

December 1999

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The Official Publication of Ontario Golf Superintendents' Association



Alex McClumpha memorial golf tournament

First year

The search for the giant pumpkin

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COVER PICTURE

President's message

Thank you

As I write my last column as President of the OGSA, I feel it is only appropriate to thank those who have supported me over the years and who have made this volunteer effort possible – my wife Janice, my daughters Katelyn, Emma and my son Jacob. Thank you.

It has been an honour to serve our profession as President of the Ontario Golf Superintendents' Association over the last two years. I thank you, the members of the Association for providing me this opportunity. I have been extremely proud to have had the opportunity to serve with fellow Board Members, both present and over the past years. The Ontario Golf Superintendents' Association has grown over those years and I am very pleased by what we have been able to accomplish. It is also important to recognize those who have volunteered over the years to sit on various committees and to assist the Association in its direction. We would not be the Association that we are today without you, thank you. I would also like to thank our very talented office staff, Dorothy Hills, for who's commitment we have all come to rely on, thank you Dorothy for our professionalism.

As our Association enters into the new millennium, it is important to remember that our Association was built on pride, respect and the betterment of the game of golf. The Association was founded over 75 years ago by those individuals wanting to invest in their futures, and today is run by Superintendents whose interests parallel the very same values. It has truly been my honor to serve not only as a Board Member but also as your President, thank you.



Ian Bowen
Oshawa Golf Club



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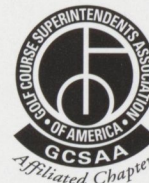
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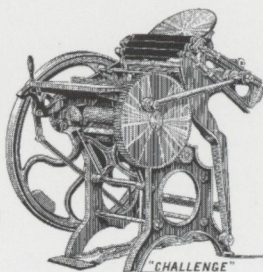


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Health and safety

Cold weather safety

by Doug Johnson,
SAFETAID and Health and Safety Consulting,
First Aid and Safety Supplies and WHMIS training

As winter blusters in, your work sites change and you no longer have to worry about the bees, mosquitoes or sun beating down.

There are concerns however and you should prepare for them. The best defense is a good offense. When you are working in the cold it is important to know how you can be affected. You should be prepared by wearing the right clothing and ensuring that you control your environment in the most effective way.

What should you know? What should you do? How do you protect yourselves?

Cold temperatures can cause frostbite, wind burn and general discomfort. When employees are concerned about their well being they are less likely to be concerned about their safety.

Ensuring that you have good programs in place that facilitate the implementation of good work practices will reduce the potential for injury. Ensure that your rules define how your workers dress in your workplace. You have standards for

the summer, make sure that you set standards for the winter.

If possible have your workers wear various layers of clothing. Three layers are recommended; a nylon outer layer to cut the wind, a middle layer of wool for warmth and an inner layer of polypropylene or cotton that will allow ventilation and moisture to escape. Having the clothing layered allows workers to adjust the amount of clothing they are wearing as expended energy increases their body heat.

Ensure that your workers wear appropriate headgear. Remember that 30% of heat loss is through the head.

Waterproof insulated gloves are an important part of your winter clothing as are waterproof warm boots and a good pair of wool socks.

When the wind gets up and you're having to work in exposed areas try to create a windbreak. If you can cut the wind you will make the workplace a much more comfortable place to work and workers will work more safely. As an example, if the outside

temperature is -18° C, (that is 0° on the old Fahrenheit scale), and there is a 24 km wind the effective temperature on the skin is -38° C. At this temperature, it is likely that exposed skin will freeze within one minute. So, cutting the wind will have a large impact on how cold it feels.

Ensuring that workers have adequate fluids is also important in cold environments. You should ensure that your workers have hot drinks to help to replace body fluids. Along with the fluids it is important to ensure that workers have high calorie foods. Foods that will provide fuel for the body for heat production. Interestingly, you and your workers should try to avoid caffeine in the cold as caffeine causes fluid loss through urination.

Follow some sensible, practical rules and have a safe and productive winter. If you have any queries feel free to contact me at either Tel: 519-837-0997 or Fax: 519-837-1996. See you at the Ontario Turfgrass Symposium in January.

Merry Christmas!!

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GCSAA chapter delegates meeting

by Bob Heron

I had the opportunity to visit Lawrence Kansas, September 10, 11 and 12, 1999 on the occasion of the Chapter Delegates Meeting. There were representatives in attendance from ALL 101 Chapters as well as Staff, Directors, Membership Standards Committee and Candidates for the upcoming election. This again was truly a wonderful experience, and it re-confirms that we are involved in a profession that has a most important role in the golf world.

I first visited Lawrence in 1974, during the dedication of the first office faculty. If anyone has the opportunity to visit Lawrence, Kansas, I strongly recommend you do so, as I am sure you will increase your impression of our association and our profession. There are now 114 staff members, working on behalf of all members.

The following is a brief synopsis of some of the Agenda items for your information:

Voting Delegate Relationship and Candidate Information

President – Scott Woodhead,
Vice President – Tommy Witt,
Secretary Treasurer – Ken Mangnum and Mike Wallace (1 more year as director). Directors

– Jon Maddern, Jim Nicol & Tim O'Neil.

There was an opportunity to meet and discuss issues with all candidates on the Saturday evening.

Volunteer Process

There are 22 committees or Resource Groups that require up to 200 volunteers. This is approximately 2 per chapter. Anyone interested in being involved on a committee should contact the G.C.S.A.A. Headquarters.

