

Green is Beautiful

March 2016

The Official Publication of Ontario Golf Superintendents' Association

The Evolving Assistant The changing role of assistants

ALSO INSIDE THIS ISSUE:

2016 Conference Recap

Setting Expectations for a Major Renovation

Growth Opportunities

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PRESIDENT'S MESSAGE



by Mark Prieur
OGSA President

This message marks the first of the quarterly installments of the famed, yet most unread portion of *Green is Beautiful*, The President's message. Writing this message is an obligatory but worthy duty of being President.

Along with 24-hour security detail for the Prieur family and a bullet proof vehicle, this message must be written as part of the agreement. There has been plenty of time to prepare this message as one has the opportunity to discuss the role with previous OGSA Presidents. One thing is for certain: it is often a hard, thankless job that seemed like a great idea until one actually sits in the position. Sort of like bungee jumping and being a Leafs fan. So here it is, please enjoy...

"Anyone who wants to be first must be the very last, and the servant of all." – Mark 9:35

We are here not only to act as a Board and serve the best interests of The OGSA, but to first serve its membership. To be last in helping each and every member achieve its goals. In doing these, we will become first as an organization. One that is respected and relied upon.

In that spirit, the OGSA would like to thank Phil Scully from Granite Golf for his Board Service. Phil has left a legacy for the current Board to follow, what big shoes to fill!

Mark your calendars! Vice President Rod Speake from Mill Run Golf Club and Secretary Treasurer Cory Janzen from Westmount Golf and Country Club are already working out the final details of the 2017 OGSA Conference in Niagara Falls. The venue and experience for next year's show is simply the best we have put together. Period. Follow us on Twitter @OntarioGSA or watch for emails from OGSA for all the details concerning next year's event.

The OGSA would like to congratulate John McLinden from Toronto Ladies Golf Club to his recently elected position as Ontario Director of the Canadian Golf Superintendents Association.

In closing, as part of the Strategic Plan for the OGSA, the best value we can provide for our membership is advocacy. If there is anything we can do to for you or your facility, no matter how small; please understand that we are interested in working for you. The OGSA and its staff are committed to this idea, and are very proud that we can offer it to you, each and every day. Please enjoy the upcoming golfing season. ■

Green is Beautiful

The Official Publication of Ontario Golf Superintendents' Association

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Frost at sunrise at Woodstock Meadows Golf Club by Duane Schmitz, Superintendent, Woodstock Meadows Golf Club.

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GREEN IS BEAUTIFUL EDITORIAL COMMITTEE

Cory Janzen, Kevin Kobzan, Reg Langen, Justin Parsons, Cam Shaw, Ken Tilt, Adam Zubek

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

EDITORIAL MESSAGE



by Justin Parsons,
Engage Agro Corp.

“We live in a highly competitive world and the turf maintenance industry in Ontario is no different. Although new golf construction has cooled off over the last several years, the number of educated young turf professionals entering the business has not. This has led to a wealth of talented assistants vying for a select few superintendent positions.

In this issue you will find a feature story from Robert Thompson which delves into this very matter in greater detail. Robert seeks out several turf managers from across the province to get their thoughts on the challenge that many face in their attempt to climb the ranks and how this is changing the very nature of the assistant's role at some clubs.

As is the case with any highly competitive field, a greater emphasis is placed on one's ability to round out their resume with volunteer activities and networking experiences. In his article, Reg Langen, Assistant Superintendent at Richmond Hill Golf Club, explores the value of being an active member of the association and some of the opportunities that exist for assistants to get further involved in the industry.

Of course turf experience does not have to be limited to the Ontario market. Ken Tilt, winner of the 2015 Hugh Kirkpatrick bursary, chose to apply his winnings toward a trip to the British and International Golf Greenkeeper Association (BIGGA) Turf Management Exhibition in Harrogate, England. Ken briefly recounts his experience for us in this issue along with some thoughts on sustainability.

As has grown custom for us, the first issue of the calendar year recounts the conference and tradeshow, which was held in conjunction with the CGSA this past January. For those who missed it, you can catch all of the highlights on pages 8-10.

For those planning to enhance or renovate their gardens this year, Chris Cumming has a great deal of information in his column on what you should be considering from a design standpoint.

One of the more popular segments of our magazine has become the architects column. For those in the early stages of considering any type of golf course renovation project, Ian Andrew's article is a must read as he shares some important advice he has picked up along the way.

You will find all this and more in the March 2016 issue of *Green is Beautiful*. ■

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WHAT'S NEW

by Sally Ross, OGSA Executive Manager

2016/2017

MEMBERSHIP DIRECTORY

We will soon be working on the new membership directory. Please ensure that you update your information on your member profile, as the directory is created from this data.

2016/2017 COMMITTEES

The OGSA Board will meet this month to establish committees and chairs for the coming year. The new committee list and chairmen will be posted on our website as soon as it is approved by the Board.

CONFERENCE 2017 – "WE ARE ALL IN THIS TOGETHER"

We are already working on the 2017 Conference, establishing the speaker lineup, budgets, pricing, sponsorship packages and

registration dates. Because of the new format, it will be more important than ever to register early, especially in the case of our suppliers. We will be offering suppliers who are sending multiple delegates and purchasing a table top, to pay 50 per cent upon registration and 50 per cent later, similar to the process used for trade show booth bookings to aid in our projected numbers for food and beverage. We will be looking at incentives for suppliers who register a larger number of delegates. We will also be implementing a 'very early' rate for a short period of time that will offer maximum savings for our regular members. We are hoping to hold a full day for technician training which will also include the supplier luncheon on the middle day (Wednesday) of the conference. Note also the conference will adopt a Tuesday to Thursday format. Stay posted for further updates as soon as they become available. ■

**SEND US
YOUR PHOTOS!**

Send them to: admin@ogsa.com
for a chance to be featured in our
new section 'Member Moments'.

MARK YOUR CALENDARS UPCOMING 2016 OGSA Tournament & Events

Can Am Challenge

Forest Lake CC, Bloomfield Hills, Michigan
Monday, May 9, 2016

Pro/Super Challenge

Grand Niagara GC, Port Robinson, ON
Monday, June 6, 2016

Assistants Tournament

Brantford G&CC, Brantford, ON
Tuesday, August 23, 2016

70th Alex McClumpha Memorial Tournament

Whitevale GC, Whitevale, ON
Monday, October 3, 2016

WELCOME to Our New Members

Robert Astley Class C
Whistlebear Golf Club

Brad Babiarz Class C
Burlington Golf & Country Club

Nicholas Berdusco Class S
University of Guelph

James Connor Class F
DiamondBack Golf Club

Troy Fisher Class F
Granite Golf Club

Gerry Fox Class C
Dalewood Golf Club

Geoffrey Hay Class C
Heron Points Golf Links

Ben Heslip Class S
University of Guelph

Tom Kinsman Class Supt
Whistlebear Golf Club

Norman McCollum Class H

Brian Marr Class C
Muskoka Highlands Golf Links

Jacob Martin Class C
Deer Ridge Golf Club

Steven Masaro Class F
Credit Valley Golf & Country Club

Andy Moore Class C
Nottawasaga Inn Resort

Greg Moore Class F
Lebovic Golf Club

Greg Quinn Class C
Rideau View Golf Club

Steve Rabski Class S
University of Guelph

Ryan Schreiber Class Supt
Loch March Golf & Country Club

Paul Sullivan Class C
Mississauga Golf & Country Club

Brad Sutherland Class S
Rudgers University

Paul Vergeer Class A
Caradoc Sands Golf Club

Tylor Ward Class F
Bloomington Downs Golf Club

Ryan Woodworth Class S
University of Guelph

Corey Young Class S
University of Guelph

Elite Surfacing Class E

James Dick
Construction Ltd. Class E

2016 Conference Recap

By Sally Ross, OGSA Executive Manager

This past January, the OGSA and CGSA jointly hosted the Canadian Golf Course Management Conference and Trade Show at the Intercontinental Hotel and the Metro Toronto Convention Centre in Toronto. The conference was well attended, with a large contingent of Ontario delegates. Opening ceremonies took place with OGSA President John McLinden and Co-Chair Mark Prieur welcoming everyone to Toronto in conjunction with CGSA's Conference Co-Chair, Jim Flett.

ANNUAL AWARDS LUNCHEON

The Awards luncheon was hosted by both associations and each had an extensive list of award recipients.

President John McLinden presented the scholarship awards.

The recipient of the Heritage Award was Emmerson Gravett, son of Class D member and Past President of the OGSA, John Gravett from Toronto GC. The Turfgrass Education Award was presented to Steve Rabski from the University of Guelph.

The Hugh Kirkpatrick Bursary first place recipient was Ken Tilt from Trafalgar G&CC, the second place recipient was Sean Van Beurden from Westmount G&CC and the third place recipient was Ryan Marangoni from Brantford G&CC. Both Ken and Ryan were in attendance; unfortunately Sean was unable to attend.

