

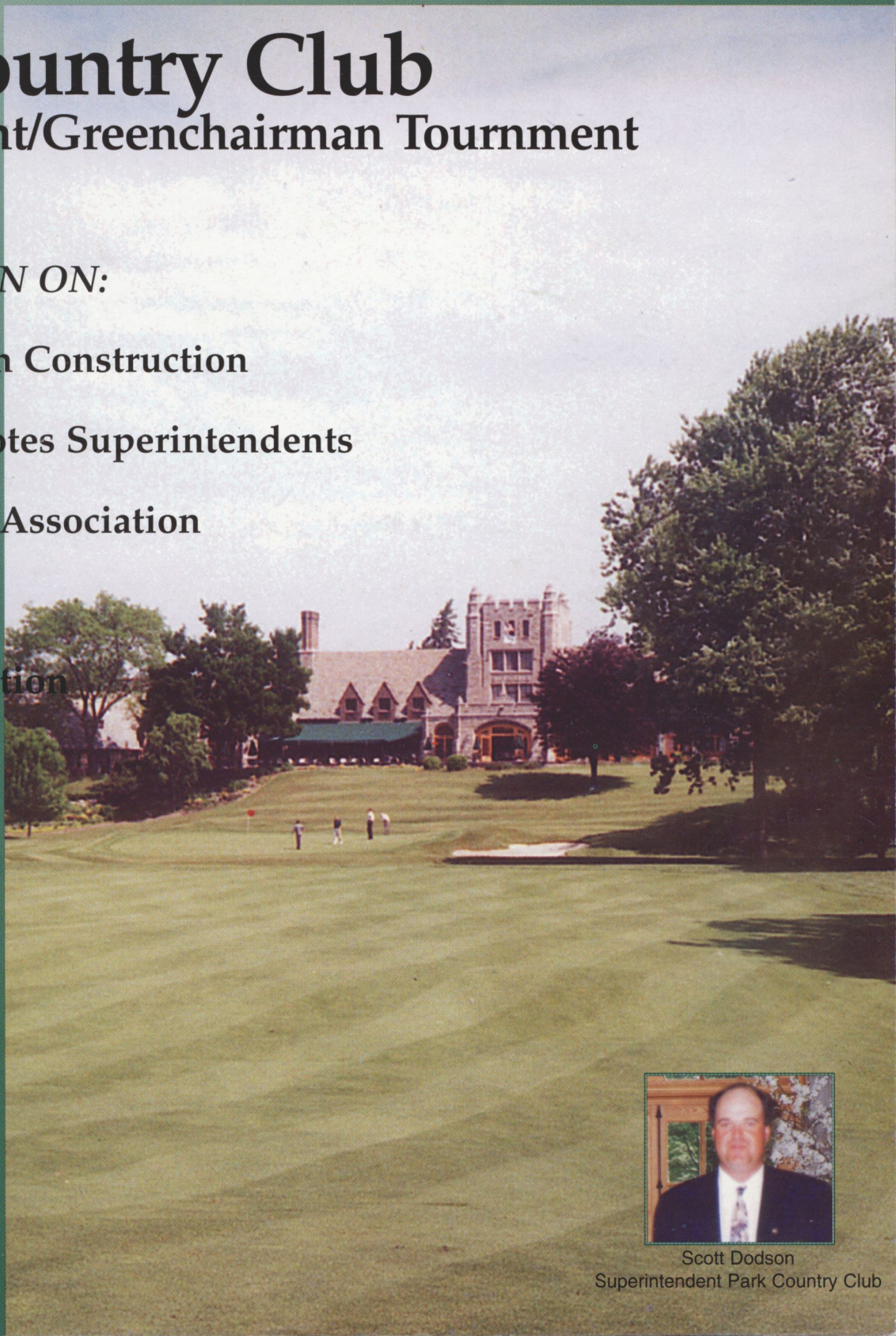
Green is Beautiful

The Official Publication of Ontario Golf Superintendents Association

Park Country Club Host President/Greenchairman Tournament

INFORMATION ON:

- Weston's Green Construction
- GCSAA Promotes Superintendents
- Forming of an Association
- GTI Update
- Partner's in Action



Scott Dodson
Superintendent Park Country Club

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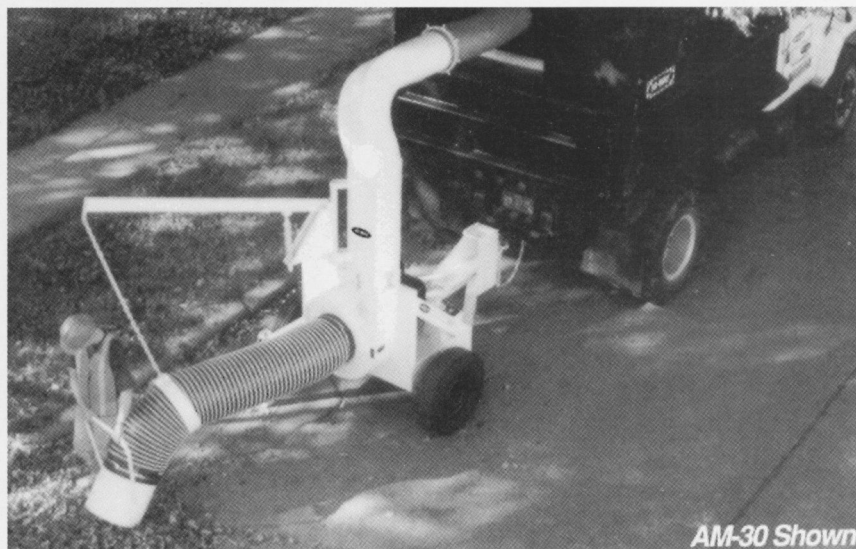
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Green is Beautiful

The Official Publication of Ontario Golf Superintendents Association

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editor's comments



I wish to apologize for the long wait for this issue. June and July are busy months on and off the golf course and we all know how difficult it can be to meet deadlines during this time. I was disappointed we didn't get any interest with the "I give Up" article in our last issue. We have come up with some questions for you to think over and

hope to get some response. The GCSAA is a great support for our profession and we often receive items to be published in our newsletter. In this issue we have some news releases to help promote ourselves, and perhaps you can use for your own information. Our President Greens Chairman Event was a great success and Jeff Burgess from Weston Golf & Country Club updates us on his new green construction. The OGSA Public Relations Committee will update you with happenings going on. Just a reminder, if what your doing is interesting, let us know we would like to publish it.