Association Financial Update

The G.C.S.A.A. consists of 3 Companies which involve Conference and Show, Communications and the Foundation. The show is the largest revenue producer. Two companies are tax exempt. They collectively Gross \$18 million and net 1.5%.

Mission Statement, Vision For 2005

Key Strategies for Fulfilling Mission and Realizing Vision

Direct massive, concerted public relations efforts to educate

and influence employers and influential golfers.

Implement the Professional Development Initiative to deliver on the promise of G.C.S.A.A.'s branding strategy (a golf course superintendent who can do the job) by:

- Informing employers about the core competencies of a golf course superintendent.
- Developing and delivering educational programs that help members achieve those competencies.
- Establishing and implementing a membership classification system with entry and maintenance requirements for the Class A designation.
- Capitalize on the potential of technology, both internally and externally.
- Align chapter and G.C.S.A.A. initiatives.

G.C.S.A.A. Foundations

The goal has now changed to \$5 million from \$4 million. The new mission statement is "Expressing the Impact of Profession and Playing Conditions and Enjoyment of the Game." Eighty-seven percent (87%) of this money is used for Research, Scholarship, Historical Preser-

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vation, and the new Professional Development Initiative.

Limited Budget, Outreach Program

These facilities are difficult to define, but G.C.S.A.A. is trying to assist these facilities and their superintendents. Some examples of small budget courses might be, shortage of staff and equipment, no irrigation system, gravel parking lot, No BMW's in the lot, no practice field, no golf pro.

Membership Growth

Membership has grown nearly 50% in past 5 years to more than 20,000 members. The goals for 2005 call for a total of 30,000 members.

75th Anniversary Planning

In 2001, the association celebrates its 75th Anniversary and will kick off ceremonies in Dallas. This will be a year-round celebration including a golf tournament and a video. It is planned to involve influential golfers, employers and corporate sponsors. Any ideas or suggestions would be welcome by Joe O'Brien.

The O.G.S.A. was one of the original 13 Charter Members of the G.C.S.A.A.

Association Naming And Positioning Study

Situation/Background Information

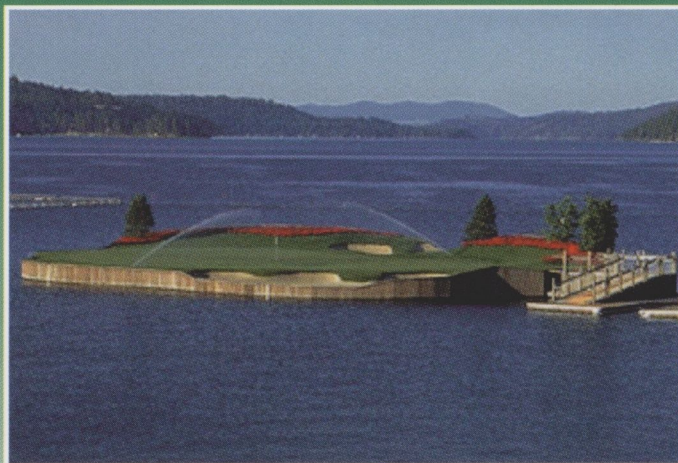
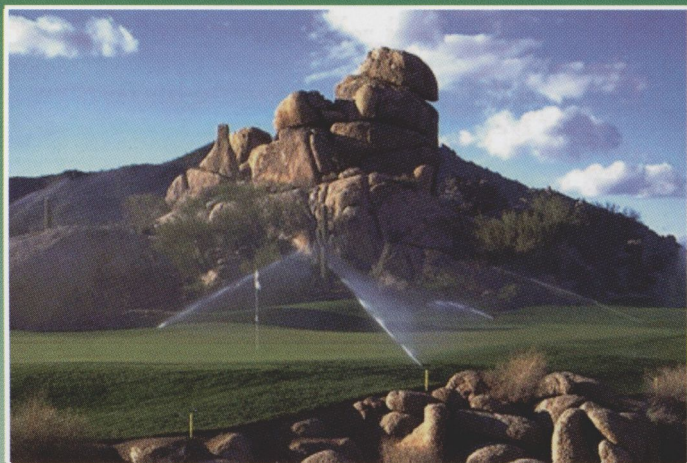
As G.C.S.A.A. continues to develop programs to enhance the image of the golf course superintendent, one logical element to review is the title, "golf

course superintendent." Does it adequately and appropriately describe our members' profession?

Research has shown that as the responsibilities and stature of a profession expand, the name for the profession often changes. For example, computer professionals evolved when their roles changed because the market changed. In the days of mainframes, they were called "data processing managers"; in the age of minicomputers they were "managers of information systems", and today with integrated desktop computers, they have evolved to "chief information officers." In pre-modern times, you were known as "greenkeepers"; with the advent of T.V. golf you became "golf course superintendents." Today is the corporatization of golf driving a name change?

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Our last name change occurred in 1951, there have been numerous changes in our profession in the last 49 years. We must think of the future, not the present. "The path to true understanding begins with calling a thing by its rightful name" – Confucius. The one I personally like is Golf Operations Director!

Professional Development Initiative

The most exciting proposal discussed at these meetings was the new "Professional Development Initiative".