Mark Prieur then took over and presented the membership awards. Firstly to George Bannerman for his long time support of the OGSA, our first 50 year associate member company, Bannerman Ltd. He then went on to present 25 year membership plaques



John McLinden, left, presents the William Sansom Distinguished Service Award to John Taylor from Grand Niagara GC.



Norman McCollum, left, is presented with Honorary Membership.

to Steven Phillips, Ingersoll G&CC, Keith Bartlett, St. George's G&CC, Allan MacKay, Ainsdale GC, Mark Piccolo, Galt CC, and Dave Stevens, Beaverbrook GC.

Mark went on to acknowledge the 25



Mark Prieur, left, and George Bannerman, of Bannerman Ltd. 50 year member.

year members who were unable to attend the luncheon; Charles Ashley, Dean Baker, Scott Dyker, Paul Evenden, Gary Grosicki, Steve Hallard, Bob Harwood, John Parker and Rick Piccolo.

Ontario is embarking on a leading edge initiative for the 2017 conference. It will be more inclusive, and of course, will have even more included to serve all our members – associates, technicians, assistants, students and superintendents.

So we hope to see everyone who regularly attends, and maybe some more of you that we haven't yet met, at the Ontario Golf Course Management Conference, January 17 – 19, 2017 in Niagara Falls Ontario. Come join us, you won't regret it!



Mark Prieur, left, and Scott Hunte of Green Horizons Group of Farms - 25 Year Associate Member.



Left to right: 25 Year Members; Steven Phillips, Keith Bartlett, Alan MacKay, Mark Piccolo, David Stevens.

Three 25 year associate members were also acknowledged. Scott Hunte accepted the award for Green Horizons Group of Farms; unfortunately TDI International and Hyde Park Equipment representatives were unable to attend.

Cory Janzen, OGSA Director and member of the *Green is Beautiful* editorial committee, presented the magazine awards. Winner of the Barry Endicott Article of the Year award was Kevin Kobzan from Granite GC for his feature article in the Summer 2015 issue entitled, "Angus Glen Golf Club Hosts 2015 Pan Am Games". The winner of the photograph of the year award was Colin Young from Lebovic GC for his photograph on page 16 of the Fall 2015 issue, depicting hole #14 growing in.

A highlight of the luncheon was John Taylor, affectionately known as "JT", accepting the William Sansom Distinguished Service Award. This award is approved upon receipt of a voluntary nomination initiated by our members. The nomination has to be supported by the Board of Directors. In the history of the OGSA, this award has only been bestowed a handful of times. That makes it very unique and an exceptional accomplishment. John was nominated by his peers, friends and admirers, and his nomination was strongly supported by the OGSA Board of Directors. Bestowing this award acknowledges the multitude of contributions made by the recipient over a long period of time, and with a varied and far reaching involvement and impact in the industry.

Continued on page 10...



1st place winner of the Hugh Kirkpatrick Bursary, Ken Tilt, left, and John McLinden, OGSA President.



3rd place winner of the Hugh Kirkpatrick Bursary, Ryan Marangoni, left.



Emmerson Gravett, left, winner of the Heritage Award.



Steve Rabski, left, winner of the Turfgrass Education Award.

OGSA ANNUAL GENERAL MEETING

The OGSA Annual General Meeting was held on Wednesday, January 13, 2016 with great attendance from our membership. Meeting Chairman, John McLinden introduced the GCSAA Chief Executive Officer, Rhett Evans and Board representatives, Peter Grass, CGCS (Vice President) and John O'Keefe CGCS (President) who brought greetings on behalf of the GCSAA. He congratulated the OGSA on a successful year and noted that the OGSA is the third largest chapter of the GCSAA. He went on to talk about the Golf Industry Show coming up in San Diego and invited OGSA members to join their peers at the show.

The Board welcomed new directors, Andrew Lombardo, Wyndance GC, and Al Schwemler, Toronto GC, who joined re-elected directors, Jason Boyce, Smuggler's Glen G&CC, Cory Janzen, Westmount G&CC, Tim Muys, Piper's Heath GC, Mark Prieur, Trafalgar G&CC, Rod Speake, Mill Run GC, and Scott White, along with Immediate Past



Winner of the Barry Endicott Green is Beautiful Article of the Year award, Kevin Kobzan, left, and Cory Janzen, OGSA Director.



Winner of Green is Beautiful Photo of the Year award (pictured below), Colin Young, left.



by Ontario superintendents and their staff. We would like to thank the joint committee for all their hard work, the delegates for supporting the show, the suppliers for exhibiting and especially the sponsors for their financial contribution. ■

President John McLinden, Ladies GC of Toronto. The Board bid a fond farewell to departing Director Phil Scully, Granite GC, and following the election of the Board, appointed Mark Prieur as President for 2016, with Rod Speake taking on the role of Vice President and Cory Janzen assuming the position of Secretary/Treasurer. Meeting minutes, financial and committee reports can all be found on the OGSA website under the "Association Reports" tab.

The conference overall was extremely well attended, and supported wholeheartedly

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BIGGA

A UK Perspective on Key Industry Issues

by Ken Tilt, Assistant Superintendent, Trafalgar G&CC

I've always felt that the more effort that you put into something, the more you will get back in return. I'm sure many can relate to this idea with respect to schooling or when learning something new. Concentrated studying can often yield positive results and overall success, so I've tried to apply this theory to many things throughout my life. Most recently I experienced an incredible opportunity as a result of my dedicated efforts, when this past year I applied for the Hugh Kirkpatrick Bursary and was lucky enough to be chosen as the first place winner. I received \$4,000 to be used towards furthering my education and immediately chose to attend the British & International Golf Greenkeeper Association (BIGGA) Turf Management Exhibition in Harrogate, England.

This trip provided me with the opportunity to connect with fellow industry professionals from "across the pond" and witness many different methods of golf course operation. I learned about the biggest issues regarding courses, staffing, education and work-related policies in the UK and beyond. I had the chance to connect with the Young Greenkeepers Committee (YGC) to find out what they are doing to promote a specialized industry for the next generation of turf enthusiasts. I also sat down with a new apprentice greenkeeper and heard firsthand how much training he will go through to complete his National Vocational Qualification (NVQ) Level 2 to become a full greenkeeper. The overall process will take him at least three years to complete, yet his enthusiasm was infectious as he spoke of what might transpire at the end of his journey. The conference, countless networking opportunities and Yorkshire in general were amazing and well worth the effort I put forth many months ago. I wholeheartedly encourage my fellow OGSA assistants to apply for the Hugh Kirkpatrick Bursary, not only for the chance at a monumental experience, but to devote some effort back into an organization that clearly values its members. ■

Hugh Kirkpatrick Bursary Submission

The Future as I See it...

by Ken Tilt

Our Industry is undoubtedly in a state of change. While this concept isn't shocking, let alone new, it requires us as dedicated members to identify the elements we are in control of and how best to pave the way into the future. Water-related issues, non-renewable resource consideration and waste management are what I feel requires our immediate attention. While Ontario might fare differently than our provincial or U.S. neighbours, I believe that these three areas should remain a high priority within our industry.

Water impacts golf courses everywhere; therefore a firm understanding of conservation and management is a key to our industries' future. Many of us have not experienced the type of extreme drought that California or Australia have suffered, but this situation might become reality in the years ahead. I believe we need a continued focus on irrigation management in addition to using proper water resources and updating systems. Working closely with local conservation authorities will promote a national call to action and prepare us for what might lie ahead.

In addition to fluctuations in water availability, I predict that increasing fuel costs and non-renewable resources will create unique challenges in our future. I believe that innovation and technology must play a larger role in how we manage our daily operations successfully. While we've seen an increase in electric equipment, I think a greater opportunity exists for industry leading manufacturers to leverage their research and development to drive positive change. Additionally, golf courses can take independent initiative by creating more naturalized areas that reduce mowing requirements with proper planning and management. Our ability to react appropriately to the changes we're faced with and confidently move forward with a plan will determine our ability to succeed.

Finally, I believe that minimal-waste and waste-free facilities should be further studied to better understand reclaimed water usage and novel composting methods. Some courses have begun to explore these techniques with much success, but certainly a wide range of options exist. Whether implementing a turnkey recycling program or a dedicated on-course composting area, I think the importance is in determining what makes the most sense to each club. Here lies the opportunity for our industry to support integrated waste initiatives as a part of overall best practices.

Collaboratively we must recognize the opportunities that surround our ever-changing future. Whether working with water conservation guidelines or supporting novel irrigation methods, we need to respect the liquid life source that is precious to all. Careful consideration of fuel consumption will encourage us to figure out how best to integrate new technologies and further research surrounding waste management will support ecosystem sustainability.

*"Change is inevitable, growth is optional."
—John C. Maxwell*

The National Golf Club of Canada

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Thirteenth
Hole

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Grant Murphy

Associate Superintendent, The National Golf Club of Canada

*by Reg Langen, Assistant Superintendent,
Richmond Hill Golf Club*

About the Course

Constructed in the heart of Woodbridge, this men's only private club is always named one of the top courses in Canada and is well-known for its difficulty and beautiful landscape.

