

December 2000

Green is Beautiful

The Official Publication of Ontario Golf Superintendents' Association

The year of the Tiger

Fort William Country Club

The biggest pumpkin yet!

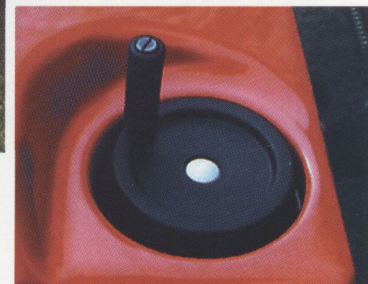
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Green is Beautiful

The Official Publication of Ontario Golf Superintendents' Association



COVER PICTURE

Photo by: Dorothy J. Hills

*OGSA is committed to
serving its members,
advancing their profession,
and
enriching the quality
of golf
and its environment.*

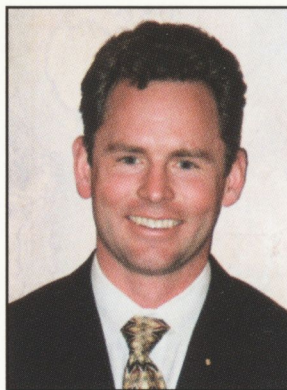
President's message

It is always hard to believe how quickly a season comes to an end, even with the many long days, and tons of sand that was shoveled this year. When the snow starts to fall it will still seem too fast. It has been another good year for the OGSA. This is due in part because the membership continues to grow, and the OGSA is supported by all members, especially the Associate members.

The OGSA Board of Directors continues to strive to provide more and better services and opportunities for its members. At a recent meeting, the Board approved the development of our own Website. Members can now pay for golf tournaments, membership dues and merchandise by using VISA or MasterCard. The book on the History of Greenkeeping is progressing and will be ready March 2001 with extra copies available for purchase.

In the future, the Board will continue to strive to raise more money for research by forging new relationships with the Greater Toronto Area Golf Association and other Associations. I believe every golfer should financially support turf research. It only makes the game better! Furthermore, a closer relationship with the OTRF and GTI will provide for greater opportunities to access money that is available through other Associations particularly the GCSAA. It is the initiative of the regional associations that motivates the need for the OGSA to do more!

I would like to thank the current Board of Directors for their voluntary, but committed efforts during the past year. Each one has donated valuable free time to ensure this Association grows better and stronger for future years. Also, thank you to Dorothy Hills, our Office Administrator. Words cannot describe the work, vision and commitment she provides every day. Finally, I would like to wish everyone a Merry Christmas and safe Holiday season. I look forward to seeing everyone at the OTS in January and please attend the Annual General Meeting. Remember, it is your Association!



Keith Bartlett
Thornhill Country Club



PRECIPITATION IN ONTARIO REGION

Measured at Pearson International Airport
Provided by Ministry of the Environment

	Average	Actual
January	45.6 mm	29.2 mm
February	45.5 mm	48.4 mm
March	56.9 mm	18.8 mm
April	64.0 mm	79.3 mm
May	66.0 mm	124.4 mm
June	68.9 mm	169.2 mm
July	76.6 mm	38.8 mm
August	84.2 mm	38.0 mm
September	74.2 mm	70.0 mm
October	63.0 mm	17.6 mm
Total (YTD)	644.9 mm	628.7 mm

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Green is Beautiful 2000

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Editor's message



Bob Burrows
Rosedale Golf Club

The first growing season of the new millennium is now history, and will go down in the books as a generally kind, though wet year. The first publication season of the new millennium for your magazine is also about to be put to bed. I must admit that I have enjoyed being Editor, especially with Dorothy Hills taking care of all the details. We hope that you have liked the changes to Green is Beautiful this season.

'Tiger mania' is Dean Baker's topic this month, as he closes out a distinguished term at the venerable Glen Abbey Golf Club. Despite mediocre pumpkin weather, a whopping specimen was declared the winner recently.

The Editorial Advisory Committee met in November, and selected the recipients of the first article and photo awards. Congratulations to Scott White, who won the Barry Endicott Article of the Year contest with his article, "Something's Fishy at Donalda", February 2000 issue, and to Rob Ackermann, who won the photo of the year contest with his photo of #10 bridge during the Flood, at Markland Wood Country Club, August 2000 issue.

Our Heritage Scholarship recipient this year is Jennifer Hooper, daughter of OGSA member Randal Hooper. Jennifer and her family will be invited to the President's Reception at the OTS, where she will be recognized for her accomplishments. Congratulations Jennifer!

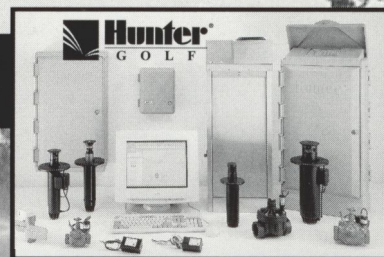
From my family to you and yours, I would like to take this opportunity to wish you all, best wishes for a safe and prosperous holiday and new year!



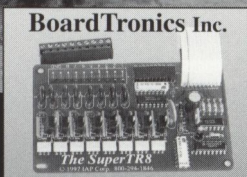
**O.G.S.A. Welcomes
our newest members**

Scott Bowman Greystone Golf Club	Class C
Roger J. Gervais Brooklea Golf & Country Club	Class C
Brian Gigin Thornhill Country Club	Class F
Jeffrey Haynes Saticoy Country Club, Somis CA	Class C
Drew Rachar Diamond 'in the Ruff' Golf Club	Class C
Chris Safruk Rattlesnake Point Golf Club	Class C
Mike Stewart Thornhill Country Club	Class F

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The referee

Obstructing justice

New rule definition clears the way for finding relief on a course.

by Jim Fraser

Significant change introduced to the Rules of Golf 2000 is the addition of the definition for "Nearest Point of Relief". This change clarifies the procedure a player must take in obtaining relief for an immovable obstruction (Rule 24-2), and abnormal ground condition (Rule 25-1), or a wrong putting green (Rule 25-3). The change has also affected Rule 20-2c, when to re-drop a dropped ball.

Prior to January 1, in these situations, relief was at the nearest point on the course not nearer the hole than where the ball lay, and a ball would be dropped within one club-length of that spot. The only reference to the nearest point on the course was in the *Decision on the Rules of Golf* book.

The new definition states that "the nearest point of relief is the point on the course, nearest to where the ball lies, which is not nearer the hole and at which, if the ball were so positioned, no interference (as defined) would exist."

The note to the definition is very important. "The player should determine his nearest point of relief by using the club with which he expects to play his next stroke to simulate the address position and swing for such stroke." Before picking up the ball, a right-handed player will establish the nearest point of relief, using the club to play the stroke.

He will measure, with any club, one club-length from nearest point of relief to a point no nearer the hole from where the ball lies, and if he chooses to take relief, the ball may be picked up and dropped in the drop area. The other change to the rules (20-2c) is that if the ball rolls and comes to rest nearer the hole than the nearest point of relief, the player shall re-drop the ball even though it is not nearer the hole than where it originally lay. If the ball then comes to rest nearer the hole than the nearest point of relief, it shall be placed as near as possible to the spot where it first struck a part of the course when re-dropped.