The Professional Development Initiative is being undertaken to improve the knowledge, skills and abilities of the professional superintendent that will contribute toward improved playing conditions and the enjoyment of the game. The success of the PDI will be measured by achieving the goals of:

- Increased salaries of golf course superintendents
- Enhanced job security of golf course superintendents
- Intensified recognition by employers and influential golfers of the golf course superintendent as the key member of the golf course management team
- Improved job opportunities for golf course superintendents

- Substantiated credentials that can be marketed to employers through improved playing conditions.

Franklin Covey representatives demonstrated HR Web software, a tool that supports and measures superintendents' professional development. Through the use of this software, individuals complete a competency-based performance assessment that measures their proficiency in golf course management.

Delegates viewed slides of a mock competency model. Once finalized, the competency model would be used to develop profiles for individual superintendents in order to provide guidance relative to the competencies they need for their current job, a future job, member classification and member certification.

MSRG members shared a proposed model for a new classification system. The association will remain inclusive for all individuals who wish to be members. However, there is a need to develop a brand that can be marketed to employers.

Proposed requirements to acquire a class A status would include:

- having a minimum of three years of experience as a golf course superintendent
- completing a competency self-assessment
- maintaining a valid pesticide license

- completing a nationally accredited two-year turf program or four-year degree from a college or university.

Proposed ongoing requirements to maintain a class A status would include:

- A three-year renewal cycle
- Completing a self-assessment once every three years
- A required amount of continuing education (to be determined through member input)
- Professional development (includes chapter and civic participation)

Just as class A requirements would change, so would entry-level and ongoing requirements to maintain certification. The goal is to keep the certification program simple, manageable and integrated with education. Entry-level requirements would include a minimum of three years as a class A golf course superintendent member, testing at a higher proficiency level than class A members and completing the same formal education as class A members. The ongoing requirements would be the same as class A members, but at a higher level.

Grandfathering of current members into both a new membership classification system and changing requirements for certification was discussed. Members could potentially vote on these changes at the conference and show in Dallas in 2001. However, the requirements would not take effect until July 2002.

A portion of the PDI includes redesigning the education program. Franklin Covey representatives are working with G.C.S.A.A. staff to analyze current educational offerings, identifying areas where additional educational opportunities are needed to fill gaps, and developing new ways to deliver education to members. A



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faculty resource group was recently formed to recommend standards for:

- Faculty recruitment
- Training
- Faculty certification
- Ongoing assessment

A communication plan has been developed to share the concepts and ideas about the PDI with members and gather feedback during the next year. The communication plan includes:

- Presentations from MSRG members at chapter meetings from October 1999 through May 2000.
- Publishing the schedule of chapter visits in Newsline and posting it on G.C.S.A.A.'s Web site.
- Holding a town hall meeting at the 2000 Conference and Show in New Orleans.
- Collecting members' comments and questions through

G.C.S.A.A. communication tools (i.e. Newsline, Golf Course Management and the G.C.S.A.A. Web site). A quarterly update of member feedback will be provided.

- Providing a complete copy of the presentation to the delegates on the G.C.S.A.A. Web site.

The membership Standards Resource Group will present final recommendations at the 2000 Chapter Delegates Meeting.

We, in Ontario, are very fortunate to be a chapter of this dynamic, well organized and impressive organization.

All members should take advantage of the multitude of information and services provided by this tremendous organization.

If any member of OGSA and/or G.C.S.A.A. is interested in more specifics of this summary report, please call me at (905) 841-0252.

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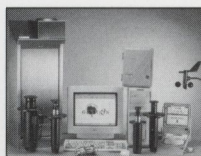
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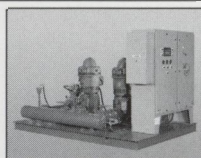
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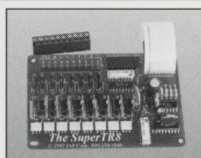
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The search for the giant pumpkin

The search for the GIANT PUMPKIN brought many superintendents and staff to Plant Products' Third Annual Pumpkin Contest, this year hosted by The Toronto Golf Club. Once again, Mother Nature made it a difficult growing year out in the pumpkin patch. With record hot temperatures this past summer (not that any of you need to be reminded of that) it was a struggle to keep enough water on the golf course, never mind the pumpkins.

Blessed with a beautiful fall day, people started arriving around 11 o'clock to have their pumpkins weighed in, to set up their pumpkins for the Best Dressed contest and of course, to sign up for the Croquet match. It's great to see that many people show up just to enjoy the festivities since things did not work out as planned in their pumpkin patches. Sorry, to the growers who were too embarrassed to bring their pumpkins because I laughed at them prior to the event. It's always fun after each pumpkin season to hear the entrants say, "Wait until next year, I think I know the secret now." or "I've got the perfect place to grow the winning pumpkin next year." Well, each year we discover that it never gets easier to grow that HUGE pumpkin and to dethrone the past champion of two years, Oakdale Golf Club.

However, after all the weigh-ins were complete everyone was scratching their heads once again and all the big ideas will have to be put to the test again in the year 2000 because Oakdale Golf and Country Club once again won the Giant Pumpkin contest. Their pumpkin weighed in at 186 pounds. Not far behind was Deer Creek Golf Course with a 170 pound pumpkin. That makes Oakdale three for three and many people are making BIG plans for next year's growing season.