Established: 1974

Original Architect: George & Tom Fazio

Type of Club: Private (Men Only)

Number of Holes: 18

Number of Rounds Annually:
24,000

Practice Facility: A double sided range of 300+ yards; 2 putting greens; 2 chipping greens; 6 practice bunkers; 1 long range practice bunker; undulated hitting area for sidehill, uphill, downhill lies (both bent and bluegrass).

The concept of an associate superintendent on site is relatively new. Similar to an associate golf professional, the associate superintendent has all the necessary experience and abilities to be a class "A" superintendent, just without his/her "own" course. Many clubs have found that promoting from within is a great method of retaining a key employee, and it keeps them from becoming stagnant or moving to other facilities. Since the mid 2000's, Grant Murphy has been the Associate Superintendent, a role the club sees as a way to continue to help advance Murphy, the golf course, and the profession.

Murphy, along with his two brothers and twin sisters, grew up in the Newmarket, Ontario area. Not uncommon to this industry, it was during Murphy's high school years that he was first exposed to the golf course management setting. Beacon Hall Golf Club in Aurora, Ontario, just a few



Grant Murphy, Associate Superintendent

kilometers from the Murphy residence, was being constructed, and Superintendent David Gourlay Jr. had already hired Murphy's eldest brother Dave. Upon returning home

In the Hot Seat

Q: Favourite golf tournament?

A: The Masters

Q: Favourite piece of turf equipment?

A: Toro ProCore 648

Q: Favourite golf course?

A: The National Golf Club of Canada

Q: Ultimate foursome?

A: Rory McIlroy, David Feherty, my brother and probably a few Guinness.

Q: Lowest round and where?

A: 87 at Cherry Downs Golf Club

Q: Favourite Movie:

A: *It's a Wonderful Life*

one day, Dave suggested his two younger siblings should apply, as Gourlay was looking to add some more manpower to the project. With summer quickly approaching, Murphy saw this as a great opportunity. Knowing the benefits of complimentary rounds of golf at project completion, a great starting wage, plenty of hours and already having two great friends who both spoke highly of their positions at other local golf courses, Murphy and his youngest brother Darren went to visit Gourlay Jr. Both were asked to join the team at Beacon Hall and Murphy reminisces about the summer he says he found his passion.

"I had a blast learning and working on the crew that summer at Beacon Hall. I feel that was the time where I truly fell in love with being on the golf course."

A few seasons passed and Murphy wanted some new experiences so he accepted a position at nearby St. Andrews Valley Golf Club. Murphy worked diligently under the tutelage of Superintendent John Trelford for seven seasons, and remembers how large

the workload was, but also what a ton of incredibly fun experiences they had in those days. Murphy felt fortunate to have worked with not only Trelford, but many other remarkable individuals. Kevin Toole and Rob Allen, both assistant superintendents during Murphy's time at St. Andrews Valley, also left a significant impression on Murphy.

Having grown up and attended school in the area, Murphy had quite a few friends who worked at courses nearby. Some of Murphy's close high school friends, including Rob Bell, current superintendent at Copper Creek Golf Club, John Young, General Manager of Copper Creek Golf Club, and Bill McAllister superintendent of Rattlesnake Point Golf Club, were all enjoying their positions at courses. In fact, Murphy, Young and McAllister all worked together for a period at St. Andrews Valley and all four have continued to stay in close contact to this day.

Ironically, a few years later it would be McAllister who was then the Superintendent at Cherry Downs Golf Club in Pickering, Ontario, that gave Murphy his first chance as an assistant. Murphy speaks highly of his time working with McAllister.

"Now we often laugh about how 'green' we were in those days and how we were able to grow and learn so much together.

Bill is still one of the most grounded guys I know—and a fantastic superintendent."

Murphy excelled at Cherry Downs, gaining plenty of experience working with McAllister. After just a few seasons Murphy felt compelled to apply for his first superintendent position at Green Hills Golf Club in London, Ontario. Murphy remembers accepting the position on a Friday afternoon and was told to be on site Monday morning. Considering the timetable and the opportunity, Murphy had no choice but to live in a hotel in London for six weeks while he tried to get settled. Although he only had a short tenure at Green Hills, Murphy states accepting his first superintendent's position as one of his proudest accomplishments. Murphy learned much about his abilities to not only work through problems on the golf course, but also his great aptitude for navigating political situations. Murphy says it was a great place to grow and sharpen not only his turf management skills, but also his business acumen.

At the year and a half mark of Murphy's time at Green Hills, his old boss and good friend McAllister was moving on from Cherry Downs and taking over at Rattlesnake Point Golf Club in Milton, Ontario. With the exit of McAllister, Murphy was lucky to be selected to return to Cherry Downs as the superintendent. Murphy thought that the Cherry Downs opportunity was one that he could not pass up so he packed up and moved back to the Pickering area.

Although Murphy was proud of attaining the position of Superintendent at Cherry Downs, he was intrigued when approached by his old friend Rob Bell regarding a new opportunity.

Continued on page 15...

What You Need to Know

Predominant Grass Type:

Bent/Poa Greens

Predominant Soil Type: Native Clay

Type of Greens: Modified California Greens

Course Length:

Par 71 – 7,332 yards from back tees

Size of Property: 170 acres

Size of Greens: 3.2 acres

Size of Tees: 3.4 acres

Size of Fairways: 22 acres

Maintenance Challenges

Making the bunkers easier on a very difficult golf course and maintaining long grass areas that are aesthetically pleasing as well as playable.



Aerial view of The National Golf Club of Canada

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Continued from page 13...

Bell, now the superintendent at Copper Creek Golf Club, was formerly an assistant of Chris Dew, the superintendent at The National Golf Club of Canada, and Bell knew Dew just had two assistants move on to new challenges. Obviously the stature of The National and the chance to work with Dew were very appealing, but it would require a step backwards in title. Going from superintendent back to an assistant is not an easy decision, but once Murphy met with Dew and discussed the idea with Bell, he was certain this opportunity would take his career to a new level and so he excitedly accepted the position.

"Rob was Chris's assistant at The National and kept in close contact with him after advancing to Copper Creek in 2000. In the summer of 2003, Chris's assistants had moved on and it was with Rob's encouragement that I met with Chris about the possibility of joining his team. I feel Rob played a major role in my transition and he continues to be a consistent resource to this day."

After just two seasons learning and growing under the tutelage of Dew, Murphy was promoted to a position which was basically unheard of in the Ontario turf community, associate superintendent. Murphy states this promotion as one of his biggest career accomplishments and is extremely honoured to be able to manage on a grand stage like The National. Murphy says that Dew has been an inspiration and mentioned him as a valuable mentor in his journey.

"Chris is exceptional at what he does. He is an amazingly intuitive grass grower and great ambassador for our profession. The National Golf Club is such an incredible stage on which I am constantly challenged to perform and Chris and the club have certainly continued to push my growth. I am very fortunate."

While Murphy and Dew continued to produce an outstanding golf course together, they have also constructed a program that has been adapted in differing forms at many clubs in Ontario. The "Assistants in Training Program" or AIT for short, allows turf graduates to develop themselves in a working environment which fosters learning and growth with a specific focus on building confidence as a manager. The goal is to ensure that the turf industry continues to generate exceptional turf managers, and allows participants to gain experience in a world class setting. The program has been a labour of love that both Murphy and Dew are extremely proud of and it continues to evolve.

"As the associate, I have had the pleasure of helping many great guys progress their careers. I love the chance to be a source of development for them and play a role in their journeys. The AIT program has been a wonderful addition to our facility and we continue to work and adjust it to hopefully allow it to one day reach it's full potential."

Even with all of Murphy's accomplishments on the golf course, there is no doubt when speaking with him that he is at heart a true family man. Nothing he speaks of lights his face up more than when he discusses his family.

"I have a busy home life. I'm so lucky to have found my wonderful wife Nikki, who truthfully I wish I had met at a younger age. We were married when I was 35 and it continues to be an incredible journey together. I wouldn't be able to deliver the way I do at the course if it wasn't for the incredible support from her and all the rest of my team at home."

As if the challenges at The National were not enough for Murphy, he and his wife Nicole just welcomed their sixth child into their family this past August. Murphy's entire family is his true pride and joy; Mary

(17), Max (11), Jon (9), Mark (7), Peter (3), and the newest addition four month old Jenni, are all treasures in Murphy's heart. When some time does free up, Murphy says loves to read and really enjoys chatting with others about books. He loves to sing, especially at his local church where he participates in the weekly choir. He is also part of a four part harmony that often perform at small functions and fundraisers.

Even with the sheer amount of Murphy's responsibilities at the course and at home, he continues to work on a more personal project, a development plan to find a reasonable work/life balance.

"It's important to me that I continue to work towards creating a sustainable career and life management plan. It's possible that some of my family may decide to pursue golf course management as a career and I can only hope that my work in developing balance within the industry will help them. If it does help others find the balance, I would view this as one of my biggest career accomplishments."