The situation for the left-handed player is somewhat different. The nearest point of relief, is in the bushes. The player must decide if taking relief from the cart path is his best choice. Remember, the ball may always be played from where it lies on the cart path. Therefore, it is important that it not be picked up before deciding the relief options. If the left-handed player had picked up the ball and then decided not to take relief, the ball could be replaced, costing the player a one-stroke penalty under Rule 18-2a.

The same procedure for determining nearest point of relief, using the club to be used for the stroke, applies for taking relief from abnormal ground conditions and a wrong putting green. However, you must always take relief for a ball lying on a wrong putting green but not for stance. In addition, a Local Rule may require complete relief from ground under repair.

Jim Fraser is Managing Director of RCGA Rules and Amateur Competitions, training rules officials across the country and overseeing the administration of rules at the RCGA's eight national championships.

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Health & safety

Carbon monoxide poisoning

by Doug Johnson,
SAFETAID

As winter closes in on us some of our work is moved indoors. If maintenance or repair is underway make sure that you are taking the necessary precautions.

A worker died from Carbon Monoxide (CO) poisoning while working on gas powered equipment. The investigation concluded that a number of factors contributed to the worker's death.

The worker ran the gas powered engine, for a short time in a non-ventilated, enclosed room before shutting it off, causing CO to accumulate.

The worker continued to work in the area for an additional three to four hour period.

Several hours after he had been working repairing the equipment, the worker reported that he had a severe headache. Two hours later he was found unconscious and subsequently died of carbon monoxide poisoning.

Although the engine ran for only a few minutes earlier in the day, because of the enclosed space, the high concentration of CO and the lack of ventilation, the Carbon Monoxide was trapped in the garage and breathed in by the worker over the next few hours until death occurred.

Carbon Monoxide is a lethal poisonous gas produced by the

incomplete combustion of any carbonaceous product including coal, wood, oil, gasoline, propane powered engines, tools and heating appliances. It is colourless, odorless, tasteless and nonirritating and can overcome an exposed worker without warning.

Recognizing early warning signs of CO exposure is difficult. The symptoms are headache, dizziness, and nausea, and are often mistaken for other illnesses such as flu or food poisoning. If exposure continues, serious central nervous system impairment, coma and death can follow.

The severity of symptoms is affected by a combination of, concentration of CO, length of time of the exposure and type of workload. An exposure of 80 to 100 ppm for 1 to 2 hours with moderate exertion may result in decreased exercise tolerance and may bring on chest pains and cause an irregular heartbeat. Symptoms associated with exposure of 100 to 200 ppm include headache, nausea and mental impairment. The mental impairment may affect the workers ability to escape the hazardous environment.

More serious symptoms such as central nervous system effects of staggering, confusion, changes in personality; as well as muscle aches, coma and death, are associated with

CO exposure concentrations of 700 ppm or greater for an hour or more.

Please note that lower levels of exposure for lengthy periods of time, if undetected, could lead to coma and death.

Victims of CO poisoning should be immediately removed from the exposure site and given 100% oxygen.

Hyper baric chambers provide oxygen under pressure and are sometimes required in cases of serious CO poisoning. Always ensure that the victims of exposure receive prompt professional medical assistance. Recovered workers may have long term Central Nervous System impairment.

Workplace exposures to CO can come from gasoline powered equipment like cars, trucks, tractors, mowers, compressors, welding equipment, pumps and heating systems. Be particularly careful in construction areas if you are using propane heaters and there is the possibility of an enclosed or confined space.

This is a hazard that is easily controlled with adequate ventilation. So if you have equipment running inside - ventilate!!!

Have a great winter and a Merry Christmas! Need more information please call.



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The biggest pumpkin yet!

*I*t has been three straight years that Oakdale Golf & Country Club has won the Plant Products Co. Ltd. "Giant Pumpkin Growing" contest. Superintendents have tried everything from I.V. tubes, goat's milk, secret manure concoctions and special irrigation systems to try to dethrone the champions. With this challenge in mind it did not start out to be a great year. All the heavy rains, and bunker repairs this spring, made it hard to even think about growing a pumpkin. Despite these obstacles, we had a few main contenders whose pumpkins survived and were ready for the weigh scale.

The unveiling of the pumpkin was just as exciting as the weigh-in. As the trucks rolled in it was hard to tell just how big the pumpkins were as they hid under tarps and ropes. However, once they were lifted off the truck by forklift (all we were missing was the drum roll) and placed on the scale it was easy to see that we definitely had a new champion. Weighing in this year with the heaviest pumpkin was York Downs Golf and Country Club. The winning pumpkin weighed 351 pounds! Second place went to Oakdale Golf

continued on page 9



York Downs Golf & CC Gardener, Peter Gunn, with the Largest Pumpkin.



Jim Patterson, Deer Creek Golf & Country Estates, with Bill Fach, York Downs Golf & Country Club.



Croquet Winner – Al Schwemler, Toronto Golf Club.

and Country Club and third place to Deer Creek Golf and Country Estates.

Imagination finally paid off for Credit Valley Country Club who won the Best Dressed Contest. Every year John has come up with some very creative pumpkin designs but this year he decided that if the pumpkin grew in the shape of a peanut why not work with it. John created the Planters Peanut Pumpkin complete with the pointer and eyeglass. Congratulations John!

Always a great way to end the day is the finals of the never boring Croquet Tournament. Making it to the finals were the two defending champions, Al Schwemler and Angela Bartlett. It looked like we were well on our way to a repeat performance of last year's final match. Al was once again in the lead and Angela was closing in fast, when Chad Vibert decided to forfeit his position and try to disrupt the leader's game. Since Al had a little more bargaining power (like future job possibilities) Angela was quickly on her way out into the pastures. Al convinced Chad to continue this strategy while he went on to win the game. Meanwhile moving along in the back stretch was Colin from Hidden Lakes Golf Club. Who says being the strong silent type does not pay off? Colin came out of nowhere to take second place.

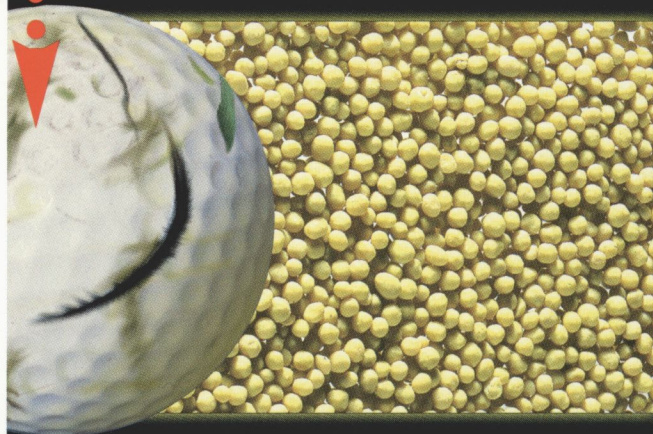
A special thanks to Al and all his staff from The Toronto Golf Club for once again hosting the event. They are always more than helpful with the set up of the event and certainly provide the best cheering section for the final croquet match.