It is great to see how creative people have become when decorating their pumpkins. This is a category where anything goes. The National Golf Club, always very creative, entered a pumpkin that was carved on all sides with a Cinderella story. Credit Valley Golf Course created an unusual monster and Oakdale must not be a Toronto Maple Leaf fan because their pumpkin hockey player had a rough last period. When all the creations were set up, everyone voted on their choice of BEST



Best Dressed – Deer Creek Golf Club

DRESSED pumpkin and UGLIEST pumpkin. It certainly was a unanimous decision that the winner of the Best Dressed pumpkin was Deer Creek Golf Course, with their entry of an alligator made of pumpkins who was taking a bite of a pumpkin golfer's club. Great work to the staff! Finally, the Ugliest pumpkin, probably the ugliest to date, went to Nobleton Lakes Golf Club.

The finals of the croquet match, once again, proved that a little competition is good for the soul. O.K., it was downright vicious out there on the putting green. One bad shot and you found yourself trying to recover in a 3 foot field of

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Ugliest Pumpkin – Nobleton Lakes



Largest Pumpkin – Oakdale Golf

weeds and dirt. The Toronto Golf Club staff provided the cheering entertainment at the sidelines with unique commentary for all participants. But, in the final moments when the rest of the packs only mission was to knock off the leaders, Al Schwemler managed to hold his lead and finish in first place. Not far behind, and proving that the strong silent type prevails, Angela Bartlett finished in second place.

Winners of the contest were:

Giant Pumpkin

- 1st – Oakdale Golf and Country Club – 186 pounds
2nd – Deer Creek Golf and Country Estates – 170 pounds

3rd – Devil's
Pulpit Golf
Club – 152
pounds

**Best Dressed
Pumpkin**

Deer Creek Golf
Club

Ugliest Pumpkin

Nobleton Lakes
Golf Club

Croquet Match

1st – All

Schwemler

2nd – Angela
Bartlett

Congratulations to all! Good work, to all the entrants in this year's contest and a special congratulations to the winners in all



Largest Pumpkin – Oakdale Golf

the events. Remember that next year is a whole new growing season and anyone could be the winner. See you next year in the pumpkin patch.

Tip of the month

Avoid Mixed Fuel Mix-Ups!

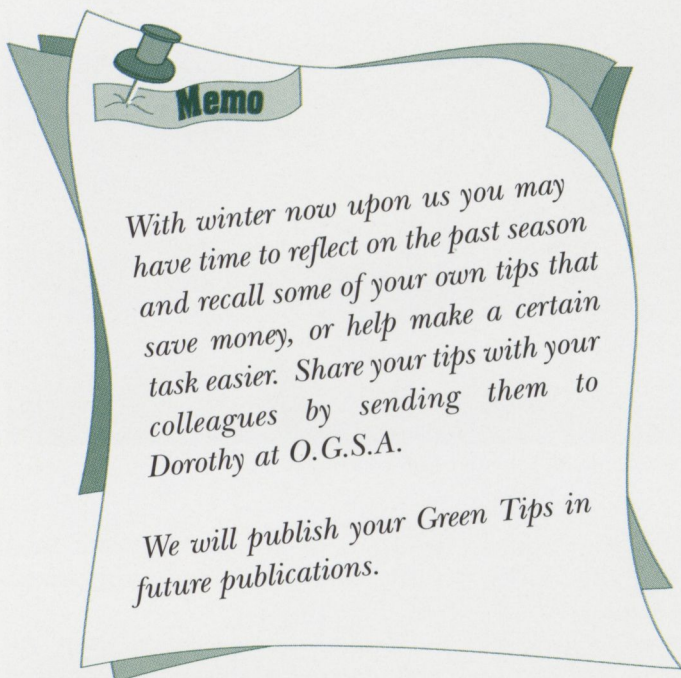
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Alex McClumpha memorial golf tournament

In some areas of Ontario, the early morning of October 4th greeted many of us with a blanket of snow. Fortunately, Markland Woods Golf and Country Club was not affected, and were able to present 139 eager golfers with a cool, slightly overcast, but pleasant day for the 54th Annual Alex McClumpha Memorial Golf Tournament.

The day started off with fresh coffee and muffins in the dining room at 9:00 a.m. while participants were registering and taking part in the putting competition. At 10:30 we gathered at our respective tees awaiting the shot gun start. We were treated to excellent golfing conditions, provided by Host Superintendent Rob Ackermann, and Assistant Superintendent Chris Nelson. Not only was the golfing excellent, it was a treat to see the flowers still in



Markland Wood Country Club in its splendid Autumn Glory.



Rob Ackerman, Host Superintendent

bloom, a young fox making its way down the fairway, and the ducks huddled on the river bank.

Late afternoon, found us back in the Clubhouse enjoying a cocktail. Meanwhile Doug Suter worked the room, selling raffle tickets for the traditional Texas Mickey and the many donated items. Doug out did himself this year and brought in over \$700.00 on the raffle ticket sales.

Sean Evelyn, our Master of Ceremonies for the evening kept the ball rolling, with a short history of the McClumpha Tournament and the announcement of the winners of the day. Dean Baker was kept busy congratulating the many

winners of the tournament and raffle, while handing out the prizes.