Mark Piccolo
Newsletter Editor

Green is Beautiful 1997

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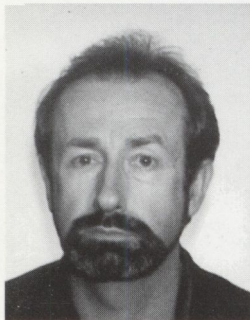
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president's message

O.G.S.A. President

Simon George



a name to the C.G.S.A. by August 1/97.

Our slate of events has been very successful again this year. Thanks again to Scott Dodson and the Park Club for putting on a great day when we had the President Greenchairman Event. I especially enjoyed the course and was fortunate enough to score an ace on the 8th hole. If you would like to hear about it just ask me.

Once again I will say that we are all very fortunate to be involved in an industry so alive and challenging, we can all rise to the occasion.

Wishing you success for the rest of the summer.

Best Regards,
Simon George.
O.G.S.A. President.



communications tips

To be effective communicator, you must adapt to the communication style of others.

Following are some techniques to help you communicate with people who are:
Ambitious, forceful and decisive:

- Be clear, specific and brief.
- Stick to business.
- Have support materials well-organized.



Magnetic, enthusiastic and friendly:

- Provide a warm, friendly environment.
- Don't deal with a lot of details (put them in writing).
- Ask "feeling" questions to draw opinions.

Patient, reliable and relaxed:

- Break the ice with a personal comment.
- Present your case in a nonthreatening manner.
- Ask "how" questions to draw opinions.

Conservative, perfectionist and careful:

- Prepare your "case" in advance.
- Stick to business.
- Be accurate and realistic.

i give up

Mark Piccolo OGSA Director.

Fax the OGSA (519) 776-1704 to respond.

Many Superintendents in our area have had increasing amounts of back turfgrass atavism on their greens tees and fairways. In our area we have made 2 generations of adults already. Some find success in treating the adults with a very low rate of Diazinon(30ml/1000sqft), others prefer attacking the larvae in the soil at higher rates.

Lets here from you!

At this time of year, mounding around bunkers tend to burn out. Much of this is not due todrought, but to the build up of sand on the grassy slopes. What method do you use to remove sand from the slopes and how frequently do you need to do it, or is resodding the only answer?

We want to know!

The Good Earth - News USA

GOLF COURSE SUPERINTENDENTS CREATE FIELD OF DREAMS

Whether you live in a well-developed urban setting, a sprawling suburban tract or a small rural community, it's likely that many of the people you interact with are golf enthusiasts.

Those who enjoy the sport are aware of the key person at the golf course when it comes to providing maximum enjoyment of the game. A recent survey by Golf Digest revealed that nearly 50 percent of its readers indicated the golf course superintendent as the most important individual at their facility. That figure surpassed combined selections of the golf course professional, course champion, club house manager and beverage facility personnel.

The golf course superintendent is the professional entrusted with the management and maintenance of the course. It's a responsibility that has grown in importance during the past three decades as golfers have come to demand optimal conditions for playing the game.

Those heightened expectations have been largely fueled by expanding television coverage of professional golf events that highlight the nation's top courses. Also, budget limitations, unpredictable weather patterns, governmental regulations and increased participation all have an impact on the superintendents' operations.

"You won't find one member of the profession who doesn't say their career is a challenge," says Paul McGinnis, certified golf course superintendent and president of the Golf Course Superintendents Association of America (CGSAA).

There was a time when a person could climb the career ladder from a maintenance crew member to staff assistant to superintendent through on-the-job training.

But the level of knowledge necessary to manage and maintain healthy turfgrass, administer large budgets and comply with environmental, safety and employee regulations has made education paramount. The vast majority of superintendents have two or four year degrees in either turfgrass science, agronomy or biology. This professional background is often supplemented with continuing education courses provided by organizations such as the CGSAA.

"I think most people get into this profession for two reasons," McGinnis says. "No.1, many of us grew up on a golf course either as a worker or playing the game. And No.2, superintendents have a love for the outdoors and environmental stewardship. We understand what it takes to manage a facility so that it is a benefit to the community."

Golf courses also are becoming outdoor classrooms for schools, civic groups and junior golf programs. It's not unusual for people to take to the course, not in search of birdies, but of animals,

aquatic life, various plant species, composting projects and nature trails.

"The facilities not only offer recreation, but provide an environmental sanctuary to numerous plant and animal species," McGinnis says.

THE GOOD EARTH

SANCTUARY SYSTEM PROGRAM HELPS PROTECT WILDLIFE HABITATS

It's been said that the world is our classroom. No one has taken this more to heart than the Audubon International, the Golf Course Superintendents Association of America (GCSAA) and Rain Bird.

Based in Selkirk, N.Y., Audubon International launched its Cooperative Sanctuary System to work with private landowners in implementing environmentally sound practices to preserve and enhance natural resources. Audubon International developed such programs for businesses, homes, schools and golf courses.

"Though many people believe that federal government agencies and their staffs have sole responsibility for wildlife and habitat protection, it is clear that the majority of real property is owned by private individuals and organizations," says Audubon International President and CEO Ron Dodson. "Most state agencies do not have the resources to manage private lands. This is why AI launched the Audubon

Cooperative Sanctuary System." The golf course superintendent profession has been a leading participant in the Cooperative Sanctuary System through Audubon International's school and golf course programs. As a national sponsor for the Audubon Cooperative Sanctuary Program for schools, GCSAA has partnered with Rain Bird to provide funding and services to promote awareness and participation in the program. The school program is a hands-on approach for community leaders, such as the golf course superintendent, to work with students, faculty, parents and the community to promote environmental stewardship. By creating a sanctuary on schools grounds, students, faculty and parents are able to learn first hand the techniques that lead to success. To become certified in the program, schools must meet established requirements in environmental education, wildlife habitat management, waste management and resource conservation. People from the community, such as golf course superintendents, provide resources, expertise and supervision to transform school facilities into a certified sanctuary. Projects include recycling, bird nest boxes, butterfly gardens and nature trails, among others. Along with the Audubon Cooperative Sanctuary Program for golf courses, sponsored by the United States Golf Association, the school program was born in 1991 to protect and enhance the quality of the environment on the school grounds. For additional information about the ACPS for schools, contact Audubon International at 46 Rarick Road, Selkirk, NY 12158,

or call (518) 767-9051. Contact GCSAA at 1421 Research Park Drive, Lawrence KS 66049, or call 1-800-472-7878
THE GOOD EARTH

FROM AZALEAS TO ZOYSIA, GOLF COURSE SUPERS ARE EXPERTS

There is a person in your community who can help with lawn care troubles, give tips on composting projects, provide information on the safe application of fertilizers and educate youth about environmental stewardship.