When taking a looking back at his journey, most can agree Grant Murphy is simply a workhorse with an exceptionally inspiring story. From his high school summers with his two brothers at Beacon Hall, to his superintendent roles in London and Pickering, and now the associate superintendent position at a top 100 golf course in the world, his journey has been inspirational. ■

The goal is to ensure that the turf industry continues to generate exceptional turf managers, and allows participants to gain experience in a world class setting.

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The Evolving Assistant

As superintendent jobs become scarce, the roles of assistant superintendents are changing.

By Robert Thompson

When Jeff Cardwell first started working at Aurora's Beacon Hall Golf Club at the age of 16, he had no sense he'd still be at the club into his forties. Cardwell, the assistant superintendent at the private club, started those days by raking bunkers. These days he's the right-hand man to Paul Scenna, the club's superintendent. Sure he'd like to take the next step in his career—to run the maintenance operation of a club on his own—but he's also aware that's an increasingly difficult job to access.

"Jobs are scarce as far as movement goes and the economy doesn't make it any easier," says Cardwell. "People are cautious about making big moves, especially if they are in a position that's pretty good as it is."

Cardwell pauses and continues.

"Would I like to be a superintendent one day? I would love to," he says. "But there are a lot of factors that go into that decision."

Cardwell's circumstance is increasingly common these days. With consolidation occurring in the business, new course builds occurring rarely, and some clubs closing,

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There were periods of time when the business was booming and an assistant could move up in no time. But it is different now.

ANDRE AYMAR

ASSISTANT SUPERINTENDENT
ISLINGTON GOLF CLUB

it is harder for an assistant superintendent to rise to the top job. The trajectory of going to turf school, gaining employment at a course, being mentored by a superintendent, and moving rapidly to that role at a club is increasingly being limited. That means turf professionals, like Cardwell, are staying in their roles longer, creating a new category in the business: the career assistant super.

“It is absolutely more difficult for an assistant superintendent to move up,” says Ian McQueen, who worked as an assistant to Wayne Rath at Magna GC before taking over as superintendent at the Club at Bond Head, and then to his current role at Islington GC in Toronto. “We’re talking about educated, smart, and experienced guys who are ready to move up, but there aren’t any jobs. We’ve seen it over the last few years.”

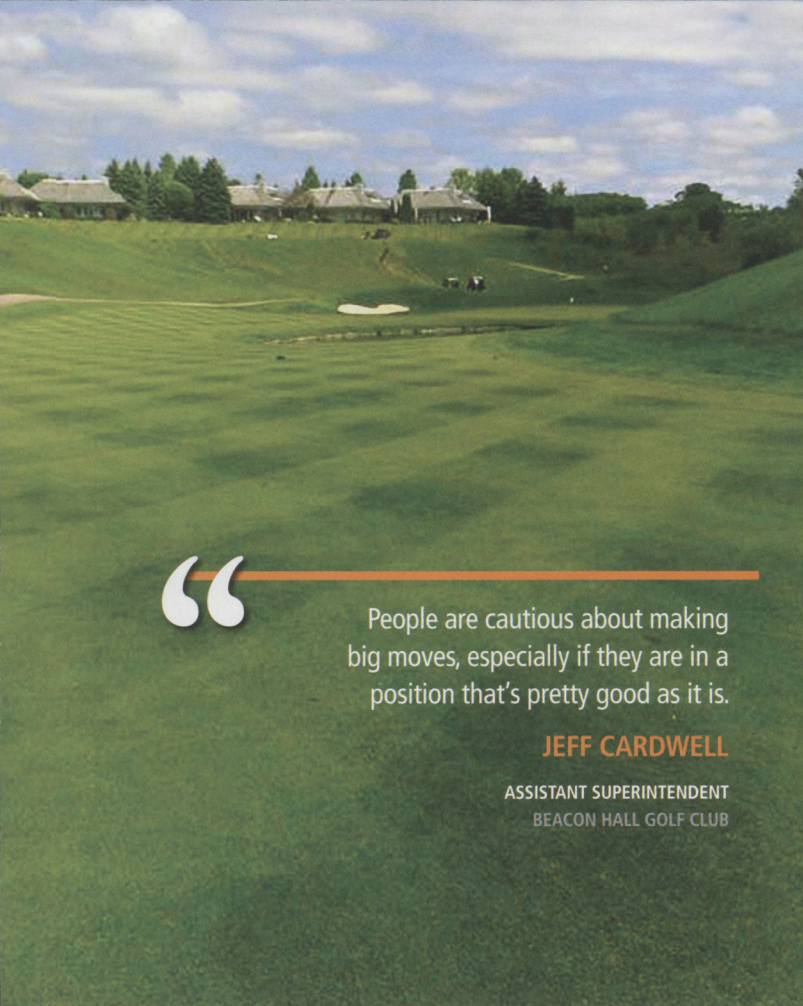
The changing career path of assistant superintendents is clearly an issue many are pondering. Many assistants wonder how long it will take to get a shot at a superintendent job, and whether it will take lateral moves—taking a role at a less notable club or

even less money at a less central course—to reach their goal.

“It is something I think about all the time,” says Andre Aymar, McQueen’s assistant at both the Club at Bond Head and Islington GC. “There were periods of time when the business was booming and an assistant could move up in no time. But it is different now.”

There are significant implications for the shift—and not all of them are negative. Bill Gilkes has seen it firsthand. Gilkes, the former assistant superintendent at Scarboro G&CC in Toronto’s east end, has been the club’s superintendent for most of the last decade. He said increasing demands from members and a club’s board has altered the role of the superintendent, and in turn changed what’s expected of the assistant superintendents. Gilkes says the assistant’s role at Scarboro G&CC is covered by two employees, who divide jobs like purchasing and applications, staffing, and other roles.

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People are cautious about making big moves, especially if they are in a position that's pretty good as it is.

JEFF CARDWELL

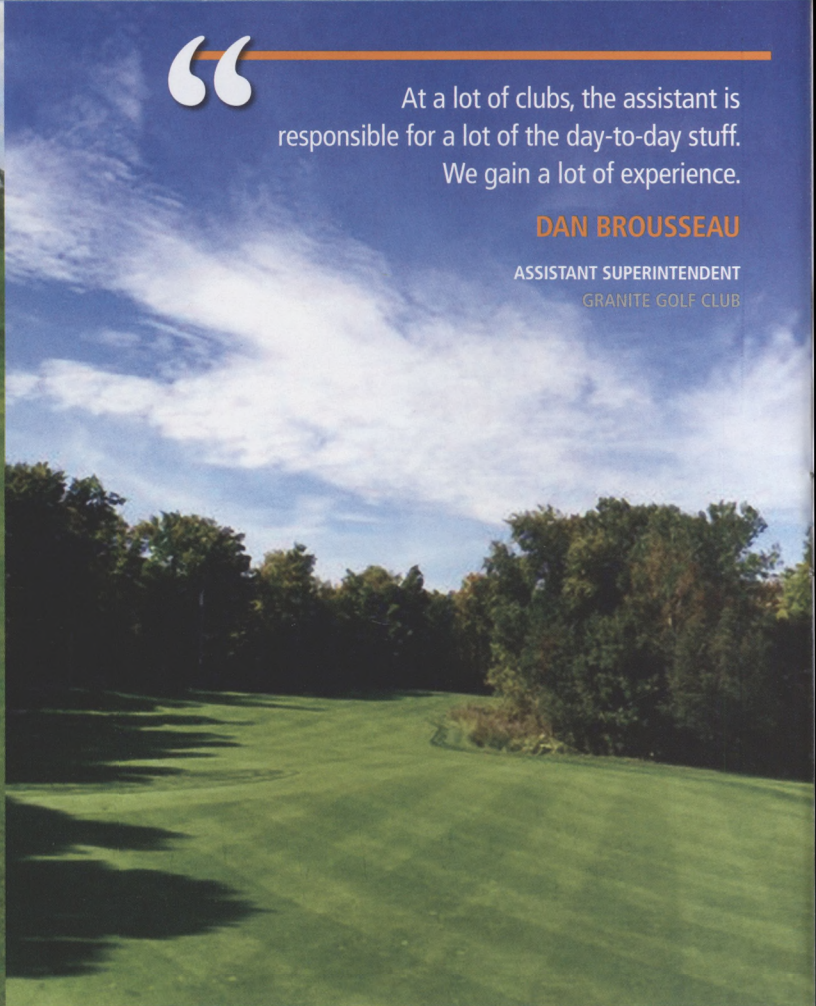
ASSISTANT SUPERINTENDENT
BEACON HALL GOLF CLUB

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At a lot of clubs, the assistant is responsible for a lot of the day-to-day stuff. We gain a lot of experience.

DAN BROUSSEAU

ASSISTANT SUPERINTENDENT
GRANITE GOLF CLUB



Continued from page 17...