"I think the tournament was very well done. Everything was excellent right from the moment you arrived at the registration desk, through to the staff of the pro shop, to the meal and the awards. I would like to thank O.G.S.A., and especially the planning committee, for an excellent job. It was a fantastic day and couldn't have been run better"
quote from Art Dodson

Ian Bowen announced that it was 75 years ago on this date, Oct. 4, 1924 that the first O.G.S.A.

continued on page 13

Board of Director's Meeting was held at Westmount Golf Club. It seems only fitting that Hugh Kirkpatrick, Superintendent at Westmount Golf Club was the winner of the George Darou Trophy, which goes to the superintendent, over 50 years of age, with the Low Net.

What a great way to wind up another O.G.S.A. season of golf tournaments and events. The O.G.S.A. would like to take this opportunity to thank Carol Suter for helping on the Registration Desk, Doug Suter for selling raffle tickets, Rob Ackermann and his greenkeeping staff for the excellent course conditions; Frank Morando and his Pro Shop staff for the professional way they organized this event; the Clubhouse staff for the excellent meal and service; and to all those, to numerous to individually list, who donated prizes for this event.

The winners of the tournament were:

Superintendent

Finish	Score	Winner
Low Gross	76	Bob Heron
2nd Gross	79	Paul Scenna
3rd Gross	80	Scott Dyker
4th Gross	81	Greg O'Heron
Low Net	66	Gord Sommerville
2nd Net	67	Dave Stevens
3rd Net	69	Ian Bowen
4th Net	71	Rob Ackermann

Assistant Superintendent

Finish	Score	Winner
Low Gross	82	Bill Gilkes
2nd Gross	83	Greg McClinton
3rd Gross	84	Rod Speake



Dean Baker presenting the George Darou Trophy to Hugh Kirkpatrick

Low Net	70	Dan Magrin
2nd Net	72	Colin Robins
3rd Net	74	James White

Guests

Finish	Score	Winner
Low Gross	72	Gord Mink
2nd Gross	79	Jason D'Andrea
3rd. Gross	83	Kevin Holmes
Low Net	69	Brian Rosenburg
2nd Net	71	Jerome Barron
3rd Net	72	Ian Haras

Closest to the Hole #2 – Doug Heron
 Closest to the Hole #5 – Jerome Barron
 Closest to the Hole #16 – Gordon Mink
 Closest to the Hole #18 – Scott Dyker
 Longest Drive #7 – Rick Serrao
 Most Honest Golfer – Dorothy Hills
 Senior Low Trophy – Hugh Kirkpatrick
 Putting Competition – Scott Dodson and Colin Nesbit

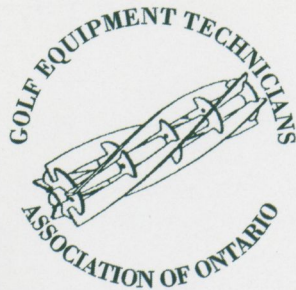


Forgotten blades

by Warren Wybenga
Mechanic at Donalda Club

Every Superintendent can appreciate the value of a freshly sharpened set of reels, so much so that an inordinate amount of time is spent by your mechanics tending to these somewhat temperamental pieces of equipment, trying to achieve that elusive "perfect cut". What tends to get overlooked however, are the rotary blades.

With the ever increasing popularity of rotary rough mowers, a greater percentage of "in play" areas on our courses are being tended to by these machines. Often with the least amount of maintenance (sharpening) being performed on them. Rotary mowers cut grass by the blade's surface(edge) impacting against the grass stems at a high velocity. To ensure a good quality of cut, the cutting edge of the blade must be kept in a sharp condition. A dull blade will produce a ragged cut and will require an excessive amount of horsepower to rotate the blades through the grass. This translates into increased and unnecessary engine, belt and hydraulic wear and results in increased maintenance costs.

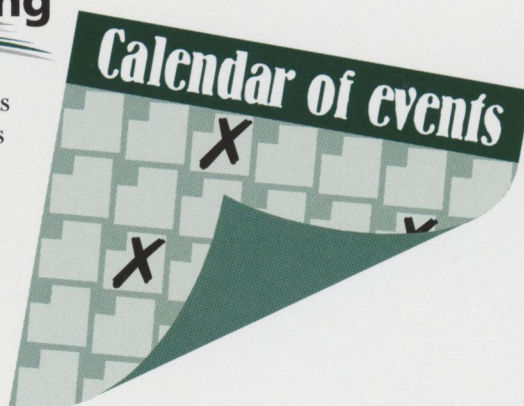


Whenever a blade is removed for sharpening, it must be checked to ensure that it is not bent, cracked or otherwise damaged and that it has the correct attitude in relation to its' housing and the surface of the ground. Sharpen only the front face of the blade, never the bottom edge as a chisel-like condition will be created and the result will be a bad cut. Balance each blade by hanging it by its centre hole on a blade balancer or a finishing nail that has been hammered into the side of a work bench. The heavier side will hang down. Grind more from the heavier side until the blade hangs level. Lastly, don't use the impact gun to reinstall the blades. Always torque the bolts to the correct value as specified in the Operator's or Service Manual.

Don't neglect your rotary blades as they can produce marvellous results if properly and regularly maintained.

What's happening

O.G.S.A. will be putting out its Calendar of Events again this year. Mail, Fax or Email your special events schedule in to Dorothy at the O.G.S.A. office and we will incorporate them into our calendar.