He or she might even be able to help you with your putting. If you're a golfer or live near a golf course, you already know this professional as the golf course superintendent. The superintendent is the person responsible for the physical management of the facility and is equipped with science, business and communication skills. An overwhelming majority of these professionals grew up around the game of golf, and therefore also understand how the game is meant to be played.

"Since the golf course superintendent deals with a variety of issues, you typically find him or her involved in numerous community projects outside of normal job responsibilities," says Golf Course Superintendents Association of America (GCSAA) President Paul McGinnis.

"Many superintendents serve as consultants to schools and recreation departments in the maintenance of athletic playing fields. Others are regular guests on outdoor-type radio shows or provide a periodic column in a newspaper. Still some hold field

trips for civic and education groups at their local course. This professional is truly a community asset."

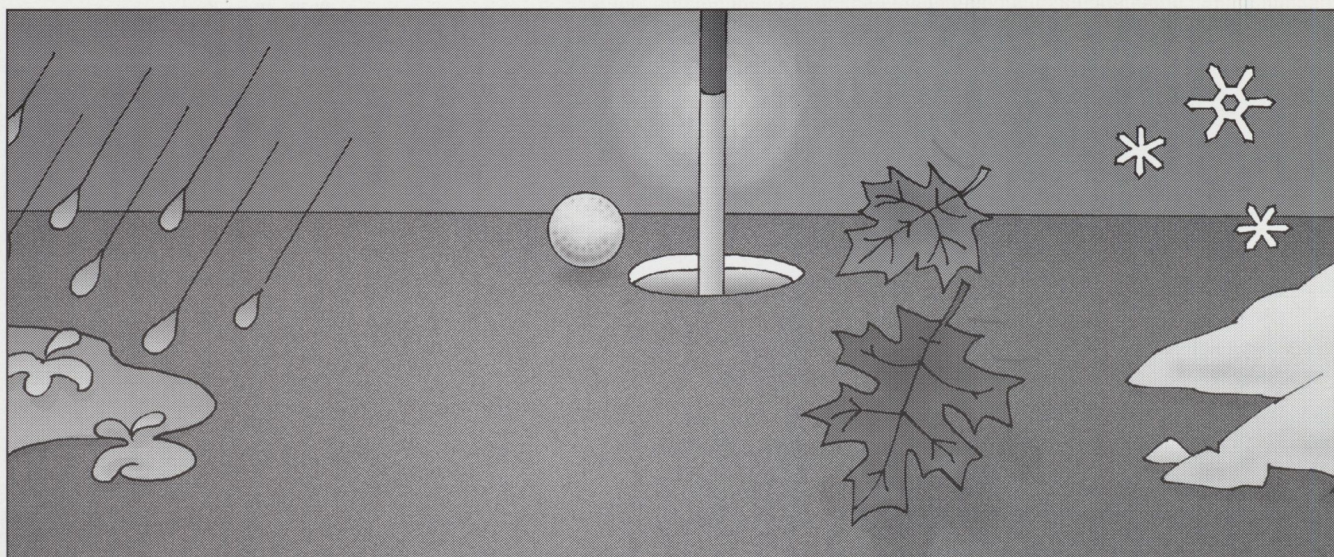
A recent Golf Digest survey revealed that the superintendent was the most important golf course employee.

"I believe the public looks to the superintendent for expertise and leadership," McGinnis says. "We are entrusted by golfers to provide optimum playing conditions, while owners of the facilities are quite cognizant that the value of their investment rests in our abilities to maintain and improve conditions.

"But we are morally and ethically responsible for performing our work in the most environmentally sensitive manner possible. The golf course superintendent is an educated professional who is attuned to the environment. Anyone who spends time with a superintendent recognizes that golf courses are valuable sanctuaries for numerous animal and plant species."

If the superintendent is regarded as the most important person on the golf course, just imagine what he/she can do for your community. You may already have a superintendent who is involved in a multitude of civic activities. But if you notice a void or are in need of advice, give your local professional golf course superintendent a call. He or she might just be the best kept secret in town.

For additional information about the golf course superintendent profession or the Golf Course Superintendents Association of America, write to: 1421 Research Park Drive, Lawrence, KS 66049, call 1-800-472-7878, or visit GCSAA online at www.gcsaa.org.



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formation of an association

The Formatting of an Association

Peter Lucas - Bay of Quinte Country Club

Once a month the members of the Eastern Ontario Golf Superintendents Association (EOGSA) gather for nine holes of golf, a Bar-B-Q dinner and a meeting. This meeting is to share information amongst ourselves and to allow a corporate member to talk about their products. There are enough golf courses involved and with six meetings a year, each course at this time hosts a meeting once every four years. With great generosity from the hosting golf course and corporate members, all of the golf, dinner and refreshments are covered by the yearly due of \$30.00 for superintendents and staff and \$100.00 for corporate members. However, we may find our fee structure changes as more demands are put upon the association from its members. A monthly newsletter is sent out as well.

The EOGSA has been around for some time but records have only been kept since 1992. With a dozen corporate members and over twenty five golf courses now involved, the membership was echoing a sentiment to organize and formalize our association with a little more structure. We would like to be recognized by the OGSA and to capitalize not only on information and education from the OGSA but from other affiliated associations as well. We hope to grow within our

association to become more professional in the turf care industry and become better stewards of the land we control.

The EOGSA area is currently from Peterborough east to Gananoque and from Lake Ontario to Highway 7. These borders are not strict and anyone interested in membership is encouraged to join.

Our next three meetings are listed below and anyone interested in participating should phone the host superintendent. A \$5.00 guest fee will be charged and payable on the day of the meeting. All meetings start with refreshments at or about noon with nine holes of golf at 1:00p.m. A meeting/Bar-B-Q will follow the golf and the day ends around 4:30 to 5:30 p.m. A charter will be drafted at these next few meetings and an executive will be elected. Any input is welcome and appreciated.