Thank you to everyone who participated and all those who tried to get that little white seed to turn into something orange.



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Golf course highlight

Fort William Country Club

1350 Mountain Road
Thunder Bay, Ontario
P7C 4Z2, Canada

COURSE PROFILE

IS YOUR CLUB PRIVATE, SEMI PRIVATE, PUBLIC,
RESORT, MUNICIPAL?

Semi-Private

SIZE OF MEMBERSHIP?

600

NUMBER OF ROUNDS?

42,000

TYPICAL OPENING AND CLOSING DATE?

May 1st through November 1st

NAME OF SUPERINTENDENT?

Jeff Parker

HOW MANY YEARS HAVE YOU BEEN A
SUPERINTENDENT?

6

ARE YOU CGCS OR MASTER SUPERINTENDENT?

No

HOW MANY YEARS HAVE YOU BEEN AN O.G.S.A.
MEMBER?

2

HOW MANY YEAR ROUND STAFF?

2

HOW MANY SEASONAL STAFF?

12

HOW MANY MECHANICS AND ASSISTANTS?

1 mechanic and 1 assistant

HOW MANY GARDENING STAFF?

1

COURSE STATISTICS

HOW MANY HOLES?

18

WHAT IS THE YARDAGE FROM BACK TEES AND
FORWARD TEES?

6,750 yds and 5,200 yds.

WHAT IS THE SIZE AND LENGTH OF DRIVING RANGE
AND RANGE TEE?

nets at 200 yds • tee is 60 yds.

HOW MANY BUNKERS?

43

HOW MANY PONDS, AND/OR HOW MANY TIMES
DOES WATER COME INTO PLAY?

9 holes

WHO WAS THE ORIGINAL ARCHITECT?

Stanley Thompson

WHAT WAS THE YEAR OF ORIGINAL CONSTRUCTION?

1923

BY WHOM AND WHEN WAS THE COURSE
REMODELLED?

Norman Woods and John Watson

WHAT IS THE SIZE OF YOUR MAINTENANCE SHOP?

2,400 sq. ft • Cold Storage 4,000 sq. ft.

WHAT TYPE OF IRRIGATION SYSTEM?

Rainbird Stratus 5 yrs. old

WHAT IS THE SIZE OF THE
GREENS, TEES AND
FAIRWAYS?

Greens 2.7 acres

Tees 2 acres +

Fairways 26 acres

WHAT IS YOUR
PREDOMINANT GRASS?

Bent/Poa greens and Bluegrass tees

HOW MANY USGA GREENS

18

WHAT IS THE PREDOMINANT SOIL TYPE?

Clay

WHAT EQUIPMENT DO YOU HAVE IN INVENTORY?

Fairways: 1 Toro 6500-D, 1 Toro 5100

Greens: 4 Jacobsen 422 walkbehinds, 1
Toro 3100

Tees/colars/approaches: 3 Toro GM
3000

Rough: 1 Progressive Pro-Flex 120, 1
Kubota F-2400

Tees/greens surrounds: 1 Jacobsen
1471, 1 Kubota F-2400 with Lastec 325
EF deck

Tractors: 1 Kubota 2550, 1 Kubota
4310 with loader, 1 International 384

Utility Vehicles: 1 Diesel Cushman, 1
Carryall 1, 1 Jacobsen 1100 Hauler, 2 E-Z
Go golf carts

Other: 2 Ryan GA-30 aerators, 1 Ryan
fairway aerator, 1 Cushman with 150 gal.
sprayer, 1 Ditch Witch Trencher, 1 Quick
Trench wire trencher, 1 Toro 2000
Sandpro with spiker attachment, 1 1970
Ford Dump Truck.

COURSE PROJECTS

WHAT PROJECTS HAVE YOU RECENTLY COMPLETED?

* Built 30 new tees

* Enlarged 1 pond, dammed up, and
built another 2 ponds, added
spillways, added shot rock to the
pond banks

* Rebuilt sand traps on 7 holes, and
graded and re-sodded greens
surrounds

* Various drainage projects, rebuilt all
our bridges, continuous work at
adding cart paths

LONG RANGE PLANS

WHAT LONG RANGE PLANS FOR RENOVATION DO
YOU HAVE IN THE NEXT FIVE YEARS?

* Rebuild the 13th fairway and
greenside.



- * Rebuild the landing area on the 1st hole.
- * Continue with drainage and cart path work.
- * Continue working on sand traps and greens surrounds.
- * Rebuild the driving range.

CHALLENGES

ARE THERE ANY PARTICULAR CHALLENGES YOU FACE
WITH YOUR PROPERTY?

- * The course is nestled in a corner of the Norwester Mountains; in the spring and fall the sun may not hit the 13th and 14th holes till 1 or 2 in the afternoon.
- * With heavy clay soils, drainage work is continuous.

SUCCESS STORIES

DO YOU HAVE ANY SUCCESS STORIES?

- * In three years we have improved the overall condition and look of the course; a big part of this being the installation of fairway irrigation, rebuilding tees, and improving the putting surfaces.

AREAS OF PARTICULAR CHALLENGE

- * The holes up against the mountains (#13/14), which get little sun at some times of the year, and drain poorly because they are full of rock and muskeg.
- * We are situated at the very end of our time zone, so we will have golfers on the course until after 10:00 P.M., and with a very active membership, the course is highly trafficked.
- * We have a great crew here, and any work we do is in house. As an example, last year we laid over 140 skids of sod, rebuilt traps, built some tees, did drainage work etc. and managed to maintain the course in a season that may be a month shorter than in Southern Ontario.

Tiger mania comes to Glen Abbey

*A Greens Department perspective
by Dean Baker, Superintendent
Glen Abbey Golf Course*

What a fitting way to end the summer. Tiger Woods, on the last day of the Bell Canadian Open, fires a 6 iron 216 yards out of the 18th fairway bunker and seals his fate in winning his 9th P.G.A. tournament of the year. ESPN would later be quoted as saying it was the best shot made this year to win an event. For the crowd who witnessed it... it was truly unbelievable.

As most seasons start, the anticipation of the Canadian Open is always in the back of your mind. In the spring you think The Open is a long way away, but with Glen Abbey's busy summer schedule it does creep up on

you. The course is certainly no stranger to busy summers and Canadian Opens. Since its opening in 1977, Glen Abbey has hosted 22 of the last 24 Canadian Opens, and has played host to over 200 corporate tournaments per year. For the Greens Department the summer is simple... you hope to come out of the winter well and by the time May rolls around you put your head down and don't look up until after the Open in September.