“In my early years I was first in and last to leave almost every day,” Gilkes says. “I think the super [now] has a more political role and is involved with all aspects of the club. Therefore they need to trust that everything is being done the way it should be. This comes from years of mentoring and constant communication. In many ways the assistant has become the keeper of the greens, while the superintendent’s responsibilities have increased to include bylaws, government regulations, and employment standards act.”

That’s the experience of Dan Brousseau, 39, who is in his 14th season at Granite Golf Club working alongside superintendent Phil Scully. Brousseau said the demands placed on superintendents means that, in some ways, assistants run much of the work that in the past might have been overseen by their boss. It also makes it easier for them to step into a superintendent’s role if the opportunity presents itself.

“I think we’re seeing the role of the maintenance department evolve, and the assistant super is a big part of that,” he says. “The superintendent spends a lot of time in meetings, with the board, and interacting with the GM. At a lot of clubs, the assistant is responsible for a lot of the day-to-day stuff. We gain a lot of experience.”

The split in the roles of the superintendent and their assistants can be valuable, says Gilkes, who talks about having a balance between work and family for his assistants. That work/life balance is key for many assistant superintendents. It isn’t that they don’t want to rise to the top of their field—they just aren’t prepared to sacrifice everything to get there. Family commitments keep Brousseau

from chasing jobs outside of the Greater Toronto Area, and he says that probably limits his chance of landing a superintendent job.

“I might be up for a drastic change, but I know my wife would not be,” he says.

And the real truth is that many assistants, especially in larger markets and at private clubs, command salaries high enough that they don’t have to move onto superintendent roles. In fact, some are content with their role as an assistant superintendent.

Tracy Fowler recognized this early in her career. Now in her 29th year working at Hamilton G&CC, Fowler says she determined early on that becoming a head superintendent wasn’t for her. Instead, she’s content to work under the direction of superintendent Rhod Trainor.

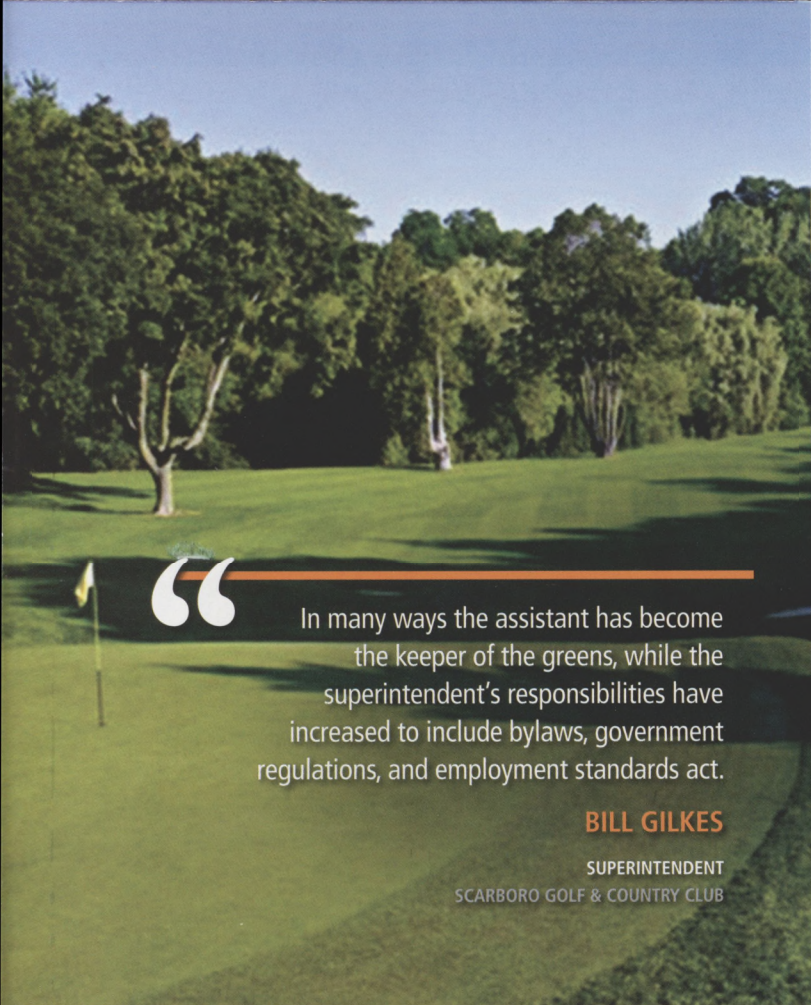
“Rhod is fantastic at making sure we have a tremendous work/life balance,” says Fowler, the mother of young twins. “He recognizes our family commitments and offers a lot of flexibility.”

Fowler says she never planned to be at Hamilton G&CC at this stage in her career (“Did I plan to be here this long? No,” she says), but adds that the club’s benefit and pension plan would make her current position hard to match for another club.

“There are two assistants at Hamilton,” she says. “And we split up the roles. I think what we have here works really well.”

Gilkes says that many assistants would be better off networking and gaining experience at one club, rather than bouncing from place to place in search of an elusive head superintendent role.

“Even a super’s job at a smaller public facility for the same pay or even a small increase is not as appealing to them as it may have been 20 years ago,” he says. “I also think that with certain perks—education and a great working environment—that an assistant can be quite fulfilled.”



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In many ways the assistant has become the keeper of the greens, while the superintendent's responsibilities have increased to include bylaws, government regulations, and employment standards act.

BILL GILKES

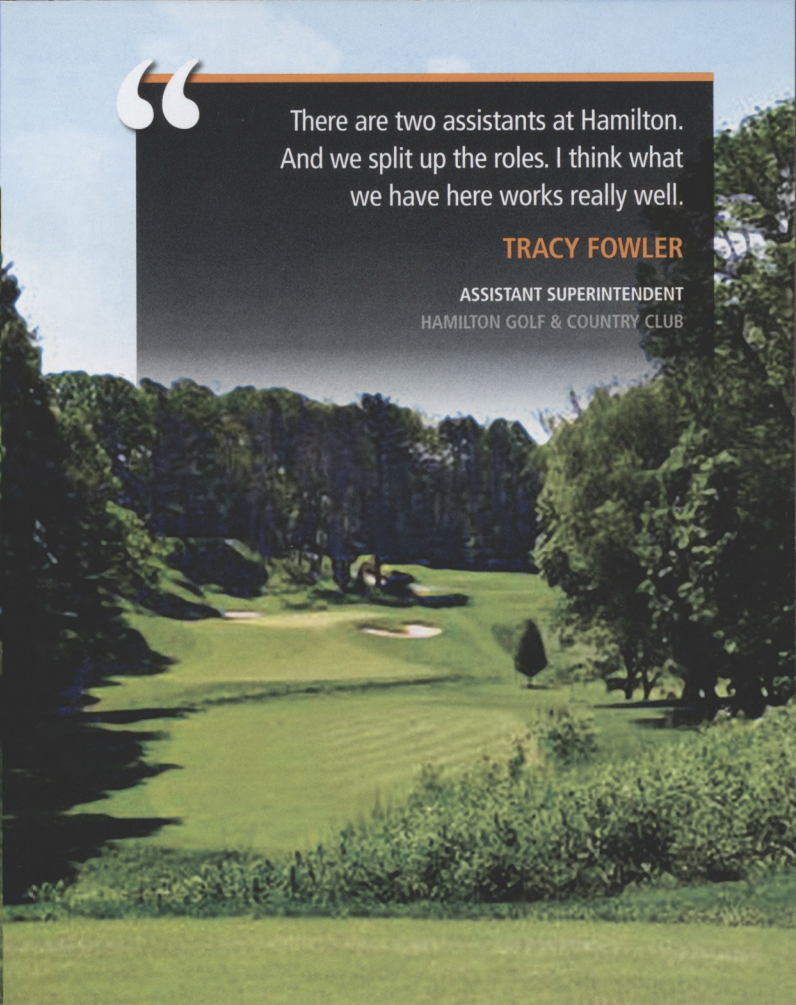
SUPERINTENDENT
SCARBORO GOLF & COUNTRY CLUB

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There are two assistants at Hamilton. And we split up the roles. I think what we have here works really well.

TRACY FOWLER

ASSISTANT SUPERINTENDENT
HAMILTON GOLF & COUNTRY CLUB



For some assistants, that means being more visible at their clubs, interacting with golfers and members more frequently and raising their profile in turn. Cardwell says he has a strong relationship with the PGA of Canada staff at Beacon Hall and knows “a decent amount of the membership.”

Aymar says he goes out of his way to interact with the membership and raise his profile—but some still don't see him as being visible enough to improve his standing at Islington.

“I go out of my way to stop and talk to people,” he explains. “But then I hear from the pro at the club that in his eyes I'm not doing enough and have to get out there more. As an assistant you do need to get out there and talk to the members. You need to be involved with committees. It helps your position at the club so if a job comes available they think of you.”

McQueen says he's worried that the lack of upward mobility will limit the talent that enters the turf business. If the industry doesn't source new employees and show them a career path, some will simply stay away from the golf business, McQueen suggests. And that could impact golf over the next few decades.

