoughts on this matter.

As many of you know during my presidency of GCSAA, proposed bylaws were brought to the membership and were overridden. This could very well be the case again this coming year. The membership should question any and all changes. Especially, the changes that are announced in the Golf Course Management Magazine, which seems to be very one sided. Do you really believe they (the staff -- or the Board of Directors) could not find at least one member that would question these proposed bylaws? Those of you that read the article in this magazine, understand how they have tried to mesmerize us. If the Association is able to put out information like this unchallenged now, it makes one wonder what our voice will be in the future. Bob Williams, the enterprising President of GCSAA in the late 50's, a number of times has said to me, "is the tail wagging the dog?"

During my term as President, we tried to change the bylaws to give the

Board the power to set the fee for dues.

That bylaw proposal was defeated, with only a small percentage of delegates in favor of the change. The bylaw change did not occur, and probably was for the better. Even if you trust people running the Association at present, what about future Boards?

The more power you give a governing body, the less power we have in our own hands. We support the Association with our dues, which is only a small percentage of the Association's budget. Most of us realize this already. The golf courses with the most purchasing power are the main support of the Association. Just think of that statement for a moment. We, the superintendents of these golf courses, are the ones the Association needs to really make the whole organization work.

Let the Board of Directors come to the delegates and explain their futuristic ideas. Then give the delegates the opportunity to give their ideas in return. This might be called **accountability**. Will you have that with your one vote? **NOT!!** Just maybe the next statement will be, "**read my lips -- no more increases in dues**".

The one vote is another issue. We have that one vote in our local chapters. This, you might say, is our electoral college. The chapter delegates are typically your most interested people in your local chapter, usually responsible and dedicated. Have they failed us in the past? My opinion is they have done a fine job.

Are they telling us that the Directors on the Board are incompetent? Some of us might question the directors'

thinking, but we also realize they are doing a good job, (remember they are part-time administrators). The delegate method of voting has worked in the past, and would probably continue to work in the future. Some of the

fiber of our Association, again I repeat, "**Our Association**", is the comradery that has developed between delegates -- this is what makes an association something you want to be a member of now, and hopefully in the future. The GCSAA Golf Tournament is another good example of "association fiber". Reflect back and remember the conferences that you were most involved with, were probably the ones that you had the best time at, and enjoyed the most. The hospitality rooms are also another piece of fiber. Will all this be eliminated by the new election process? These fibers are all part of the "Association Fabric", that we currently enjoy.

CHANGE IS IMPORTANT -- We all know that. Keep the two-thirds vote to amend the bylaws, and let the directors do their job selling their ideas to the membership, instead of mandating them.

The delegates should start meeting at the conference to discuss the future of the Association and make suggestions in the form of motions to the GCSAA Board. This was done in the past, and should be considered again. The Past Presidents' Council (that was started by Bob Williams and functioned as an advisory group), was recently dissolved by the Board of Directors. The Council still exists but meets merely as a social group. The delegates and the Past Presidents' Council should also be included in the decision making process. Remember -- Bill Roberts said, "Any feat of decision-making being concentrated in the hands of too few is unfounded. The membership retains final authority over direction of Association affairs through the election process. **IN YOUR DREAMS!!!**

The purpose for which the Association was formed was "**to provide for and enhance the recognition of the golf course superintendent as a professional**". As "professionals", we need to take a close look at the proposed bylaws, make a competent decision, and then proceed with caution.

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Upcoming Events

CAGCS Winter Seminar

By now you should have all received your invitation to the Winter Seminar which is being held on **January 5th** at the Ramada Inn, Meriden, CT. Our Education Committee has prepared a full menu for this educational forum.

The deadline for preregistering is December 30th at the price of \$60. Anyone not registering by this date may register that day for \$70.

This seminar has been approved for the CT Pesticide Recertification Credits.

In order to qualify for the credits for this day, all attendees must remain for the entire session.

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GCSAA Offers Technical Training for Irrigation Specialists

In a continuing effort to develop education for the golf course superintendents' support staff, GCSAA is offering a pilot seminar designed to further educate your irrigation technician. This is one of the four pilot seminars being offered in the first quarter of 1993.

The nearest training session to our area will be held on **March 9, 1993** at the Forsgate Country Club, Jamesburg, NJ. See enclosed brochure for seminar details and registration information.

Mass Turf Conference

This year's Mass Turf Conference will again be held at the Springfield Civic Center in Springfield, MA, **March 1, 2 & 3, 1993.**

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Golf Summit

Once again, CAGCS in partnership with the CT State Golf Association, the CT State PGA, and CT Club Managers' Association will sponsor the **Second Annual Golf Summit** to be held on **March 13, 1993** at the Marriott in Rocky Hill.

In my President's Message, I have outlined some details and also our topic for that day.

Thank You, Vendors

A special thanks to those vendors who sponsored the closest-to-the-pin and longest drive awards at our monthly golf meetings this season:

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We look forward to your continued support!