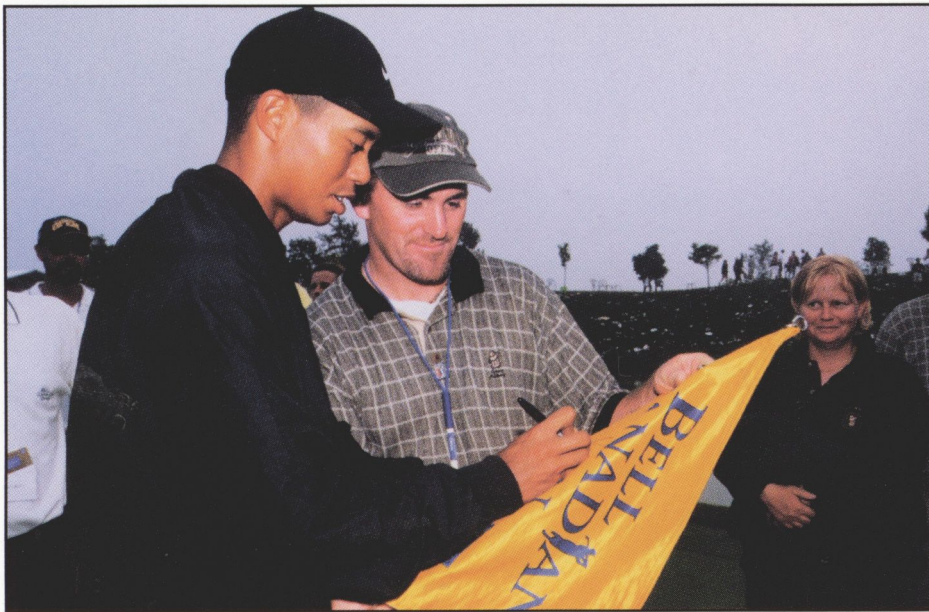
Keeping the course in "Canadian Open Condition" all year round is our primary goal. As the golfing public comes to play Glen Abbey, their

expectations of this Jack Nicklaus designed championship golf course is extremely high. With the price of corporate golf rising, and competition building in this market, our customers are expecting better service and conditions than ever before. The Greens Staff understands that, in this day and age, customer service comes first. If the customer wants to play the course in Canadian Open conditions, that is exactly what you strive to give them.

continued on page 14



View from the 18th green.



Tiger Woods signing the flag on the 18th, a Glen Abbey greens staff tradition – with Dean Baker, superintendent.

Tiger Woods honours the Glen Abbey greens staff with a picture.



The Glen Abbey greens staff - 2000 Bell Canadian Open.

In keeping with the high expectations of our customers we, as Superintendents, have many variables in our jobs that challenge us each day. One of the biggest challenges at Glen Abbey has always been weather related. To have a successful Open, in terms of the courses condition, we must first get through 80% of our yearly rounds, while dealing with unpredictable summer weather. To go through a long, hot, humid Toronto summer usually means endless hours of keeping things alive. This mixed with heavy traffic in June, July and August often results in less than favourable conditions in September. The summer of 2000 for most superintendents was a dream. Lower than normal temperatures, less humidity, and consistent rains made growing grass fairly easy. We often say that if the boaters and cottagers are having a bad summer... our grass is usually green.

The 2000 Bell Canadian Open started into the record books on Thursday, August 31st, at 2:55 P.M. Tiger Woods made the call to the R.C.G.A. and confirmed he was coming to the tournament. By 3:00 P.M. the word was out and by Sunday, September 3rd the Bell Canadian Open was completely sold out for the first time in its history. From that point on, the preparation for the tournament went into a gear I have never seen before. Almost all the ordering from shirts and hats to food and beer were doubled. Trucks and vehicles were coming in the front gate non-stop, morning and night. At this point the course was closed to the public which

was a good thing, because keeping up with the activities going on around the golf course was almost a full time job. Security for Tiger Woods along with the other P.G.A. players compared to that of a presidential visit. Steel retaining barriers were set up for safe passage as players walked between greens and tees in heavy crowds. Areas where players were dropped off in the parking lot or at the clubhouse were considered off limits to all spectators. However, even with all this security, for the smart onlookers that knew the course well, there were still opportunities to sneak a few autographs and a timely photo.

To give you an idea of how successful this event was, consider these final numbers:

- Ticket sales on property \$100,000 (\$17,000 in 1999)
- Sunday crowds estimated at 60,000 (30,000 in 1999)
- 10,000 hats sold (4,000 in 1999)
- 180 Prime Rib Roasts (80 in 1999)
- 62 kegs = approx. 7000 glasses of beer (30 kegs in 1999)
- 8400 bottles of beer (3600 in 1999)

STATISTICS COURTESY OF CLUBLINK CORPORATION

Although the news of Tiger's arrival was thrilling to the groups running the tournament and to the people looking forward to seeing him play, it did not change the task at hand for the Greens Crew. Our goal, regardless of who is coming, is to prepare the best-conditioned course for championship play. The excitement created did remind me of other times when a great golfer would grace us with his presence at the Open. These times were definitely stressful on the Greens Department. Not only was Jack Nicklaus coming to try and win his first Canadian Open, but as the architect to one of his first golf courses built, he also came to critique our work.

The Glen Abbey Greens Department can officially go on record, without being jinxed, by saying... the golf

course was in beautiful shape for the 2000 Bell Canadian Open. The summer treated us very well and with the number of rounds slightly down, traffic was not an issue like years past. The perpetual problem greens, #11 and #12 were reconstructed and resurfaced with L-93 bentgrass in the spring. They quickly took root and 8 weeks later were opened for play. Number 11 green in particular had more grass on it than ever before. (This story is good for another article!)

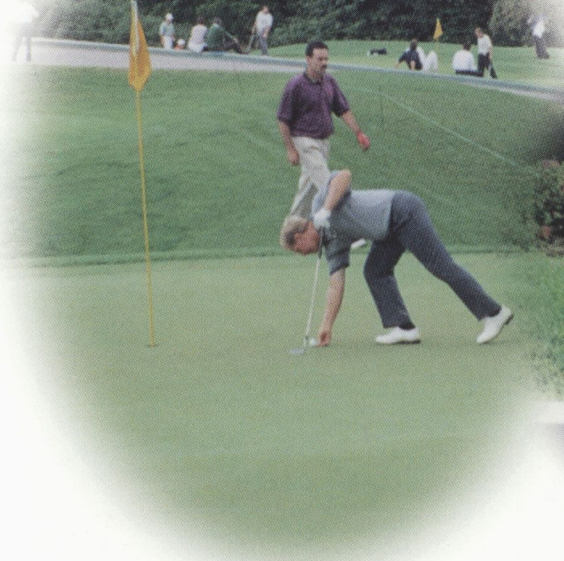
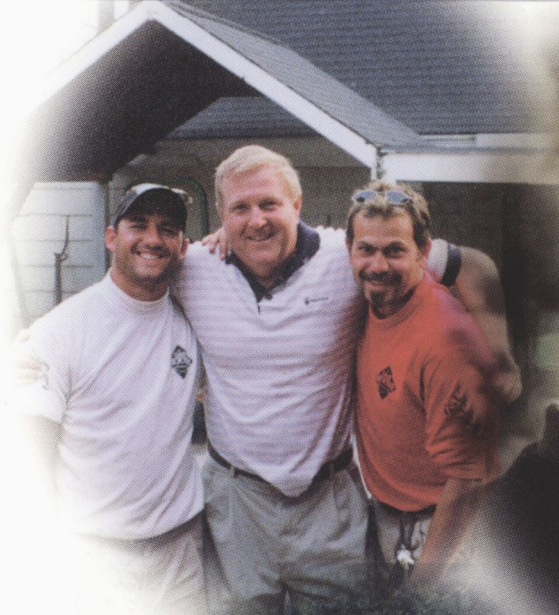
During the Open, the biggest fear for the Greens Department is once again, the weather. Problem weather can cause delays and with the reduced sunlight in the fall hours, work can only get done in the dark... or not at all. Praying for good weather throughout the tournament is a huge event in which almost everyone partakes. Everyone from the title sponsor Bell, to the P.G.A. Tour, always thinking about getting to their next tour stop, say their prayers. Its nice to know we are never alone in this annual ritual. As the week progressed, the weather cooperated, until the last day.