News Release

Golf Course Irrigation Equipment Catalog Released By Century Rain Aid

"Irrigation Equipment for Golf Courses," a new supplies catalog for golf course professionals, has been released by Century Rain Aid, the nation's leading wholesale distributor of landscape irrigation equipment. It is available free by calling Century at 800-347-4272 or 248-588-2990.

The catalog features hundreds of landscape and irrigation products from major manufacturers, including Lagacy Golf sprinklers, valves and central control systems. Aqua Master Fountains and Aerators, Vista Professional Outdoor Lighting Fixtures, Thor Guard Lightning Prediction devices, pump stations, drainage equipment and more.

Also useful as a reference tool, the catalog sections on repair parts, a pump trouble-shooting guide, earth grounding methods and components and other golf course irrigation information.

"The new Century Golf Supplies catalog is designed for use by all golf course professionals, including superintendents, course designers and specifiers, and grounds crew," said Scott MacIntyer, vice president and national golf sales manager, Century Rain Aid.

"As Century continues to open new branches, we anticipate the catalog will be an introduction to the company for many new customers," he said. "It illustrates the extensive lines of products available at each branch and the wide range of customer services offered by the Century team of golf professionals."

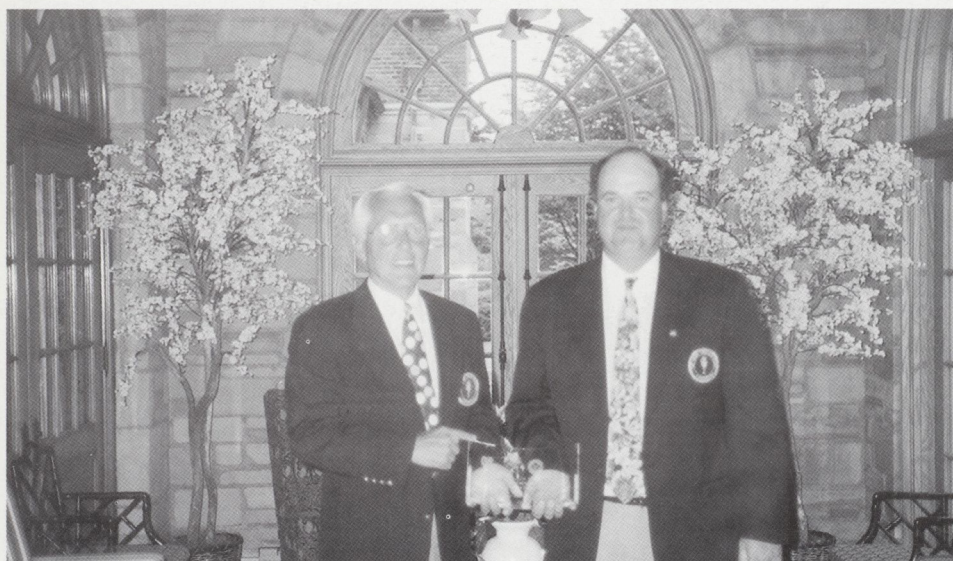
Century Rain Aid has opened 15 new locations in the past 12 months. The company now has 56 branch locations.

president/greenschairman/ director and superintendent event

Keith Bartlett OGSA Director



Looking down the 18th at the Spectacular Clubhouse



**Mr. Bernie Kieffer, Club President
Mr. Scott Dodson, Golf Course Superintendent**

The Ontario Golf Superintendent's Association most prestigious golf event went south of the border for the first time and were treated to a very special day. The event was held at the Park Country Club of Buffalo hosted by Scott Dodson, CGCS formerly of the summit Club in Richmond Hill, Ontario. The golf course was designed by Colt and Allison who designed the golf course when the club moved to its present location in Williamsville, New York in the 1920's. The many outstanding features on the golf course were complimented by the excellent conditioning of the golf course and many improvements Scott has been able to complete since arriving in 1993.

Everyone started the day with a continental breakfast on the terrace overlooking the 18th hole and followed by food and beverages on the golf course. The windy conditions added some considerable challenge for the fine shot making that was required to post low scores. In under five hours of heated competition and grinding on the golf course the eventual winners of the day were from Markland Wood Country Club in Etobicoke. The winning team consisted of Mr. Robert Ackerman, Golf Course Superintendent, Mrs.

president/greenschairman/ director and superintendent event

Francine Ross, Greens Director, Mr. Dan Blocka, Director and Mr. Pat Farrell, Director. Beverly Golf Club, Mr. Scott Dyker, Golf Course Superintendent and Weston Golf Club, Mr. Jeff Burgess were 2nd and 3rd respectively. As well, there were many winners of the closest to the hole and longest drive competitions. After the game, all teams enjoyed a few drinks on the terrace and analyzed their game to determine where a few strokes could have been saved. Mr. Jonathon Scott, Agronomist for the PGA Tour spoke to the group on a few of his personal thoughts on the changes in the game and turf management. The OGSA is appreciative to Mr. Dean Baker of Glen Abbey for his assistance to arranging Mr. Scott's visit. The OGSA would like to thank all teams for participating in this event and once again thank Mr. Scott Dodson, Golf Course Superintendent and Mr. Bernie Kieffer, Club President for the invitation to The Park Country Club of Buffalo, Mr. Rob Stone, Clubhouse Manager and Chuck Rinegar, Golf Professional and their respective staffs were equally outstanding and made this to be a very successful day.



**Mr. Dan Blocka, Mr. Robert Ackerman
Mrs. Francine Ross, Mr. Pat Farrell**



Enjoying a drink on the clubhouse terrace after the game.

announcements & special dates

Western Ontario Golf Superintendents Association

August 25 Bridgewater Country Club
 Host: Steve Sherwood
 Sept. 29 Cherry Hill Golf Club
 Host: Cecil Hoekstra

Georgian Bay Superintendents Association

August 19 Bonaire Golf and Country Club
 Contact: Randy Fielder
 Sept. 25 Blue Mountain Golf and Country Club
 Contact: Jim Malley, Jay Lewis
 (11:30 am Crossover) 705-445-3911

Ottawa Valley Turfgrass Association

Sept 22 Fall Field Day
 Hylands Golf Club

Nothorn Ontario Golf Superintendent Association

August 26 Pro/Super/Directors Day
 Golf Country Club
 Oct TBA
 Jan. TBA

Greater London Area Golf Superintendents

Aug 14 Echo Valley Golf Club
 Sept 11 ST. Marys Golf Club
 Oct 2 Hickory Ridge Golf Club
 Contact: Mark Hagen 519-471-1400

Golf Superintendents Association Events

Summer Field Day
 August 25, 1997
 Cutten Club
 Host: Richard Creed

Toronto Society of Golf Course Superintendents

Sept (Date TBA) Donalda Club
 Oct (Date TBA) National Golf Club

10 Ways Superintendents Promote

Usually, the superintendent isn't thought of as the marketer for the golf course. But, superintendents can and do have a big impact in promoting the golf course beyond providing premiere playing conditions. Here are a few of their public relations efforts:

Publish bulletins to local residents about chemical use on the golf course, explain IMP programs and pesticide methodologies and other aspects of golf course management.