• • • • •

CAGCS Hospitality Suite in Anaheim

Please join us at the hospitality suite at the National Conference on **Thursday and Friday, Jan. 28 & 29**, from **5:30 to 11:00 p.m.** at the **Anaheim Hilton!**

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*The
Board of Directors
wishes all
CAGCS members
and their families
a healthy and
prosperous
New Year!*



More Comments on the Future Direction of the GCSAA

By Palmer Maples, Jr., CGCS

Credit: "Through the Green", Sept./Oct. '92

In June, I wrote to President Roberts and requested a copy by the bylaw changes to be presented at Anaheim, or a copy of the bylaw changes put to a vote by the members in 1991. In his response, I did not receive either document, but did receive a "Future Directions" pamphlet. As I review the pamphlet, I have further questions.

- On the vote of members -- the changes would not only take away delegate vote, but also proxy vote. If most people vote by mail, there would be no chance for discussing the issues as we now have at the Candidate Briefing.

- On classification -- if changed, not only will the Board set new classifications, but will have the right to add requirements for present classifications. If the changes needed can't be communicated well enough to get two-

thirds of the members to know it is a better way, then it might not be a better way. I do feel some changes in classification of membership is needed and necessary, but should come through the approval of present members.

- On the Nominating and Election Committee -- who knows what the procedure will be? Usually, if a change is proposed, the new way of doing things is presented for inspection and review, not just doing away with the old.

- On the Field Staffing Program -- I continue to believe a trial period is better than an all-out program, especially when, according to the pamphlet, this Field Staffing Program will require a \$40 to \$50 PER YEAR dues increase. No wonder the Board wants the right to set dues. Wouldn't

it be nice if we superintendents could develop our budget and then tell the members of the club what their dues will be for the year?

And about the subject of cost, why do we have to pay \$7 for a copy of Conference Proceedings and \$20 for an Employee Manual? What has happened to SERVICE to the members?

In the June issue of *Newsline*, I see the headquarters building is being expanded. Less than a year ago at the dedication, we were told the new building would be good for four to five years. It seems like a tremendous cost to the Association and what is the status of the old H.Q. building? What success would a field staff person have at getting new members at a dues figure of \$350 to \$400 per year and increasing at a \$40 to \$50 rate per year?

As I urge all GCSAA members, I say again -- ask any question, study the answer, and be ready to support your decision by talking with your Chapter Delegate. We all want a better Association for the benefit of all its members.

WILLET WILT?

by Ken Kubik

In an effort to speed up play on the golf course and, therefore, produce a round of golf that is more fun to play, Willet has come up with some rather innovative ideas.

The three different flag colors being used for the last couple of years do not go far enough. The colors now only indicate whether the pin position is in the front, middle or back of the green. Willet suggests that you also put a large L, C or R on the flag so you will now know whether the pin is located on the left, center or right of the green.

Once you do get on the green, there will now be one of three different colored flag poles. This would be according to the stimp meter reading of the speed of the greens for that day. If the green is slow, the pole would be red; if they're fast, it would be green; and if they're right in the middle, the flat pole would be yellow.

Play can be speeded up by reducing the time spent trying to decide what golf club to use. The number of clubs allowed will be reduced from 14 to three. You get to have a wood, an iron and a putter.

The golfers will only be allowed to have between three and six golf balls when playing a round of golf, depending on the

difficulty of the golf course. Once a player has lost the allotted number of golf balls, the round will be considered over.

The next thing to be implemented will be borrowed from football. It seems that the golfer wants to know at all times how far he or she is away from the center of the green. We now have yardage markers in various forms on and around the fairways. The need for this will no longer be necessary. Willet Wilt recommends that all fairways be marked just like a football field - markings will be placed down the center of the fairway in ten yard increments with each yard marked out between. In this way, the golfers will know exactly how far they are from the center of the green at all times.

Now we will borrow from the NBA 24-second shot clock. The golfers will have 24 seconds to complete all the necessary putts in order to get the ball into the cup. If the golfer does not complete this task within 24 seconds, the shot clock (soon to be called the "putt clock") will go off, and he or she will be penalized one stroke.

Willet is now seeking golf courses to volunteer to initiate these innovative methods of shortening the time it takes to play a round of golf. All interest parties should call Willet Wilt's agent, Ken Kubik, ASAP.

CREDIT: *The Greenside*, GCSA of New Jersey, May-June 1992.

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John Ferry - Mark Loper
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Turf Specialty, Inc.
15 Londonderry Road, Suite 3
Londonderry, NH 03053-3388
Dave Schermerhorn
(603) 437-0008

Westchester Turf Supply, Inc.
P. O. Box 198
Lincolndale, NY 10540
Bob Lippman
(914) 248-7746

Winding Brook Turf Farm, Inc.
240 Griswold Road
Wethersfield, CT 06109
Donald Grant
W/(203) 529-6869 H/(203)225-9232