The story book ending was being written out... Tiger Woods did not play exceptionally well at the beginning of the week but came on strong for the weekend. Saturday he climbed up the leader board and was paired with Grant Waite in the final group for Sunday. When Sunday arrived, I was first met by the P.G.A. Tour on-sight weather man, who told me that a front was coming in and to anticipate 2 to 5 inches of rain... and "Oh by the way"... we will probably not finish this round today". "Thanks for the good news", I said, and off I went. The P.G.A. tour immediately put the course into a lift, clean and place situation in order to stop players from coming off the course in case *the puddles got too big*. This would normally be heartbreaking to a Superintendent looking at his beautifully maintained course, but if the rains did come, I too wanted to get this day over with as fast as possible. I took this news back to my staff and told them there was a chance we would have to do this all over again on Monday. They were all extremely tired and certainly not impressed by the news. All we could do was sit and wait to see what would transpire. The bad weather was hours away so we did what we always do best in these



Bell Canadian Open – 16th hole.

continued on page 16



situations... prayed. As Waite and Woods tipped it up in the last group, we counted the holes as they went by. At the shop the Greens Staff watched the day unfold on television. The players made the turn on nine... nine more holes, eight more holes, seven more holes; they came out of the valley, three more holes. By this time you could here the thunder in the distance getting closer. We knew if thunder and lightning arrived, the players would be pulled off the course immediately. If rain was to follow, that would be the end of the day.

Grant Waite was a true star that day. He fought Tiger hole by hole and kept the match going literally to the 18th. Grant, if it wasn't for Tiger, would have set a four day course record of 21 under par, but still finished second. With lightning less than 5 miles away,



The Divot Crew – hard at it!

P.G.A. Tour senior official Mike Shea stood on the 18th tee ready to blow the horn. As Tiger stepped up to the tee box he asked, "Your not going to blow that are you?" Mr. Shea smiled and said, "You better hurry!"

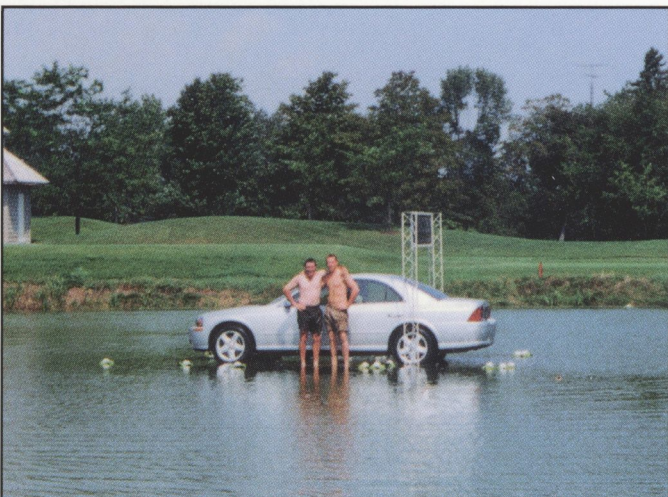
Tiger proceeded to push his drive right into the last fairway bunker... 216 yards left of his destination. Waite's drive was perfect which lead to a spectacular second shot over

water on the par 5 and landing approx. 30 ft from the pin. Tiger knew he had to go for it to at least stay one shot ahead of Waite. He switched his seven iron for a six to clear the water... and the rest... is history.

In my long stay at Glen Abbey, the 2000 Bell Canadian Open certainly was one of the highlights of my career. The course and its condition for the tournament was second to none, which can only be contributed to the hard work of the Glen Abbey Greens Staff. They truly put their heart and soul into making it happen and for that, I am forever grateful.



Greens being double cut, morning and night.



Floating car in pond – crazy things the staff do in their spare time.

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GTI update

University to Hire New Turf Management Faculty Person

The University of Guelph is currently in the process of hiring a new turfgrass management faculty person. The successful applicant will take a lead role in the research and educational activities at the Guelph Turfgrass Institute as well as have teaching responsibilities in the turf management short course, diploma and degree programs at the university. This faculty position will be part of the Department of Plant Agriculture. The Department of Plant Agriculture was formed by the amalgamation of the Departments of Crop Science and Horticultural Science.

The first stage of the process was completed with the posting of the position which had a closing date of October 31st. A number of applications were received and are currently being reviewed by the hiring committee. The committee is chaired by Dr. Clarence Swanton and includes representatives from GTI, faculty, staff and graduate student groups. Applicants selected for an interview will go through a process that includes an interview with the committee, a presentation to faculty and staff as well as a public presentation that will be open to members of the turfgrass industry. These interviews will be conducted in the first few months of 2001. The current target is to have the position filled by July 1, 2001. Although the university is strongly committed to filling this position, the institution is facing continued funding cutbacks from the provincial government which could potentially impact the process.

Dates, times and locations of the public presentations will be posted to The GTI Advisor e-mail list. If you did not receive The GTI Advisor by e-mail this past summer and would like to be on the list or do not have e-mail and would like to receive mail or fax notification, contact Rob Witherspoon at robwith@uoguelph.ca or (519) 824-4120 Ext. 6886. Rob is the GTI representative on the hiring committee and will be working closely with the OGSA, the Ontario Turfgrass Research Foundation and other industry associations to insure that their opinions are considered during the hiring process. The position posting can be viewed on the web at www.plant.uoguelph.ca/employment/turfjob.htm.

Turfgrass Water Workshop

The Guelph Turfgrass Institute in conjunction with the University of Guelph Office of Open Learning is holding the annual Turfgrass Water Workshop on January 30th and 31st. The theme of this year's workshop is Safeguarding Water Resources. The first day opens with a presentation by Dr. Gary Parkin of the GTI covering his research into the impact of turfgrass pesticides and fertilizers on groundwater resources. Paul McCaig and Mark Luckhardt of Turf Drain Inc. will provide the latest information on turfgrass drainage. On the second morning Chris Crozier and Jim Baxter of Burnside Golf Services discuss the impact of water taking on surface and groundwater and provide a number of environmentally sensitive approaches to water taking for irrigation purposes. They are followed by Bruce Hawkins from the Ministry of the Environment who will be providing updated information on the issuing of water permits, record keeping requirements for permit holders and enforcement procedures. On both days, Dean Cormack from Vandebussche Irrigation provides an irrigation management update covering the design, installation, operation and maintenance of irrigation systems. For more information contact the Office of Open Learning by phone (519) 767-5000, fax (519) 767-1114 or e-mail info@open.uoguelph.ca.

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Interview strategies that get you hired

A good resume may get your foot in the door, but a good interview can get you the job
by Krista Wagner

Once your resume gets you in the door for an interview, it's up to you to land the job. The interview is important, so it's crucial to be well prepared.