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International Turf Scientists Choose Toronto, Ontario

Canada was successful in its bid to host the 9th International Turfgrass Research Conference (I.T.R.C.) in 2001. The bid was presented to the International Turfgrass Society at the 7th I.T.R.C. in Palm Beach, Florida in 1993. The decision was finalized at the 8th I.T.R.C. in Sydney, Australia in July 1997. The dates for the 9th International Turfgrass Research Conference have been set for July 15-22, 2001 at the Westin Harbour Castle, Toronto, Ontario, Canada. This is the second time that Canada has been chose to host the International Turfgrass Research Conference. The first time was in 1981 for the 4th I.T.R.C. held in Guelph, Ontario.

Pam Charbonneau of the Ontario Ministry of Agriculture, Food and Rural Affairs was elected President of the International Turfgrass Society (I.T.S.) at the 8th I.T.R.C. in Sydney. She will serve as President until the completion of the Conference in July, 2001. Other Canadians who have

been elected to serve on the International Turfgrass Society Board of Directors are Ms. Teri Yamada, Royal Canadian Golf Association, who is Secretary of the Society and Dr. Brian Holl, who is serving on the Board of Director's of the Society. Dr. Bob Carrow of the University of Georgia is the Vice-President and Dr. George Snyder of the University of Florida is the Treasurer. The following are directors of the Society: Bill Adams, United Kingdom; Bernard Bourgoin, France; Michael Canaway, United Kingdom; Joon Soo Choi, South Korea; John Cisar, USA; Sven-Ove Dahlsson, Sweden; Joe DiPaola, USA; Keith McAuliffe, New Zealand; Ian McIver, Australia; Yukata Noma, Japan; Martin Petersen, Denmark; and Hermann Richter, Austria. Peter McMaugh of Australia is the Past President and James Beard, USA; is the Historian of the Society.

Many committees are already in place to help Canada successfully

execute the 9th I.T.R.C. Rob Witherspoon, the Director of the Guelph Turfgrass Institute is chairing the Local Arrangements Committee. This committee is in charge of the Conference details such as social events, hotel arrangements and the mid-week tour during the Conference. The Program Committee is being chaired by the I.T.S. Secretary, Teri Yamada. The Editorial Board for the Conference is headed up by Dr. Ken Carey with assistance from Dr. Tom Hsiang from the Guelph Turfgrass Institute. The chair of the Fundraising Committee is Dr. Clayton Switzer, who is a veteran in the Canadian turfgrass industry and a successful fundraiser for many causes including the G. M. Frost Research and Information Centre. Cindi Charters is the Chair of the Accompanying Persons Program. Included in the one week long

continued on page 16



International Turfgrass Society Board of Directors visiting Rattlesnake Point Golf Club.

scientific conference is a trip to the Guelph Turfgrass Institute at the University of Guelph to look at the ten hectares of turf research plots. A Pre-Conference tour is being co-ordinated by Julie Dionne, University of Laval in Quebec City and the Post-Conference tour is being organized by Dr. Brian Holl at the University of British Columbia in Vancouver, British Columbia. Contact information for all of these committee chairs is available

on the 9th I.T.R.C. website at www.uoguelph.ca/GTI/ITRC2001. Turfgrass researchers across Canada will be assisting in making this international conference a success.

The I.T.S. Board of Directors met in Toronto in July 1999 to familiarize themselves with the venue for the 9th International Turfgrass Research Conference and to hear from the organizers what their plans were for the upcoming conference. The Board had an opportunity to visit the

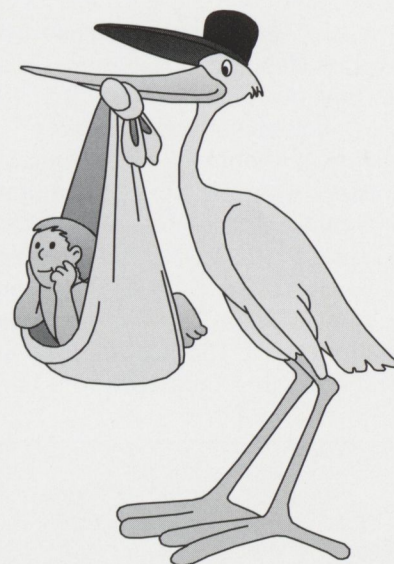
Woodbine Race Track with host Sean Gault, Rattlesnake Point Golf Course with host Andrew Keffer and Hamilton Sod owned by Steve Schiedel. The I.T.S. Board of Directors visited the Guelph Turfgrass Institute and met with G.T.I. researchers to discuss the research activities currently underway at G.T.I..

The turfgrass research community in Canada is honoured and they look forward to a successful conference in 2001.

Announcement

Our congratulations go out to Rob and Glennis Ackermann on the birth of their first child. Their little daughter, Sydney Arianna was born on Friday, October 15th, weighing in at 6 pounds 9 ounces. Both Mom and baby are doing well, but Dad has still not come back down to earth.

Christine and Jim Flett, are the proud parents of a bouncing baby boy. Rawlin Cane arrived on Wednesday, November 24th, weighing in at 9 pounds 3-3/4 ounces. Both mom and baby are doing just fine. Our hearty congratulations go out to the Flett family!