“We see that now—there are fewer people coming into turf programs,” he says. “And I think that's going to be a big problem over time.”

Aymar says his concern is that assistants outside of large markets often don't make enough money to keep them in the industry if there's not a head superintendent role on the horizon.

“If assistants can't make a living in the job, then where are the next group of superintendents going to come from?” he asks. “That worries me.”

None of this is to suggest that assistant superintendents don't

want to rise to the top of their profession. Cardwell still envisions a day when he's superintendent of a course. But with two young children who are active with after school activities, and a wife with a vibrant business, he recognizes his goal has to fit with what's best for his family. If he doesn't ascend to the role of superintendent, it won't crush him, he admits.

“I would be content with my career if that's what it comes to,” he says. “But ultimately I'd like to be a superintendent. That's still my goal.” ■

Golf analyst for Global Television, and the bestselling author of five books, Robert Thompson lives in London, Ont.

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Setting Expectations For A Major Renovation

The Key to Keeping Your Job

By Ian Andrew

There is a running joke in golf circles that greens are rebuilt for the club's next superintendent. That should never be the case. But if the membership does not begin with realistic expectations for the first year or two after rebuilding greens, and there are serious setbacks, your job can be at risk. The secret to surviving a large-scale renovation project is to set the initial expectations for the members.

I'm closing in on my third decade in this business. I can look back at the enormous amount of time spent in planning major renovations. I've presented a great number of colour plans and sets of before-and-after images to show what the work will look like after completion. This helps me sell my vision to the club. Often the superintendent will describe the expected disruption, the construction techniques we selected, and how this will improve the overall quality of conditioning over the long-term. But what is rarely explained is what a club should expect in the year after the project is complete. It's during that crucial interim period where some superintendents have lost their jobs.

Members see the process of reworking their course as akin to a home renovation. In the case of their home, they often get

an architect who creates a plan. Then they get a price for the project and if budget is affordable, they go ahead and a contractor does the work. Once done, their house gets turned back over to them and they begin to enjoy the improvements. But there is one problem with that mindset. A golf course is a living organism, which after a major renovation is still in a recovery or grow-in mode. It takes at least a year before greens and new holes are mature enough for normal play.

This is the single most important message that you must drive home to a club committee and membership from the start of the process. It is also the message that needs to come from your consultants and the members of your committee. They need to make this clear to your members on your behalf. Like Jack Welch (former CEO of GE) used to say – and I'm paraphrasing here – if you want something clearly understood, say it five times in the course of a presentation.

But your process can't begin at the presentation stage. There are too many other items competing for the member's attention. So in order to drive your message home, begin this process right at the very first mention of a large-scale project. In those first committee meetings you must



explain all the agronomic issues you need addressed, like sunlight and drainage. You should have no fear saying things like, "If we don't remove all the shade issues, then there's no point in moving forward." It's a time to be blunt and protect your own interests and needs.

I would recommend you become very proactive and invite committee members and members at large out for course tours where you can discuss the potential for these projects. It is not all doom and gloom. You should talk about the excitement of the improvements to engage their interest, but then share the challenges and emphasize the issues of the grow-in stage to set their expectations.

Before I began the construction work at Maple Downs Golf and Country Club, which was completed in 2014, I spent extra effort on setting expectations for the course rebuild. I collected advice from other rebuilds and found out member expectations were an issue. Because of this, I told the membership to expect slow greens the first year. I also told them that there is a potential for closure if they are set back, and that the longer we delay the start the later the opening would come next fall.



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A golf course is a living organism, which after a major renovation is still in a recovery or grow-in mode. It takes at least a year before greens and new holes are mature enough for normal play.

My experiences from projects at Islington GC and St. George's G&CC demonstrated the message has to be more forceful. So with my latest potential green rebuilding project I also added that the club must limit the daily rounds in the first year. I added some advice that might seem extreme, but has proven true: you need to buy every member spikeless shoes to reduce damage, build a nursery a year in advance, and start your temporary greens before a vote so that they will putt well if you rebuild. Even if the vote goes down, the only significant costs will be topdressing and maintenance in those areas.

The final issue is what this will mean to you personally. A large scale rebuilding is exciting, and for some even invigorating,

but the time and stress involved will take its toll. You need to understand the additional time required, do your research, reach out to others with experience, and share what is forthcoming with your family. Your staff will have the same issues as you do.

You need to address planned time off in construction and during grow-in to prevent both burn out and personal issues with your family. It is well worth touching on these subjects with the committee, general manager, and your own key staff members. You need a plan to address the mammoth weight that comes with a large project. One club I know simply added a former golf superintendent for a few months during a big project to spread the responsibility. There are creative ways around this and you

don't have to do it all.

These projects never happen overnight. Even the rebuilds that occurred because of the winter of 2013 at Islington GC and St. George's G&CC had a history of discussion. I'm sure your club has entertained some large-scale work in the last dozen years. Now is a good time to go through all the possibilities, layout all the details and clarify all the implications. This way, members have a full understanding of the impact of their decisions and what to expect right after the work is finished. ■

Ian Andrew is the principle of Ian Andrew Golf Design and a member of the American Society of Golf Course Architects. He lives in Brantford, Ont.

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Growth Opportunities

Furthering the Advancement of the Assistant Superintendent

*By Reg Langen, Assistant Superintendent
Richmond Hill Golf Club*

Most can agree it would not be too challenging to find more than a few assistant superintendents who sometimes feel discouraged by the lack of opportunities to become a superintendent. The current job market in the Ontario golf course management industry has its difficulties. Golf was overbuilt in Ontario during the 1990's and now professionals are feeling the impact. A number of clubs have decided that shutting their doors or selling their property is a more viable option than continuing to operate the facility. This, combined with a fluctuating economy and a large talent pool of experienced candidates, have all contributed to the uphill battle most assistants are fighting when they try to advance their careers to the next level.

In 2015, the Ontario Golf Superintendents' Association had a total of 620 professional members, 180 of which were Class C Assistants. This shows that there is a wealth of up and coming talented assistants who see great value in the advancement of the industry. It is important to note that among those 180 assistant members, 60 per cent of them have been Class C members for greater than five years, which is significantly higher than it was 20 or more years ago. Since the advancement to a superintendent position means a larger than ever commitment and dedication to the job, many professionals are choosing to take the extra time to develop themselves professionally, in order to better prepare for the transition.

There are many programs focussing on career development for superintendents that are well known by the industry, but there are also some programs designed specifically with the assistant superintendent in mind. These programs are intended to promote further development and enhance the tremendous value assistants already bring to this industry. There are so many options assistants can consider when looking to stimulate their professional advancement and better prepare for future endeavours.

There are so many options assistants can consider when looking to stimulate their professional advancement and better prepare for future endeavours.

Conferences and seminars are a great way to stay up to date with industry trends and current research. These events are instrumental in expanding knowledge, providing new management strategies as well as learning about innovative products. Cutting-edge technologies are constantly being introduced to the marketplace in everything from pest management to irrigation and equipment and assistants should maintain a good understanding of the direction the industry is heading. Conference season provides a wealth of opportunities to assistants to ensure they are aware of what is available to help produce improved results at their own facilities. Keeping current with field research from university trials and application technologies can help assistants direct course inputs with a strong probability of reducing expenditures. Many conference and seminar options are available, so it's important to select topics that are relevant to not only the specific assistant's goals, but also be in line with their club's objectives.

The Hugh Kirkpatrick Bursary facilitated by the OGSA is an incredible initiative that any Class C assistant member in good standing can apply for to attempt to attain financial aid for the purpose of professional growth. Every second year funds are raised through a golf tournament, in addition to an annual OGSA contribution of \$3,000. This equates to a total of \$8,000 per year being offered to assistant superintendents for educational expenses. Applicants are asked to write two essays. The first is a description of their goals and ambitions in the golf industry. The second essay asks applicants to discuss one topic relevant to the position of assistant superintendent. Applicants are also required to supply a reference letter from their superintendent. Essays are graded by the scholarship committee then prizes are awarded for content and quality. In just the past two years alone, five different Class C members have benefited from a total amount of \$16,000 which was split up based on the final rankings. These funds are used for anything related to industry-based education. This program is often under applied for despite the immense possibilities it can provide to professionals. Applications are due November 1st of each year and all necessary information can be found at www.ogsa.ca under the scholarships tab.

Supplier support is tremendous within the golf industry. Countless suppliers recognize great value in aiding assistant superintendent advancement. This type of industry support creates an opportunity for suppliers to increase brand awareness, as well as the chance to build relationships with the future decision makers. While these initiatives provide great benefits to suppliers, many also feel that giving back to the industry is crucial to the continued success of everyone involved. In fact, many supplier based training programs actually have very little to do with turf management, instead they focus on the business development of attendees. A few examples of supplier support that have been designed specifically



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for assistants are Syngenta's Assistant University, a spin off from their popular Super University program which is operated at The Richard Ivey School of Business in London, Ontario. Green Start Academy, the Assistants training program sponsored by Bayer and John Deere, allows 50 assistants in North American to travel to North Carolina and spend three days networking and learning from some of the industry's top superintendents. These programs are just some great examples of supplier's focus on the growth of assistant superintendents.