Getting ready for the interview

Gather background information on the golf facility before your interview. Learn as much as you can of the basics: the organization's founding date; the golf course's size, condition and USGA slope rating; other facilities; etc. You will be able to demonstrate to your prospective employer a sincere interest in his or her golf course.

Gordon Greenfield, general manager at Skaneateles Country Club in New York, says, "They (the interviewees) should come into the interview pretty well prepared for the lay of the land." He explains that good preparation allows the interviewer to get to know you and your skills rather than spending time explaining the course.

Talk with the previous superintendent, if possible. He or she can give you information about the course and an idea of what you may face on the job. Try to get as many different perspectives as possible. Realize that much of what you learn about a course will be subjective – the personal opinion of whomever gives you the information.

If possible, arrange to arrive early enough to walk the course before the interview, which may make it easier to give relevant examples and demonstrate your interest in the course. Allen Parkes, director of golf at Oak Hills Country Club in Palos Heights, Ill., and a three-year GCSAA member, suggests, "Do what you can to find out if there are any specific challenges that the course is currently facing – for example, a new irrigation facility, reconstruction or a new maintenance facility – and address that issue in your interview. It demonstrates your ability to solve problems." The more research you've done on the system before the interview, the greater your chemistry will be with the interviewer.

Be sure to contact the GCSAA member superintendent before visiting the course, as outlined in GCSAA's rules of professional conduct.

If your appointment is more than a week in advance, send a short note confirming the interview time. Let the interviewer know you're looking forward to the meeting. It's a little thing, but it will make an impression.

During the interview

Dress professionally for the interview. Men should at least wear a sports coat, tie and slacks. Women should wear a conservative dress or jacket/skirt combination.

KEY POINTS

- Learn as much as you can about the golf facility. If possible, tour the course before the interview.
- Organize a portfolio to show your work.
- Be prepared to talk about your agronomic skills as well as management skills.
- Write a follow-up letter to thank the interviewer.
- Always continue to work on job leads until you formally accept a position.

Be on time. Arrive about 10 minutes early and double-check your appearance to make sure you are neat and well-groomed. Take a few deep breaths to help ease your nervousness.

Find out in advance if the interview will be with one person or a group of people. In a group setting, try to make eye contact with each person in the room, but concentrate your attention on the person you suspect to be the most important decision maker in the crowd. When asked a question, direct your answer to the person who asked the question, not the group.

Paul Mayes, director of golf course maintenance for the PGA of Southern California Golf Club in Calimesa, Calif., says, "Be prepared to discuss your philosophies, strengths and weaknesses. Make your answers very precise, yet don't be too vague or too short."

Don't just tell the interviewer what you do, show them. Bring a portfolio of your work. Mike Hamilton, golf course superintendent at Foxfire Country Club in Naples, Fla., shows weekly, monthly and yearly planners; job descriptions and procedures, and copies of old budgets he's prepared. The 12-year GCSAA member says, "I also take a lot of pictures of my course and show examples of the course when I took over and of the improvements we made."

Greenfield, who filled a golf course superintendent position after reviewing 70 resumes and narrowing the field to five interviews, says, "Each one of them brought a tool for taking soil samples, which is a very good idea. That impresses the search committee and impresses the interview committee that they've taken the time to do some homework before they've come into the interview."

Interview the interviewer

When the potential employer asks if you have any questions, don't say "No". It can indicate a lack of interest in the job. Jump at this opportunity to show your interest in the position by asking the interviewer some of the following questions:

- 1 How would you describe the golf facility's business focus/mission/goals?
- 2 What are the trends in revenues?
- 3 What type of person are you looking for?
- 4 What qualities would the ideal superintendent have?
- 5 How would I be evaluated? (What is the measure of success?)
- 6 What is your philosophy on continuing education and training? Community service? Local chapter involvement/leadership?
- 7 What is the major competition? (May not apply.)
- 8 How long was your last superintendent at this facility? Reason for leaving?
- 9 How much and what type of communication do you want from the person?
- 10 What are your short and long-term goals for this position?

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Greenfield adds, "We ended up with a fellow who showed enthusiasm. He came across as someone who likes to get down and dirty. He also gave good answers to questions that were asked relative to the management of people".

Hamilton likes to explain to interviewers that, "basically we (superintendents) all grow grass the same. Where superintendents are different is in their management skills and how we take care of people. I go into a lot of detail on how to manage people".

Don't be concerned if you can't answer a question. Simply reply that you do not know. No one knows everything. There have been situations where an employer has tried to stump a superintendent by making up a fake disease and asking how to treat it.

Be sure to end the interview by asking for the job. Most candidates overlook this seemingly obvious gesture. Try something like, "You have a great operation here, Mr. Jones. I'd like very much to work for you, and if you choose to hire me, I won't let you down."

Employers may use unusual techniques to find out more about you. For example, an employer may walk you to your car after the interview. The employer will notice your car's general appearance and whether it is clean, outside and inside, or filled with fast-food wrappers. This tidbit of information can be an indicator of your organizational skills. A clean and neat car can indicate a clean and neat maintenance facility, led by a well-organized manager.

After the interview

Write a follow-up letter to thank the interviewer for showing an interest in you and taking the time to talk with you. You'll

make the best impression by writing and mailing this absolutely essential letter on the same day of the interview.

Rick Niemier, an 11-year GCSAA member from Marion, Iowa, suggests, "If they ask you a question during your interview that you do not know the answer for, tell them that you will research the answer and get back to them. Then, when you are writing a follow-up letter thanking them for the interview, include in the letter what your answer would be.

Continuing the search

Always continue to work on other job leads until you formally accept a position. The time between when a position is advertised and when it is filled can be weeks, even months. Assume that any day an employer will be looking for a person like you to fill the position they have to offer. New jobs are created every day. The job that did not exist yesterday may begin today.

REPRINTED FROM GOLF COURSE MANAGEMENT
MARCH 2000

20 questions

Just when you think you've prepared for every interview question in the book from a potential employer, you hear another new question. The following list of popular interview questions will help you prepare for your next job interview.

- 1 What are your favorite things about your job/ profession? What other kinds of jobs have you been interested in? What led you to golf course management?
- 2 What would you say are the three most important elements in successful golf course management?
- 3 What are/were the most frustrating aspects of your current/previous position?
- 4 What personal characteristics do you look for in an employee?
- 5 How would you describe your management style? Your approach to delegation?
- 6 How do you view rules? As an employee? As a supervisor?
- 7 Describe a past situation involving conflict with a golfer/subordinate/co-worker/superior. What, if anything, would you handle differently? Why? How would you handle it differently?
- 8 What kinds of skills seem to come to you most naturally? What do you feel you need to work on most? How do you see yourself accomplishing that personal development goal?
- 9 How often would you like to have contact with the green chairman? What kind of contact do you feel is most useful? What kinds of information are most important to exchange?
- 10 How would you describe your philosophy on golf course maintenance and management?
- 11 What have you learned working as a superintendent that no one taught you in college? How do you feel about continuing education for you position?
- 12 What kind of time/money do you believe in applying toward on-the-job training for the maintenance staff?
- 13 Suppose rain or snow unexpectedly closes the course for a day – nothing that requires special cleanup or maintenance. What do you do with the staff? What do you do yourself?
- 14 What kind of projects do you think should be handled by outside contractors? Why?
- 15 What skills do you look for when hiring part-time seasonal help?
- 16 What type of environment-enhancing activities have you been involved with on the golf course?
- 17 How are you keeping up with the rapidly changing issues affecting golf course management today?
- 18 What is your experience with long-range planning?
- 19 Tell me about two or three significant management challenges during your career.
- 20 Does your management ability reflect a greater strength toward golf course construction or routine maintenance?