Post GCSAA's Greentips in the pro shop or clubhouse. The series of fact sheets provides important information to golfers such as golf car use, frost delays, recycling and pesticide use.

Provide regular lawn-care tips to local newspaper.

Write articles for publications in professional journals, such as Golf Course Management magazine.

Give reporters legitimate news, such as information

about an upcoming tournament.

Invite reporters and other key contacts to play golf at the course.

Inform golfers in advance of construction or maintenance practices. Then golfers can schedule guests when the course is in top condition.

Invite school children to see what golf courses do for the environment.

Provide instructional posters on divot and ball mark repair to the golf professional.

Contribute to the community. They speak to garden clubs, environmental organizations, civic and business groups and schools. **Statistics:** Fifty percent of GCSAA members volunteer their time in nongolf community activities and 72 percent donate their time to community golf events.



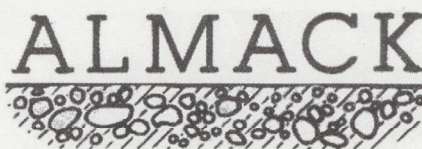
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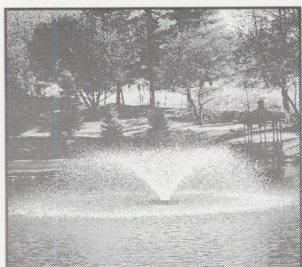
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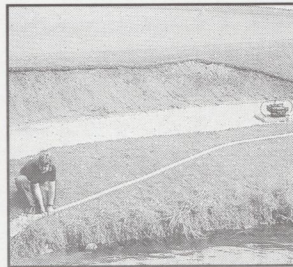


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The New Green With The Old Look

Jeff Burgess and Owen Russell



The Challenge

At the Weston Golf and Country Club, we were faced with the challenge of rebuilding one of our existing greens. One of our greatest dilemma quote was to redesign the new green with optimum conditions for our new bentgrass green. At the same time we had to provide a green which would fit in with the rest of the golf course designed by the late Willie Park who carved out the Weston Golf Course with a horse and plow in 1920. With the services of Doug Carrick, we developed a design which would fit with the rest of the golf course even though the material we would use would be far more sandy than the native soil that Willie Park used.

The First Step

With our design in hand, and an idea in mind, we forged ahead. Our initial step was to

remove the existing green and begin the reconstruction. We had a bulldozer come in, to shave the existing turf off of the area and we carted it away to allow us to start fresh. The bulldozer then shaped out the new green with the remaining soil and an additional 480 cubic yards of fill. The bulldozer created a dish shape 16 inches deep where the new green would go. This would allow us to add our greens mix to the surface of the green area.

Air Flow

One of the problems that existed with the site of the new green was the lack of air movement. The green area was surround by a large stand of spruce trees. This created a problem with wind, air movement and humidity around the site. To remedy this situation, we removed selected trees. To avoid taking down too many trees, we pruned up some of the trees to allow for more air flow. In addition we pur-

chased a portable fan that works on a generator that we can bring out as needed. This allows us to have some degree of control over the air movement around the new green. Through, the increased air movement, we would be able to decrease the level of humidity thereby will decreasing the potential for disease that flourishes in humid sights.

Drainage

Drainage and airflow are very important in controlling susceptibility of disease. That is why we decided against using a gravel layer beneath our green. We wanted to create a green that would drain quickly. This will allow us to be in control of the water present on our new green. This means that we will have to pay close attention to this green as far as water is concerned. However, at the same time it provides us with the peace of mind that we are in control. To achieve good drainage, we cut in a herring bone pattern drainage system on twelve-foot centers, using four-inch weeping tile and pea gravel in all of the drains. The drain water leads off to a catch basin in the forest adjacent to the green. This provides us with the subsurface drainage. Our greens mix that is 70% sand, 20% soil, and 10% peat, will allow for quick surface drainage. The large percentage of sand allows water to move through the profile at a substantial rate. At the same time, some water is held by the micropores within the soil and peat percentage. This enables us to keep our green moist while allowing for any substantial downfall of water to run right through the profile. We feel that this is a happy medium between having water available

The New Green With The Old Look

Jeff Burgess and Owen Russell

turfgrass plants, while ensuring that there is not a surplus of water which can cause many other problems including promoting disease...

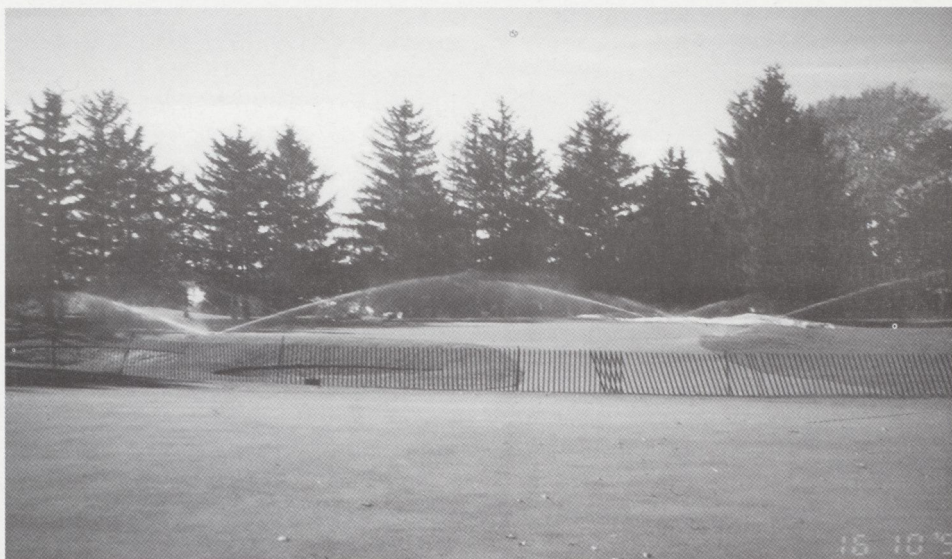
Important

One thing that we felt was important was to order an additional load of the greens mix. This will allow us to top dress our green with the exact same mix that we established the green with. This is very important when you are trying to ensure that you do not create a layering problem on sand greens. Therefore, we will not cause our selves any headaches by using a different mix of particle sizes in our top-dressing procedures.