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9th ANNUAL ONTARIO TURF SYMPOSIUM JANUARY 4TH, 5TH AND 6TH

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OGSA DIRECTORS AND STAFF**

**COME OUT AND HEAR WHAT'S HAPPENING IN
YOUR ASSOCIATION BY ATTENDING OUR
ANNUAL GENERAL MEETING
WEDNESDAY JANUARY, 5TH, 2000
AT 5:00 P.M. IN THE NEPTUNE ROOM**

**MIX AND MINGLE AT
THE PRESIDENT'S RECEPTION
WEDNESDAY JANUARY, 5TH, 2000
AT 7:00 P.M. IN THE PATIO BALLROOM**

DON'T MISS THE SPECIAL SEMINARS GIVEN BY OUR OWN O.G.S.A. MEMBERS

- *Dean Baker will be talking on Team Building and Managing the Seasonal Worker*
- *Peter Lucas will give you tips on Motivating your Staff and Crew Morale*
- *Mark Prieur will introduce you to the art of beekeeping*
- *Cory Janzen, Rob Ackermann and Jim Flett will bring you into the millenium with year 2000 technology.*
- *John Gravett and Mike Courneya can give you practical experience reasons, Why you should call before you dig.*

**Be sure to check out your
O.T.S. TOOLS FOR 2000
to see the complete list of
Seminars and Speakers.**

SEE YOU AT THE O.T.S.

DON'T FORGET OUR RECRUITING DRIVE

Any Class A member who attested for any two (2) new member applicants between October 1st and December 1st will be eligible to receive an O.G.S.A. Merchandise Package valued at \$250.00! Your name will be put into the draw to be held at our Annual General Meeting during the Ontario Turf Symposium on Wednesday, January 5th, 2000.



MEMBERSHIP DRIVE

IN NOVEMBER WE CREATED AN INFORMATIVE BROCHURE OUTLINING THE BENEFITS OF BEING AN O.G.S.A. MEMBER AND MAILED IT OUT WITH AN APPLICATION FORM TO ALL THE GOLF CLUBS IN ONTARIO. IF YOU HAVE RECEIVED ONE OF THESE FLYERS... DON'T DISCARD IT BECAUSE YOU ARE ALREADY A MEMBER... PASS IT ALONG TO YOUR ASSISTANT OR TECHNICIAN WHO MAY NOT BE A MEMBER... OR... POST IT ON THE LUNCHROOM BULLETIN BOARD.

Countdown's on for Y2K Compliance

Year 2000 problems have the potential to affect as much as 90% of the worlds computers!

Y2K SELF-DEFENSE CHECKLIST FOR SMALL AND MEDIUM SIZED BUSINESS

See complete list at <http://strategics.ic.gc.ca/SSG/yko4418e.html>

1. Make one Senior Person Responsible
2. Make an Inventory
3. Determine Which Ones will be Affected
4. Prioritize
5. Correct or Replace your systems
6. Test all corrected systems
7. Assess the risk of dealing with non-Y2K-compliant companies
8. Consider the legal implications



Very small businesses with PCs: Seek advice from your computer and software vendors, service providers and other experts, but don't forget your place in the business supply chain. Write to your key partners and customers to ensure their Y2K readiness, and be prepared to provide them with the same.

Don't miss out on the tax relief being offered to small enterprises for any computer equipment that you may need to replace in order to address the Year 2000 computer compliance problem. Call Revenue Canada Tax Services Offices: Ed Short (613) 996-0599 or Bob Morrison (613) 995-9920

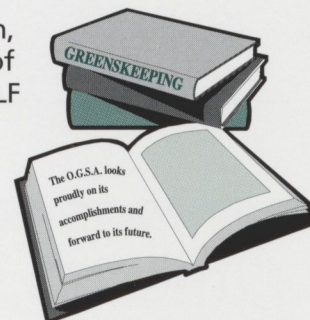
BULLETIN UPDATE

GREENKEEPING IN ONTARIO AND THE HISTORY OF THE ONTARIO GOLF SUPERINTENDENTS' ASSOCIATION

A CENTURY OF GREENKEEPING A Story of the Unsung Heroes, continues to progress, with our in house author, Gord Witteveen, at the writing desk. On the humorous side, here's a snippet of what's to come, taken from Dr. Piper's book "TURF FOR GOLF COURSES" published in 1917...

GREENKEEPING REMEDIES FOR PUTTING GREENS IN 1916

Crab-Grass	Pluck It
Clover	Cut It Out
Dandelion	Gasoline (injected into the crown)
Plantain	Dig It Out
Moles	Trapping with the Harpoon Trap
Field Mice	Poison with Strychnine mixed with crushed wheat
Earthworms	Bichloride of Mercury diluted in water as a spray
Ants	Carbon Bisulfide injected with an oil spout
Grubs	Push a 1/4" Rod into the opening and spear the grub



Note that none of the fungus diseases are even mentioned as problems on putting greens.

Keep those cards and letters coming in, its not too late to contribute to our 75th commemorative publication.

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Website: www.golfsupers.com

Registration: call Kathryn Young (ext. 225)
Trade Show: call Chuck Desveaux (ext. 223)
Conference: call Jacqui Atkin (226)

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NOTICE TO ALL ASSOCIATE MEMBERS

*By now you will have received your
invitation to be a sponsor at the*

O.G.S.A. PRESIDENT'S RECEPTION

to be held on
WEDNESDAY, JANUARY 5TH

at the
ONTARIO TURF SYMPOSIUM

*If you have not yet responded and would
like to participate, please contact
Dorothy at the O.G.S.A. office by the
deadline date Thursday, December 9th.
Thank you for your continued support of the
Ontario Golf Superintendent's Association.*