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The kit contains five booklets packaged in a durable shelf organizer and can be purchased by GCSAA members for \$20 (\$30 for nonmembers). The booklet includes:

Career Development: An overview of the job search process, how to make a good impression and strategies to help you cope with unemployment.

Resume to Interviews: A guide showing how to write a resume and cover letter that will get you noticed. It also includes interviewing techniques that will lead to job offers.

Negotiating Compensation and Benefits: Easy-to implement approaches to getting your ideal compensation package; includes a bonus-laden employment contract.

Enhancing Your Value: Dozens of ways you can show your value to your employer.

Professional Development Planner: A guide to keep track of all your rewards, continuing education credits, salary history and benefits, retirement goals and more.

To order your kit, call the GCSAA service center at (800) 472-7878.

ANNOUNCEMENTS

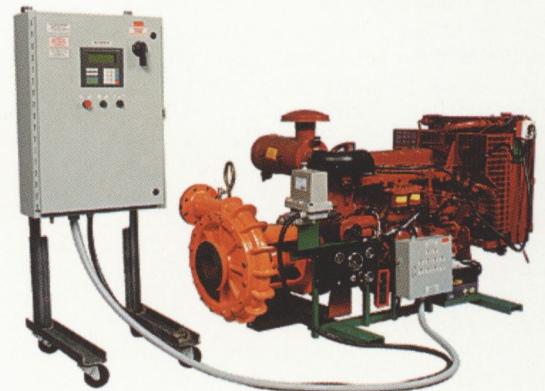
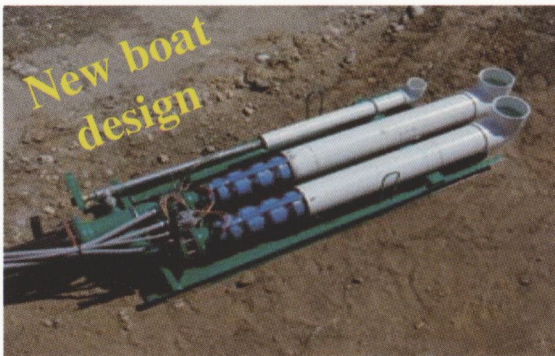
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Congratulations to OGSA member, Jim Wyllie who is the recipient of the 2000 JOHN B. STEEL DISTINGUISHED SERVICE AWARD.

CGSA Board of Directors announced, that the John B. Steel Award for distinguished service will be presented to Jim Wyllie in Vancouver during the CGSA Canadian International Turfgrass Conference and Trade Show February 24-27 at the closing banquet Tuesday, February 27 at the Waterfront Centre Hotel.



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Turf or consequences

by Doug Breen, Superintendent
Calerin Golf Club

I have two small children at home, and they have gotten old enough that nothing is more exciting to them than to have Dad read to them from one of the eight million books they have stacked up all over the house, usually in places where I trip over them in the dark. Many times I've missed the fourth quarter of a football game, or the climax of a movie because Walker was adamant that he needed me to read "Go Dog Go" for the twelve thousandth time. I don't mind though, because there is something strangely Utopian about all those dogs having a party on the giant tree at the end.

My wife is an infinitely better story reader than I am, and when she's putting the kids to bed, each character has its own voice. There are sound effects and they hang on every word. I, on the other hand, tend to read like the drone of a diesel engine, and my son will often become so disinterested that he'll change books on me halfway through.

What's interesting, though, is how much children's stories have changed. When I was little, we had lots of great stories about people being eaten by wolves, only to be cut out again with axes by burly woodsmen; puppets got their feet burned off; boys turned into donkeys; children were boiled in pots for eating; and people routinely lost their first born children in bets with elves, trolls, goblins, or the like. Now, all these stories have been sanitized, and it's probably for the best. Walt Disney, himself, started this cleanup years ago, figuring that scaring the crap out of children with bedtime stories probably wasn't necessary. However, last week I did what most fathers do periodically. I set the children in front of the T.V. while the professionals on "The Big Comfy Couch" read them stories. I figure that if the CBC

is spending my tax dollars on these shows, it's my patriotic duty to watch them. Anyway, they were reading the story of "Al" the ant and "Grant" the grasshopper, and I suddenly realized what's wrong with the world, and why I can't hire anyone under 25 and expect them to do an honest day's work. This story will shed some light on what we're teaching our kids and why you all have the same problems with the younger folks, that I do when we bring them on as staff.

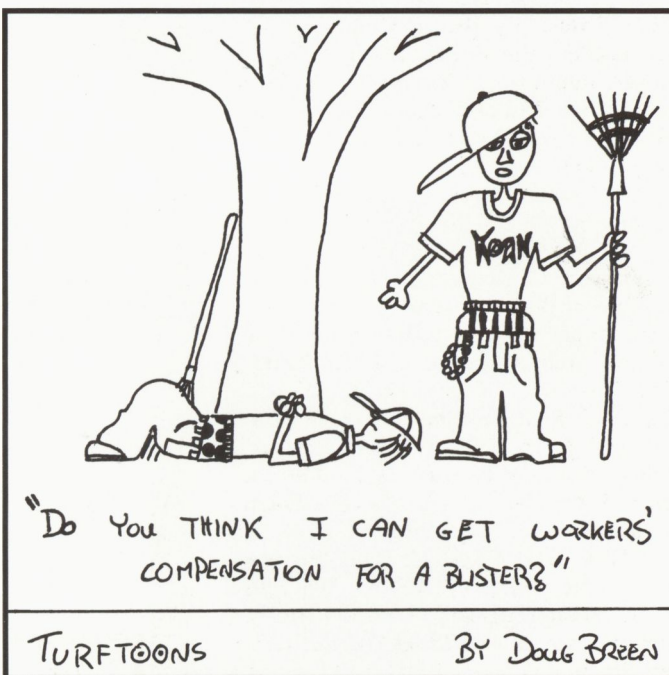
I'm sure you remember the fable of the ant and the grasshopper. The ant worked all summer to save up food for the winter while the grasshopper played his fiddle, danced, painted pictures, and generally ridiculed the ant for working too much. (sounds like me and my neighbours). In the version I heard from my father, the grasshopper freezes and starves to death with the obvious moral. By the time I got to school, the grasshopper got to live, but was saved only through the charity of the ant, and the grasshopper learned his lesson. In last week's version, "Al" the ant and "Grant" the grasshopper form a commune where the ant realizes the error of his ways and the work of singing, dancing and painting is put in an elevated position. At the end of the story, the reader looked at the camera and said, in an obvious appeal to the government, "We sure could use a lot more Grants".