One drawback of building a sand green, is that it does not have the nutrient-holding capacity of a soil green. Therefore, we will be required to use more fertilizer on this green than on the other greens on the course. It is also important that we time our fertilizer applications carefully to avoid the greater possibility of the fertilizer leaching through the profile with a hard rain washing it away before the plants can take them up.

Decision To Seed

When we planned the reconstruction and grow in, we discussed the pros and cons of seeding versus sodding the new green surface and thankfully our members were willing to bear with us and allow us to make the best choice and seed the new green as opposed to sodding it. The sod would have allowed the members to play it earlier. However, seeding allowed us to



grow it in under our conditions and microenvironment rather than taking the risk of trying to grow transplanted turf from a different soil and microenvironment. The choice to seed also allowed us to research and determine the best suited bentgrass cultivars for our climate and conditions. We used a professionally mixed blend of 45% Providence, 45% Pennlinks and 10% Penncross. We felt it was important to add the portion of Penncross to provide some consistency with the other greens at Weston. We initially seeded our green in late September at a rate of 1

lb/1000sq ft. The green itself is just under 6000sq ft.

We were able to establish a fair amount of coverage and we put it to bed for the winter with a semi-permeable cover protecting it. We used a granular fungicide for winter protection, however, the green did not go through the winter as well as we would have hoped...

The Greenhouse

Therefore, we had our work cut out for us this spring to regain our lush stand of

The New Green With The Old Look

Jeff Burgess and Owen Russell

continued from page 13

bentgrass. As we can all recall, it was an extremely cool spring that provided us with less than optimum soil temperatures for the germination of bentgrass seed. To overcome this battle with mother nature we purchased a semi-permeable cover for the entire green. This cover allowed us to create a mini greenhouse, trapping the heat from the sun in the day time, and keeping the heat in through the cool nights. Another feature that this cover provided us, was the ability to water the green with the cover on. Our results were outstanding. Within three weeks we had over 90% coverage.

The Grow In

Our procedure for the grow in consisted of overseeding at a rate of 1 lb. per 1000sq ft., followed by watering for 8 minutes and rolling the entire surface with a solid roller. This allowed us to provide the seeds with the water that is required for the imbibition process, the first stage of germination. The rolling created good seed to soil contact which is necessary for the germination process allowing the primary root a stable position in the soil. It was then necessary to apply fertilizer to provide the essential nutrients for the seedling development. We used starter fertilizers which were high in phosphorus and also provided nitrogen and potassium. We felt it was very important to provide the high amounts of phosphorus which are necessary for the development of a healthy root base during establishment. Our fertilization schedule consisted of a rate of 1/3 lb. to a 1/2lb. of Nitrogen / 1000sq ft. per week. This consisted of both natural organic fertilizers and inorganic starter fertilizers. We felt that it was impor-



tant to continually supply the turfgrass with the essential nutrients to ensure that we did not encounter any setbacks. The next step was to cover the green with the semi-permeable cover. We repeated this process for three weeks until we had substantial coverage.

Mowing

At this point we began mowing the green at a height of 1/4 of an inch. We cut the green with a walking mower with a solid roller. This enabled us to achieve a constant rolling of the green to increase the tiller to soil contact and smoothing out any imperfections in the surface. One of the most important practices that we have instilled is to return the clippings to the green. Therefore, we have avoided using the bucket on the mower. It is very important to return the nutrients to the green rather than stripping them away in the form of clippings. We are now at a point that we are cutting it every second day and have gradually lowered the height to 3/16 of an inch. By lowering the height, and increasing the frequency of cut, we have seen an increase in

density and a more horizontal growth habit. As a result, we have established a playable putting surface. However, through the support of our membership, we have been given the power to hold them off until we feel that the green is ready for the stress of everyday play. It is with their confidence and our knowledge, that we are giving our new green the tender loving care and time that it needs to become a solid healthy stand of bentgrass that will be prepared for the rigorous traffic of everyday play.

Conclusion

In conclusion, we have designed and built a green that fits in with the natural lay of a historic Toronto golf club. Although it is not a textbook USGA specifications green, it is a very healthy stand of bentgrass. We can maintain and control the amount of water and nutrients that will be applied to it. A great deal of time, planning, and consideration has been invested into the rebuilding of Weston's tenth green and the results have been very impressive.

sanctuary system

The Audubon Cooperative Sanctuary System

MIRABEL, QUEBEC - Hillsdale Golf and Country Club has achieved designation as a "Certified Audubon Cooperative Sanctuary" by the Audubon Cooperative Sanctuary System (ACSS), a program of Audubon International, and endorsed by the United States Golf Association. Hillsdale Golf and Country Club is the first in Quebec, the sixth in Canada and the 104th in North America to receive the honor.

Hillsdale Golf and Country Club joined the program in 1996 which provides information and guidance to golf courses to help them preserve and enhance wildlife habitat and protect natural resources "Hillsdale Golf and Country Club has shown a strong commitment to its environmental program. They are to be commended for their efforts to provide a sanctuary for wildlife on the golf course property," said Lee Mangum, Director, ACSS for Audubon International.

"To reach certification, a course must demonstrate that they are maintaining a high degree of environmental quality in a number of areas," explained Mangum. These categories include: Environmental Planning, Wildlife and Habitat Management, Outreach and Education, Integrated Pest Management, Water Conservation, and Water Quality Management.

"The rigorous process of certification has been very educational and ultimately rewarding" said Robert Burrows, Turf Manager for Hillsdale Golf and Country Club. "Working together, the members of our club, the resource committee members, and staff have greatly enhanced our already beautiful property and everyone involved has thoroughly enjoyed the whole procedure."

"We hope that the projects which were undertaken at Hillsdale have made a difference by enhancing wildlife habitat and protecting our natural resources. The guidance that was offered to Hillsdale by Audubon International has helped to make us even better environmental stewards and enabled us to complete a process of documenting our already good conservation programme" explained Burrows.