The importance of developing a strong and vast professional network can never be overvalued. Although many assistants are not able to attend all events, there are an incredible amount of chances to meet fellow turf professionals who are very open to discussion. Assistant superintendents can continue to grow and hone their networking skills by attending as many regional and provincial events as possible. Many seasoned networkers

understand how valuable peer to peer interaction can be. Despite location variations, many challenges faced by one facility can be similar at any number of others. This type of peer knowledge sharing can result in rewarding discussion and growth. Many ideas during these discussions can often result in assistants being more likely to adjust turf management practices by gaining a differing perspective from these networking events.

One of the primary mandates of the OGSA is the advancement of the profession, and this starts at the "grass roots" with the assistant superintendent. It is important that facilities value their growth, and that they are supported to further develop professionally and stay current in the field. Moving forward the golf industry will be under even more scrutiny and involvement with the association, taking advantage of the programs, services, funding and other opportunities previously mentioned, will ensure that assistants are well prepared for the future. ■

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The Voice For The Golf Course

I have been privileged to teach a course to the second year students on business fundamentals for the turf industry for the past seven years. Each year, the first assignment they are given is to define the economic principal: 'The Tragedy of the Commons' and discuss how it pertains to golf and to the modern golf course superintendent in particular. In this generation of wireless internet, smartphones, and laptop computers, most are able to find a definition in seconds. The application tends to require expanded thinking and it is rewarding – and refreshing – to see the perspective of the coming generation as they consider the intersection of the modern golf course superintendent and the classic but still pertinent economic theory of the Tragedy of the Commons.

TRAGEDY OF THE COMMONS

Garret Hardin was the first to use the term in an academic forum in a 1968 essay, discussing an economic concept first identified by Adam Smith. The theory stated that if a resource is shared by independent individuals and the costs to use that resource are shared by the entire group, while the benefits of consuming that resource are realized by only the individual, then the resource will be depleted and eventually consumed, to the detriment of the entire group. The historical example is "commons" land in late-18th century England. Farmers could graze their animals on commons (public) land, while preserving their own private grazing land. The cost to add more animals to an individual farmers herd was borne by the group (grazing on the common land), but the benefits were realized entirely by the individual farmer. The result was overgrazing and the commons land was soon unsuitable for anyone to use at all.

APPLICATION TO GOLF

There are many examples of this principle on the golf course. For instance, most golfers can be made to understand that certain agronomic procedures are required for healthy, high performance turf. These procedures, like topdressing, brushing, vertical mowing, and venting, produce high quality surfaces over the long-term but are not particularly enjoyable to be around, as a player, when they are going on. The result is that most golfers would prefer, if given the choice, that these procedures are conducted on days when they are not playing – reaping the benefit for themselves while others, who do play on those days, bear the cost. Needless to say, the most serious potential tragedy occurs when no allowance is made for vital agronomic practices and turf health and performance declines to the detriment of the entire group.

MANAGING SUSTAINABILITY: STEWARDSHIP

Standing in opposition to this potential tragedy is the now often cited, concept of sustainability. By definition, sustainability is the ability to persist into the future, being used without being completely consumed – the antithesis of the Tragedy of the Commons. Sustainability is managing with a focus on the triple bottom line: proper financial management, with a focus on the health of the physical environment while generating a license to operate from the larger community. This will certainly apply to the golf course superintendent, who is acting as a steward as they manage the golf course to be sustainable while tending to the day-to-day needs of the golf course.

The role of steward is a historically rich one – it is the management and leadership of an entity that is not the steward's own. Managing it in a way to preserve the entity until a time when the management ends. This concept definitely applies to the modern golf course superintendent, one who has authority and leadership over the golf course itself as well as the resources to maintain that golf course that is, very rarely, their own. This stewardship role applies to more than just the physical land that makes up the golf course. A golf course superintendent, or any leader, finds themselves in a stewardship role of the physical assets and resources used in the operation, the energy and attention of their department (if not the whole golf course), the reputation or brand of the golf course, and the developing talent under their leadership (for the golf course and the entire industry).

Like any academic theory, economic or otherwise, when it plays out in the real world it is never as clean as the theory made it appear, and the current state of the golf industry is no different, especially when individual interests come into conflict, which is commonplace. For instance, the proper course of action from an agronomic/playing condition consideration may involve a significant expense that impacts the financial condition of the club while having an impact on the environmental footprint of the golf course. There can be many competing interests – the golf shop, membership committees, food and beverage staff, all having their own interests and it is typically the golf course superintendent who must balance these issues while acting as the (sometimes only) advocate for the interests of the actual golf course.

Each individual golf course operation will resolve these conflicts based on their specific needs, but the resolution requires leadership from the golf course superintendent to overcome the pitfalls of the Tragedy of the Commons. The golf course superintendent is often required to be the voice for the golf course itself when conflicting interests are treating it as 'commons' land. That is the nature of stewardship and it will require a complete effort of executive function in terms of building consensus, educating and communicating, as well as a certain amount of bravery.... ■

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OFF THE FAIRWAY



Above Clockwise: The gardens at the Proshop are an example of repetition, colour and texture. The Muskoka Lakes front entrance is an example of the use of mass, repetition, balance and sequence. The 10th tee is an example of line, mass, repetition, texture and sequence.

Understanding Design Principles To Ensure Budget Dollars Are Maximized

Whether you plan on “borrowing ideas” or plan on creating your own landscape design, you should have at the very least a basic understanding of the principles and elements of landscape design. This doesn’t mean that you have to apply every principle to every part of your plan. Rather that having an understanding of these principles will help you generate ideas and increase potential for creating a successful landscape, which will in turn ensure your budget dollars and time are spent wisely.

Far too often I see landscapes where the choice of plant material is based on what was on sale that might grow in that area. Of course one of the most important contributors to a successfully sustainable design is choosing the right plant material for the right location, but that thinking needs to occur in conjunction with design principles. A little can go a long way once you understand the principles and elements of design.

LINE

In curvilinear design, lines should be dramatic and be very expressive in their shape. Curvilinear lines that have weak, scallopy edges will not be visually interesting or pleasing to the eye. Curvilinear, meandering lines suggest a natural look that invites the user to casually stroll through and experience the landscape.

On the other hand, linear lines such as those found in a straight hedge or the edges of paving materials suggest quick, direct movement. Angled lines can create opportunities for creating the “bones or the framework of the landscape”. Use Line to control and direct traffic.

SIMPLICITY

Simplicity is the essence of design. How a designer creatively combines plant material and other design components into a simple, unified scheme is always an exciting challenge.

EMPHASIS

Through the use of emphasis, eye movement is directed towards a center of interest that takes a position of prominence in the landscape. This could be a single tree, a beautifully designed water feature, or a beautiful building. Open lawn areas, paths and strategically placed plants can lead the eye to the principal feature without distraction. Plantings should be placed to easily lead the eye to this center of heightened interest.

TEXTURE

Relates to the coarseness or fineness of a leaf, roughness or smoothness of the bark, heaviness or lightness of the foliage, or the appearance of the overall structure of the plant. Use texture to create contrast and depth.

FORM

Form relates to the natural shape of a plant.

BALANCE

Balance is either formal (symmetrical) or informal (asymmetrical) in nature. In formal balance, the mass or weight or numbers of objects on either side of a central axis should be exactly the same. Plants are frequently clipped, lines tend to be straight, and edges are clearly defined. For asymmetrical balance, plants should be irregularly placed on either side of an imaginary axis so that the mass or weight on either side of the axis appears to be balanced. Curved lines, obscure and merging edges and natural contours identify asymmetry in the garden.

COLOUR

Warm colours such as reds, oranges and yellows tend to advance towards the viewer while blues, violets and greens tend to recede into the landscape. Use colour to enhance an atmosphere that already exists or to create one.

REPETITION

By repetitiously using identical or similar components elsewhere in the landscape, the designer is able to achieve a unified planting scheme. However, it is important not to excessively use any materials as this could lead to monotony.

VARIETY

It is important to remember that a variety of lines, forms, textures and colours is required in order to achieve an interesting landscape. Without variety in both the use of 'hard' and 'soft' landscape materials, this can lead to unfavourable results.

GROUPING

Much greater appeal is achieved when odd numbers of plants are used in the landscape. Groupings of three, five, seven, nine plants etc., will create a strong feeling of mass and a bold landscape statement. Plants should be irregularly spaced and every effort should be made to avoid placement of plants in an equilateral triangle. When grouping, start with a specimen that establishes the scale of the landscape. Around it group slightly less important plants which complement the specimen in colour, texture and habit of growth. Planting one of this and one of that will create a spotty disjointed garden.