Now I understand why a fifteen year old won't run a Weedeater for more than fifteen minutes without resting, or quitting the job entirely. Now I know why a shovel is an



unidentifiable object, and raking leaves is seen as forced labour. It's like the whole whack of them have Chronic Fatigue Syndrome, or maybe they just move that slow to avoid tripping on the cuffs of those baggy pants dragging on the ground. Now, I've had some great young folks over the years, but as a group, they tend to leave garbage in the golf cart beside their goofy wrap-around sunglasses that they took off so that they could see better while they were messing with the governor to make the cart go faster and consequently hit a tree, wrecking the cowling, and denying it later. I actually had a guy ask me for a raise two days after I told him to shape up because he was in grave danger of losing his job.

I was part of generation X-perhaps the most lazy, angry and self-important group in history-until now. But, these things tend to pendulum back and forth, and I can only hope that the next generation will be more useful than the crop that's coming through now. Maybe our best bet is to let our kids know that there are consequences of being lazy, and that good old fashioned hard work is not somehow less important than "Grant" work. If "Al" the ant doesn't put food away all summer - we all starve!



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Looking back

Five years ago today

by Barry Endicott,
Nobleton Lakes Golf Club

The Board of Directors of the OGSA in 1995 were: **John Taylor** (pres.), Twenty Valley, **Alex La Belle** (vice pres. & newsletter editor), Merryhill, **Bruce Burger** (past pres.), Lakeview, **Simon George** (tres.), Oakville, **Ian Bowen**, Oshawa, **Bob Heron**, Beacon Hall, **Paul Dodson**, Lionhead, **Doug Suter**, Credit Valley, **Paul White**, Mississauga, **Ken Nelson**, **Jerry Richard**, Craigowan and **Keith Bartlett**, Thornhill. **Cindi Charters** was the office secretary.

New Members: **Terry Magee** (F) Mississauga, **Richard Leadbeater** (S) Parkview, **Tracy Fowler** (F) Hamilton, **Paul Brown** (F) Islington, **Greg McLinton** (B) Carleton, **Kevin Inglehart** (S) Univ. of Guelph, **Ken Johnson** (B) Indian Hills, **Terry Gale** (F) Indian Hills, **Gary Stairs** (F) Board of Trade, **Bill Thornton** (B) Wyldewood, **Todd Davey** (S) Cardinal, **Randy Booker** (B) Sleepy Hollow, **Kent McDonald** (E) Ontario Seed Co., **Tami Packham** (E) Ontario Seed Co., **Tim Baxter** (F) Bear Creek, **Natalie Arms** (F) Board of Trade, **Dave Svab** (F) Weston, **Michael Sammon** (F) Loyalist GC, **Doug Dougherty** (E) Ray Gordon Equipment, **Daniel Passmore** (E) Frechette Lawncare, **Nicole Snider** (F) Beach Grove, **Sean Kelly** (F) Islington, **Brent Stainton** (B) Derrydale, **Gavin Kellogg** (A) Tyandaga, **Rob Allison** (F) Twenty Valley, **Ernie Amsler** (B) Angus Glen, **Mike Ettles** (F) **Bruce Patterson** (F) Angus Glen, **Jim Power** (B) Pine Ridge, **Steven Ransom** (F) Twenty Valley, **Tim Schaly** (F) Muskoka Lakes, **James Scott** (S) Univ. of Guelph, **Eric Williamson** (F) Angus Glen.

A retirement reception for **Dr. Jack L. Eggens** was held on January 4th in conjunction with the Ontario Turfgrass Symposium. It was organized and directed by **Gordon Witteveen**, and the presenters were former students and friends: **Nigel Rennie**, **Rob Ackermann**, **Dean Baker**, **Keith Bartlett**, **Ian Bowen**, **Angelo Capanelli**, **Paul Dermott**, **Bill Fach**, **Ron Heesen**, **Jerry Richard**, **Paul Scenna**, **Pelino Scenna**, **Mike VanBeek**, **Paul White**, **Mark Schneider**, **Marie Thorne**, **Hugh Kirkpatrick** and **Daisy Moore**.

OGSA, GTI, OMAFRA Field Day was held at the Springfield GC on Aug 14th hosted by **Ray Dlugokecki** (Duke for short). Low gross scores were **Thom Charters** (70), **Jeff Stauffer** (72), **Paul Scenna** (72), and

Ted Ellis (73). **Rob Witherspoon** was appointed as new GTI Director.

The Superintendent, Greens Chairman Day was held at the Rosedale GC on July 17th hosted by **Bill Fach**. The winners were as follows: 1st low gross – Brampton GC, 2nd low gross – Bay of Quinte and 3rd low gross – Galt CC.

The Pro/Superintendent Day was held at Monterra GC on June 13th hosted by **Ron Heesen**. The winning gross team, **Dan Lavis** and Pro **John Davis**, was from Ingersol and the low net prize went to Deerhurst, **Ed Farnsworth** and **Paul Kennedy**.

On the move: **Thom Charters** to Bayview from Weston and **Jeff Burgess**, assistant at Westmount GC, took his place. **Jim Molenhuis** left Lionhead to work at a new Golf Course, Lake St. Joseph being built by Club Link. **Paul Dodson** from Aurora Highlands to Lionhead. **Peter White** from Credit Valley (assistant) went to Aurora. **Blake McMaster** moved from Brampton GC to Royal Montreal. **Jay Lavis** left Cardinal and went to Blue Mountain and was replaced at Cardinal by **Robert Sloan** from Sudbury. **Gary Morris** left North Bay GC and went to John Evelyn Golf Centre and North Bay hired **Kevin Wingerton**, assistant at Thornhill. **Mike Courneya**, assistant at Markland Wood, moved to the Loyalist Estate GC near

Kingston, **John Scott** is the new super at Ottawa Rivermead and **Mike Côté** moved from Port Carling G & CC to Glendale. **Chris Andrejicka**, assistant at Devil's Pulpit, is the new superintendent at Essex. **Bernie Martin** from Osprey moved to Hunters Glen (formerly Huntington) The Beverley G & CC hired **Scott Dyker**, **John Parker** moved from Greystone to Trafalgar. **Andrew Keffer**, assistant at Emerald Hills took over at Greystone. **Derick Powers** moved from Brockville Golf to Carleton Golf and Yacht Club.

Paul Dermott and **Dave Gourlay Jr.** were both nominated as directors of GCSAA by the OGSA. **Paul Dermott**, **Paul Scenna** and **Greg Williams** won the Environmental Steward Award from the GCSAA. The GCSAA Conference and Show was held in San Francisco.

The OTRF Golf Tournament was held at Spring Lakes GC hosted by **Mac Frost**. **Jay Evelyn** was low gross winner with a 71.

Ransomes America Corporation and G.C.Duke Equipment Limited announced the new revolutionary all electric riding greensmower which operates on (8) 6 volt golf cart style batteries which offer quiet pollution free operation.

It is the law in Ontario that signs must be posted 24 hours prior to pesticide applications on golf courses and remain in place for 48 hours after an application.



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



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