In addition to golf courses, the Audubon Cooperative Sanctuary System also includes programs for schools, individuals and businesses. For more information, contact Audubon International, 46 Rarick Rd., Selkirk, NY 12158, (518) 767-9051 or e-mail us via the internet at auduboncsp@aol.com.

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GTI update

GTI Update - 1997 Summer Program

Rob Witherspoon

As you read this, the summer research season will be in full swing. The GTI-OTRF Research Field Day is scheduled for Thursday, August 14. Registration begins later this year (9:00 a.m.) to provide you with more time to get your crew organized before departing or more travel time for those coming to Guelph from a distance. Plot tours begin at 9:30 until 12:30. A BBQ lunch follows. The OTRF is running a chipping and putting contest this year to help raise funds in support of research. Also new this year are a series of half-hour workshops after lunch. Dr. Jack Eggens will cover turf identification and use, Pam Charbonneau will look at insects and IPM scouting techniques, Dr. Tom Hsiang will present a disease workshop, Dr. Bob Sheard will discuss sand rootzones and irrigation scheduling, Dr. Chris Hall will offer a weed control workshop or you can surf for turf on the Internet with Dr. Ken Carey. The six workshops will run concurrently and participants will be able to choose the three they want to attend on a first come - first serve basis. Space is limited so register early. If you haven't yet received a field day notice, call us at (519) 767-5009. Also new this summer, Jack Eggens hits the road for one day turf clinics at Ridgetown College in southwestern Ontario (July 30) and at Kemptville College in eastern Ontario (August 21). Local turf experts Dr. Ron Pitblado (Ridgetown) and Peter Johnston-

Berresford (Kemptville) will assist Dr. Eggens. Don't miss this opportunity to learn from

Dr. Eggens on your own turf. Call (519) 767-5009 for registration information. Anyone registering before July 21 in either of the turf clinics or the full day field day program will receive a free subscription to The GTI Advisor as a special token of our appreciation for your support.

The GTI is planning a public open house that we are calling the GTI Lawn & Garden festival. A free event for the public, it will feature tours of the research and demonstration plots, a putting contest, children's activities and much more. If you are in the area, please invite your members to attend. It will certainly give them a better appreciation of the professionalism of your trade. Golf course superintendents and their staff are welcome to visit the GTI at any time. If you are passing through Guelph, or would like to bring key members of your management team to visit, please let us know and we would be happy to show you around. We are as proud of the GTI as each of you are of your own golf course. We hope that you are also proud of the part you play in the continued success of the Guelph Turfgrass Institute. See you this summer!

OGSA members give relief

Severe flooding in Manitoba this spring brought with it a cry for help. On behalf of all OGSA members, the Board made a \$1000 contribution to flood relief efforts. The Manitoba Golf Superintendents Association received the funds and forwarded them to the General Relief Fund.

new look to the board

The Board of Directors has taken a step to improve their image by up-dating their uniforms. The tired looking blue jacket and grey pants have been replaced by a black blazer co-ordinated with hounds tooth and beige pants.

The new uniforms help convey the proud professional image our association is founded on.

Partners in action - Part 2 Water Quality and Consenation

Barbara Allen-Shaw - E-mail: bashaw@yorku.ca

On February 26, a workshop on Water Quality Monitoring and Conservation, was held at Nobleton Lakes Golf Club. "Partners in Environmental Management - Part 2", was designed both to foster a cooperative relationship between Conservation Authorities and golf course superintendents / managers, and to examine the issues of water management. In addition to last year's partners, Lake Simcoe Region and Metro Toronto and Region Conservation Authorities, three more Conservation Authorities took part this year - Nottawasaga Valley, Credit Valley, and Halton Region. This means that most of the Greater Toronto Area Conservation Authorities have now indicated an interest in working with golf courses involved in environmental management.

Jim Anderson (CEO for the Conservation Ontario) set the stage by giving a brief history of Conservation Authorities in Ontario, and the implications of how this role was changing due to recent restructuring. Participants agreed that as a result they came away with a clearer idea of watercourse problems and challenges.

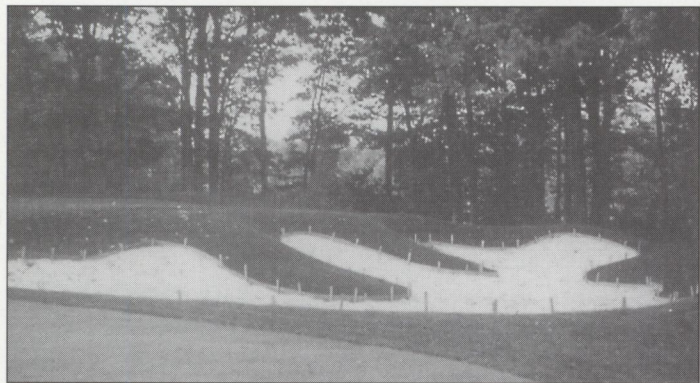
Water Quality issues were addressed by Steve Klose, from the Water Resources Unit of the Ministry of the Environment and Energy. He, too, spoke of his Ministry's changing role, which water quality parameters were of particular concern, and how these factors affect habitat quality. This was followed by Greg Williams (former superintendent of Cranberry Resort) and Barry Endicott (the host superintendent of Nobleton Lakes) who spoke of their concerns for and actions on behalf of water quality in two very different environments. Both stressed the value of outreach efforts to the community.

Dr. Terry Gillespie, Chair of Land Resource Sciences, University of Guelph, presented an impressively simple and clear account of what can be a very complicated subject - how to judge water needs for turf. He demonstrated non-technical means of gathering and using a wealth of readily available information on this topic. We were grateful to Dean Baker of Glen Abbey who replaced Dean Cormack at the last moment. Due to the installation of a sophisticated new irrigation system, it has been possible to significantly reduced water consumption at Glen Abbey. As did Greg and Barry, he also made a strong case for the need to become proactive in environmental management, and of the need to dispel the misinformation the public often get about golf courses.

After lunch, Charlie Worte from Credit Valley Conservation Authority bravely spoke on behalf of the regulations for which Conservation Authorities are responsible, and how they, too, are unsure of where proposed changes are going. All of the speakers emphasized that they are striving for a cooperative relationship that will provide a win-win for businesses and society.