MASS

Made up of plants that cannot be seen in their entirety from any one vantage point. Seasonal stability and variety in plant mass is accomplished through a mix of evergreens and deciduous plants. Only rarely should a design consist exclusively of evergreens or deciduous material instead of a mixture of both.

To create a harmonious effect in any group, a designer should strive to properly fit together plant forms, textures and colours into a harmonious whole or mass. Size of any mass or composition depends upon its location in relationship to other factors such as the need for screening, proximity to other groups, etc. Mass can be any size, but smaller masses or clumps are not normally as effective as larger, bolder mass plantings.

SCALE AND PROPORTION

Good proportion and scale have no hard and fast rules. Generally speaking, it is a matter of "does it look right?" Scale usually bears reference to the size of a thing or object that appears to have a pleasing relationship to other things or to the design as a whole.

SEQUENCE

The effective use of sequence is oftentimes employed to create visual movement in the landscape. It is an important consideration to take into account in the development of the overall planting pattern. For example, sequence could be an orderly natural combination of plant material. In this case, low objects would appear in the foreground, intermediate objects in the middle ground, and tall objects in the background.

Once the decision is made to move forward with a larger project, or even just renovating a small space, understanding and utilizing the above information should guarantee a successful landscape long term. Applying these principles will alleviate complaints, potential future changes, plant weaknesses or deformities and will ensure continuity of the planned maintenance program for the space. ■



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MEMBER MOMENTS



1: View from the tee of hole #2 at The Ridge at Manitou Golf Course. **Aaron Hill, Assistant Superintendent**, Osprey Valley Golf Course | 2: Early morning frost. **Jim Moore, Superintendent**, Puslinch Lake Golf Course | 3: Redtail hawk on the 9th fairway at Bayview Golf & Country Club **Steven Hicks, Assistant Superintendent**, Dundas Valley Golf & Curling Club | 4: Close up of frost on the fairway. **Duane Schmitz, Superintendent**, Woodstock Meadows Golf Club | 5: Sun flares streaming over the course. **Jeremy Hubbard, Assistant Superintendent**, Pike Lake Golf & Country Club Resort.

Fifteen Years Ago Today

In 2001, the board of directors were **John Gravett** (President), Granite GC, **Keith Bartlett** (Past President), Thornhill G&CC, **Jim Flett** (Vice President), Muskoka Lakes G&CC, **Mark Piccolo**, Galt CC, **Rob Ackermann**, Markland Wood GC, **Dean Baker**, The Club at North Halton, **Jeff Burgess**, Weston G&CC, **Bob Burrows**, Rosedale GC, **Mike Courneya**, Trillium Wood GC, **Dave Cours**, Erie Shores G&CC, **Sean DeSilva**, Diamond in the Ruff, and **Paul Scenna**, Donalds Club. **Jeff Stauffer**, Credit Valley G&CC, was the editor of *Green is Beautiful*. **Pat Thomas** was welcomed as a new staff member of the OGSA.

ON THE MOVE: **Sean DeSilva** from Diamond in the Ruff moved to Taboo Golf Resort. **Dean Baker** moved from Glen Abbey GC to the Club at North Halton after the retirement of **Allan Beene**.

ACHIEVEMENTS: **Keith Nisbet** received the CGSA's John B. Steel Distinguished Service Award at the CGSA Conference and Show held in Vancouver.

A Century of Greenskeeping, written by Gordon Witteveen, was published and distributed by the OGSA. Gord wrote his last article titled, "The Back Page" for the CGSA *GreenMaster* publication.

The GCSAA held its conference in Dallas and celebrated its 75th Anniversary. *Green is Beautiful* won the Most Improved Publication for the second year in a row.

EVENTS: The Plant Products Annual Slow Pitch Tournament was held with a total of 39 teams at Turner Park in Hamilton. The winning team from Toronto GC defeated the team from Oakdale GC.

The Supreme Court made a decision to uphold a bylaw in the town of Hudson, Quebec, where municipalities had the power to ban the use of pesticides. It was feared that such action could move into the province of Ontario.

TOURNAMENTS: The "Spring Field Day" was held at the Guelph Lakes GC hosted by **John Bladon**. **Dave Swab** (76),

Victoria Park West GC, and **Chris Dew** (76), The National were low gross winners and **Ken Wright** (65), **Devils Pulpit** GA, and **Dave Decorso** (70), Victoria Park East GC were low net winners.

The Border City Challenge was held at the Sarnia G&CC, hosted by **Paul Brown**.

The Pro Super Tournament was held at Angus Glen GC hosted by **Ernie Amsler** and **Doug Taylor**. The team consisting of **Kelly Barnett**, Fox Glen GC and pro **Kevin Corriveau** were crowned the winners.

The Presidents Day Tournament was held at Beacon Hall GC hosted by **Bob Heron**. The winners were as follows: 1st The Briars GC, **Paul White**, 2nd Ballantrae GC, **Kurt Rasmus**, 3rd St. Georges G&CC, **John Gall**, 4th Beacon Hall GC, **Bob Heron** and 5th Lowville GC, **Jim Dimitriw**.

The Alex McClumpha Memorial Tournament was held at The Briars GC hosted by **Paul White**. The low gross winner was **Ted Ellis**, Blue Springs GC and the George Darou Trophy was won by **Bruce Burger**, Lakeview GC.

IN MEMORIAM: **Hugh Kirkpatrick** (1941–2001) — Hugh started out building

golf courses but later remained on as superintendent at Conestoga GC after construction. Hugh spent the last 23 years as superintendent at the Westmount G&CC. Hugh was the president of the OGSA in 1985 and received the Score Golf Award for Superintendent of the Year in 1996.

John Stoughton 1910–2001 passed away at the age of 91 in Orillia. John spent the last 25 years of his career at the old and new Barrie G&CC.

Joe Reid was the superintendent of Pineland Green GC and was a founding director of the CGSA.

Jim Boyce passed away. Jim developed correspondence courses for the University of Guelph, was the Executive Director of the CGSA from 1970 to 1973 and was the editor of the *GreenMaster* magazine. ■



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Wisdom

by Doug Breen, Superintendent
GolfNorth Properties

Walker has left the building. Our son has moved out, and rented a basement apartment with a bunch of his friends. Krista, who is finding it considerably more difficult to spoil him from a distance, feels that living out of our house, will result in a smoother transition to him living on his own, when he starts University next fall. I'm just glad to have seen such a massive reduction in our grocery bill, and it's 25 per cent cheaper to go to restaurants, movies, and the like. But now when I see him, our relationship is very different. Rather than lecturing him about doing homework, or cleaning up after himself (stuff that I never really cared much about anyway) - now I can concentrate on imparting the limitless wisdom that the Breen men have accumulated, and passed down for

countless generations.

My father was a dairy farmer, as was his father, and his grandfather, and so on through the ages. As a result, we spent hours working together, so I had these nuggets of knowledge doled out to me in bite sized chunks, just like all those previous generations of Breenfolk. Unfortunately for Walker, we didn't have a farm, and I spent most of the past two decades on various golf courses, so he's getting it all in one go - like drinking from an experiential fire hose. My dad had lots of philosophies of life, but these are some of my favorites - and the ones that I'm force feeding the boy.

Most people are stupid and don't know it. Their stupidity is not a burden to them, as they're blissfully unaware. Their stupidity is only a burden to the rest of us. Last week over dinner, Walker announced that he couldn't believe "how dumb most people are". I teared up a little - partially because it means that he's finally becoming truly aware of his surroundings; but mostly that it means that he'll have to spend the rest of his life fighting the urge to make fun of Vegans and people who go to psychics.

If you don't learn something new every day, then you just aren't paying attention. My dad, like many men of his era, didn't have a ton of formal education, but he was learning all the time. He read voraciously, asked a lot of questions, and spent considerable time working alone, where he had the opportunity to mull things over. I've seen inklings of curiosity from the boy lately, so perhaps that's starting to rub off on him too. He sent me a message the other day, recommending that I watch something on Netflix, that didn't involve cooking meth in a motorhome in Albuquerque, or a group of castaways on a magic island. It was an actual documentary, that he'd found interesting enough to tell me about it.



Sure. It's the thought that counts - but expensive thoughts count more!

A lot of my father's advice surrounded dating. He stressed the importance of building a positive relationship with a girl's mother - You've got to get in good with the old sow, if you want to pick up the little pigs. His advice when I was concerned about the potential infidelity of a girlfriend who was at a different university than I was attending - Absence makes the heart grow fonder, but it also makes opposition stronger. But don't worry, women are like busses, another one comes along about every 10 minutes. Walker broke up with a girl a few months ago, and said to me, "No worries, lots of busses around". He's been listening!

There were many more gems of insight, that seem either too politically incorrect, or too personal to share here, but trust me, Walker's heard them all. And it seems inappropriate to expose them here, when so many of them ended with the admonition - Don't tell your mother. My dad passed away a couple summers back, and I miss him, but it's strange to hear his words coming out of my mouth, and even stranger to see that Walker's starting to pick them up. Someday, perhaps he'll pass along the collective Breen proverbs to his children. ■

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