O.G.S.A. Welcomes our newest members

William A. (Bill) Diggins	Class A	Country Lane G.C., Whitby
Michael Gutteridge	Class B	Ashbrook Golf Club, Port Hope
Douglas A. Erwin	Class C	Parkview Golf Club, Markham
Mark Hagedorn	Class C	Guelph Lakes G.C., Guelph
Kevin Wood	Class F	Brooklea Golf & CC, Midland
Richard Greig Barker	Class F	Lakewood Golf Club, St. Clair Beach
James W. Westrop	Class F	Lakewood Golf Club, St. Clair Beach
Dan Wildinson	Class F	Woodlands Links Ltd., Clinton
Doug Osbourne	Class F	Marvel Rapids G.C.
Brian R. Haum	Class S	Grand Valley Golf & CC, Cambridge
Loraday Environmental	Class E	Barrie,
New-Tech Turf Products Ltd.	Class E	Edmonton, AB
United Horticultural Supply	Class E	Dorchester

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First year

by Jeff Stauffer

Superintendent, Credit Valley Golf Club

With the golf season coming to a close as does my first year as superintendent, I am writing this article to merely talk a little about my experiences only and what I am building on for the future.

The year proved to be one filled with many different rewarding experiences and challenges, often showing up when least expected. Shifting the focus from the responsibilities of being the assistant and running the operation on the golf course to a broader range including Green Committee, Board of Directors, and of course, Membership was one of the biggest challenges. Dividing the time between administrative duties and time spent on the golf course was quite often a struggle because of being accustomed to spending almost all of it outside. Having to spend more time in the office either on the telephone, computer or simply attending meetings with a variety of people became the norm at times.

During the year, I found myself in situations where I was drawing from lessons learned, by watching or listening to other superintendents. Learning from superintendents that I had worked for and learning from others through association meetings and gatherings helped prepare me for some of the dealings with club members, industry professionals, and staff. One of the most

valuable resources, being other superintendents and being able to draw on their past experiences both good and bad when embarking on unknown territory. The contacts and communications with many professionals in our industry were very useful and beneficial towards the success of my first year. Thanks to the colleagues I have called over this past season, your input and support is greatly appreciated.

Another valuable resource, whose support and input I have appreciated over this past season is that of my Assistant Superintendent. I have gained a greater appreciation for how important the working relationship between the Superintendent and Assistant truly is and how vital open communication is. With many hours spent off the golf course, keeping informed and up-to-date on the day to day activities on the golf course can only be provided through the Assistant and the other staff members. With the information they provide, I am better able to communicate to the membership on a consistent

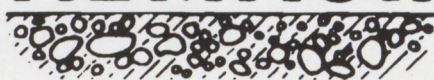
basis through bulletins, newsletters, and conversations. These communication tools have afforded me the opportunity to express views and concerns about the golf course and to simply inform the members when certain maintenance practices were to be completed.

At the beginning of the season, I was unsure of what lay ahead. However, now I am able to reflect upon my experiences from this past season and build upon, what I view as a successful year.

I am aware that any successes I may have, were not without the help of many people in our industry and I owe many thanks to them. I also would like to mention my thanks to the people in my personal life, for without them, none of this would have been possible.

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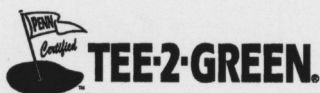
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We would like to acknowledge Turf-Seed, Inc. and Tee-2-Green Corp. for their contributions through this philanthropic program.

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Looking back

Thirty years ago today

by Barry Endicott,
Nobleton Lakes Golf Club

In 1968, **Dave Gourlay Sr.** was the president of the OGSA. **Keith Nesbit**, **Gord Witteveen** and **Dave Moote** were retiring directors and **Bob Moote** was the past president.

Tom Unsworth moved from Clearstream C C in Oakville to St. Thomas Golf Club and **Bob Heron**, assistant at the Board of Trade Country Club was appointed Superintendent at Brampton G. C. **Dave Baker** moved to Glen Cedar G. C. and **Don Creed** left London G.C. for Orchard Hills Golf and Country Club in Michigan. **Ian Williamson** moved to Castlegar Golf Club in B.C.

On January 8th, there was a curling meeting at Bayview Country Club with **Ed Ortlieb** as host. The rink skipped by **Curly Endicott** and comprising of **John Stoughton**, **Carl Wagner** and **Bernie Macdonald**, won the trophy defeating **Bob Moote's** rink. **President Gourlay** reported on a possible Greens Chairman Superintendent Day and a Pro

Superintendent Day. On July 9th at Richmond Hill Golf and Country Club, the first Greens Chairman Superintendent Day was held. **Tom Mascaro**, president of West Point Products, was the guest speaker and **George Darou** was the host.

OGSA dues were \$15.00 for superintendents and \$25.00 for associates. CGSA membership dues were \$15.00 and GCSAA dues were \$50.00. **Bill Forrester** was made an Honorary member of the OGSA, after retiring from 20 years at Weston Golf Club. **Robbie Robinson** was also presented with an Honorary membership on his retirement as Director of the Greens Section of the RCGA. **James Hickman**, chartered member of the OGSA, recently passed away in London. The CGSA held their first Turf Research Foundation meeting at the Skyline Hotel on March 19th in Toronto. **Tom Johnston** replaced **John Steel** as President of the CGSA.



*Warmest Wishes to You
and Your Family for a Joyous,
Festive and Safe Holiday Season.*

*May the Spirit of This Season Remain
in Your Hearts All Year Long!*



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