An overwhelming majority of participants who answered the questionnaire evaluations deemed the workshop a success. All agreed there was an excellent cross-section of speakers. They also felt that Conservation Authority staff were knowledgeable about suggesting appropriate solutions to watercourse problems on golf courses and had suitable supporting programs. There was more time for questions this year, and this seemed to be

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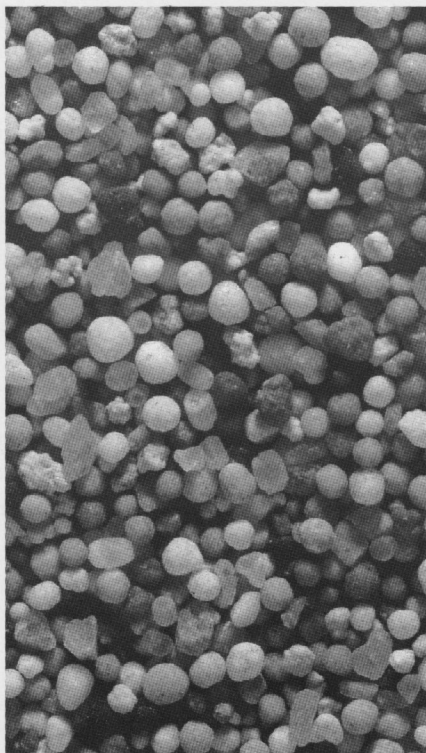
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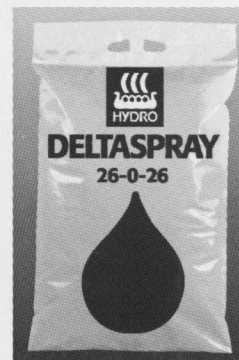
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Partners in action - Part 2 Water Quality and Consenation

Barbara Allen-Shaw - E-mail: bashaw@yorku.ca

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conappreciated. The commercial exhibits were well received, and exhibitors with whom I spoke informally indicated that they were pleased with the contacts they made.

Fewer than expected participated in the afternoon workgroup sessions. There didn't seem to be an obvious reason, other than there weren't many with specific concerns.

Suggested future topics include more Audubon-related subjects, such as wildlife habitat preservation and case studies on golf courses. The three superintendents who spoke are to be congratulated. Not only did they do an excellent job, but they set an example of the public education role that is needed. I can't stress enough the importance of all superintendents getting involved in public education. This is precisely the kind of effort that is going to separate the proactive superintendents from the rest. It is my opinion that no matter how comprehensive and innovative management practices are, if they are not publicized and explained, public impressions of golf courses will remain uncertain at best.

There were requests for additional Conservation Authority services, including providing free seminars (unfortunately unlikely due to cut-backs), providing one-window approvals, and assistance in dealing with bureaucracy. These requests have all been passed on to the Authorities. Several respondents indicated they would be interested in workshops offering examples of on-site remediation, preferably at a Conservation Authority site. This would indicate that Conservation Authority staff should keep participants informed about work being done on sites close to home. Some suggested that they would like

to have talks on similar subjects - naturalization in particular - offered at the Turfgrass Symposium. I have been investigating this subject for about a year, and many outstanding sources of expertise on different kinds of naturalization projects have indicated that they would be delighted to share information on naturalization projects with golf courses and other green-spaces. This idea will be pursued, so watch for future developments.

Barbara Allan-Shaw
bashaw@yorku.ca



personal problems

Personal factors cause between 80 and 90 percent of all industrial accidents. In addition, up to 80 percent of those who are fired from jobs are removed because of personal problems, rather than competence or technical skill problems.

Source: National Institute of Mental Health, 1996.

expectations of generation X

Intel, which interviewed 2,500 undergraduates on 50 campuses, reports 50 percent ask questions about work-life balance, indicating that quality of life-issues are important. In a recent letter to the editor of Fortune, a generation her comment, "We can work harder than anybody, but we need to know you care, we need to have a decent time while we're at it."

Source: Strategic Plan, Harrison Coeuer and Associates, Kansas City, Mo.

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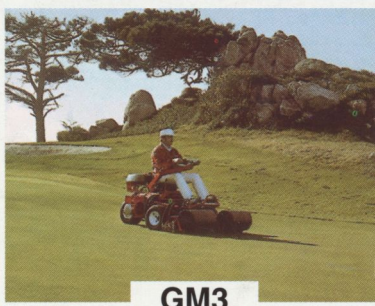
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- *To ensure that respect is accorded our profession, our Association and our individual members, these ethical standards are to be observed and practised..*
- *Maintain courteous relation with your employer, employees and fellow superintendents, while practising sound business and turf management.*
- *Continue to broaden your knowledge through formal education channels and by exchanging experiences and ideas with fellow members.*
- *Endorse products or practises only when completely satisfied through personal experience..*
- *Refrain from corresponding either verbally or in writing, with a Director, member or official of another club, regarding its affairs, without the prior knowledge of that club's superintendent.*
- *Apply only for a position that is vacant, and, if possible, talk to the person who held the job last or other local superintendents.*
- *Offer employment to another club's employee only after advising that club's superintendent.*
- *Notify the superintendent of the club you are visiting directly, and, whenever possible, do so in advance.*
- *Misrepresenting the Association and yourself by lending your membership card will not be condoned..*
- *It is the responsibility of each member to abide by these standards and to report any violations to the Board of Directors, in writing.*



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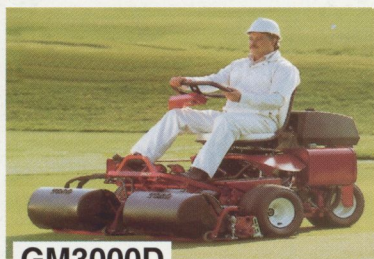
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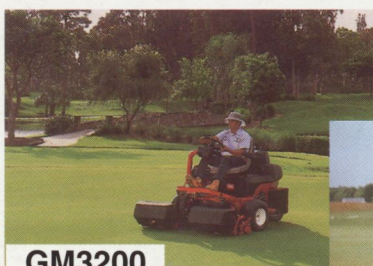
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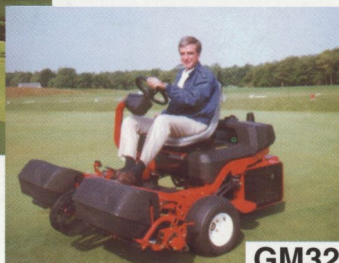
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