

November 2018



COURSE

OFFICIAL PUBLICATION OF THE

ONTARIO GOLF SUPERINTENDENTS' ASSOCIATION

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the Future of the GTI



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PRESIDENT'S MESSAGE



By Cory Janzen
OGSA President.

ANOTHER ONE IN THE BOOKS!

Another golf season has come and almost gone and we now have a chance to pause, catch our breath, and reflect on the successes and learning opportunities of 2018. I truly love the Fall. The stresses of summer are gone, the days are shorter, and the changing leaves make for some stunning sunrises. It doesn't always seem like it but, all things considered we have the greatest job!

Fall is a time to take an honest look at your course and determine what can be improved moving forward. It is not always within our control to make changes immediately (especially big ones) but planning for the future is an important aspect of our jobs. Does your club have a long range plan? If the answer is no, why not? Looking out ten years or more can really help organize the work and provide a roadmap of how to get the course where you want it to be. There are also changes that are easily within our control and these should be discussed and acted upon with the goal of constant improvement.

Another thing I love about fall is that I get to spend more time with family and friends. Once we reach Thanksgiving, there is a definite feeling of relaxation that comes over me. Roasting a turkey in the oven on a cool, crisp fall day is one of things I enjoy the most. Maybe it's just me but Thanksgiving is the turning point where I can see the light at the end of the tunnel. Hopefully, you also have something in your life that allows you to relax and recharge. Waking up a little later is a nice bonus as well.

As an association, we have been busy planning the upcoming conference at Blue Mountain, and of course executing our year end. Your continued support of the OGSA through membership renewal, sponsorship, and by attending our conference is the reason why we were able to have such a successful year. Two notable highlights are the joint meetings with the GCSAA which reinforced our historic partnership, and creating our video, "Today in Ontario" which champions environmental stewardship within the industry. Please continue to support the OGSA as we ensure that our mission statement and the superintendent profession remains in the forefront when we are establishing what initiatives we decide to direct funds towards.

This will be my last President's message and I would be remiss if I didn't thank each and every Board member for their hard work and for volunteering their time to make the OGSA better. And of course, Sally, Courtney, and Laura for their tireless efforts that go mostly unnoticed. We are truly lucky to have such a great group leading our Association – the future is bright! For the last time, I will ask you to consider serving on the Board in the future. It is a great experience with a wonderful group of people. As well, please consider writing an article for ONCourse. You will be glad you did. Lastly, thank you to everyone who supported and encouraged me in my role as President. See you in January at Blue Mountain. ■



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(L-R) Matt Hague and Nick Berdusco in front of all their hard work, courtesy of Cutten Fields

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ONCOURSE 2018

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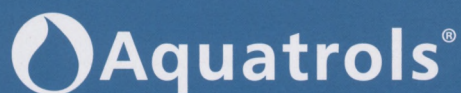


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EDITORIAL MESSAGE



By Courtney White,
OGSA.

Sweater weather is here! Winter is just around the corner and it's bringing the frosty chill that will put Ontario's courses to sleep. One of the greatest things about living in

Canada is being

able to enjoy its seasons. Each one brings with it a unique splendor, but for you I imagine the fall brings a slower pace, more time for family and friends, and hopefully a well-deserved break that might take you abroad, allow you to explore locally or cozy up at home and rest.

For some of you, like Matt Hague and Nick Berdusco from Cutten Fields, the fall might mark the completion of a major project like the initial grow in effort at the new GTI. For others, the end of the season might allow for more time to organize your desk, file away last year's accomplishments,

sort through missed tasks and plan for next year. Perhaps you're considering planting or expanding your pollinator gardens to help with the Monarchs in the Rough project laid out by the Audubon Society. Maybe you are ready to sit down and finally sort through a season's worth of emails that are cluttering up your inbox. For others, it might be time to batten down the hatch, wrap winter susceptible plants and prepare for snow. Whatever the fall brings for you, relax, pour yourself a warm drink, put your feet up, and open the pages of ONCourse to read about ways your colleagues accomplish all of these things.

For me, this fall marks one year with the OGSA. It's been a year of learning, connecting names to faces, exploring the province, joining the fun at tournaments, and of course attending our annual conference. As we approach January, I am genuinely excited for the 2019 OGCM conference, the speaker line-up, the new venue and its winter wonderland backdrop. I simply can't wait to see you all at Blue Mountain.

The fall also marks the last issue of ONCourse for the year. The OGSA couldn't bring you ONCourse without the terrific committee members and volunteer writers who contribute to each issue. Thank you for taking time out of your schedules to either plan, coordinate, research or write for us. From this editor's perspective, we have a talented membership with great stories to tell.

I hope you enjoyed the articles as much as we enjoyed producing them. Enjoy the rest of 2018! ■

MARK YOUR CALENDARS UPCOMING 2018 OGSA Events

**Ontario Golf Course
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WHAT'S NEW

By Sally Ross, OGSA Executive Director.



Senior's Tournament held at Mono Hills CC, August 9, 2018.

Conference Early Bird Deadline

The Early Bird registration deadline is November 30, 2018. Please register as soon as possible to save on your cost to attend and to facilitate our planning process. It is important that you book within our room block to acquire the concessions we have negotiated with the facility. Please feel free to contact anyone in the office if you need assistance with either registration or booking your accommodation.

50 Year Member



Ian McQueen (St. George G&CC) presents Bowl to Bob Heron (50 year OGSA member).



John Gall with the George Darou Trophy at the WOGSA OGSA Joint event held October 1, 2018.

Supporting Turf Research

This past August, OGSA president Cory Janzen, presented a cheque for \$20,000.00 to the OTRF president, Alex Dickie, at the OTRF fundraising tournament which was held at Lebovic Golf Club.

Notice of Annual General Meeting

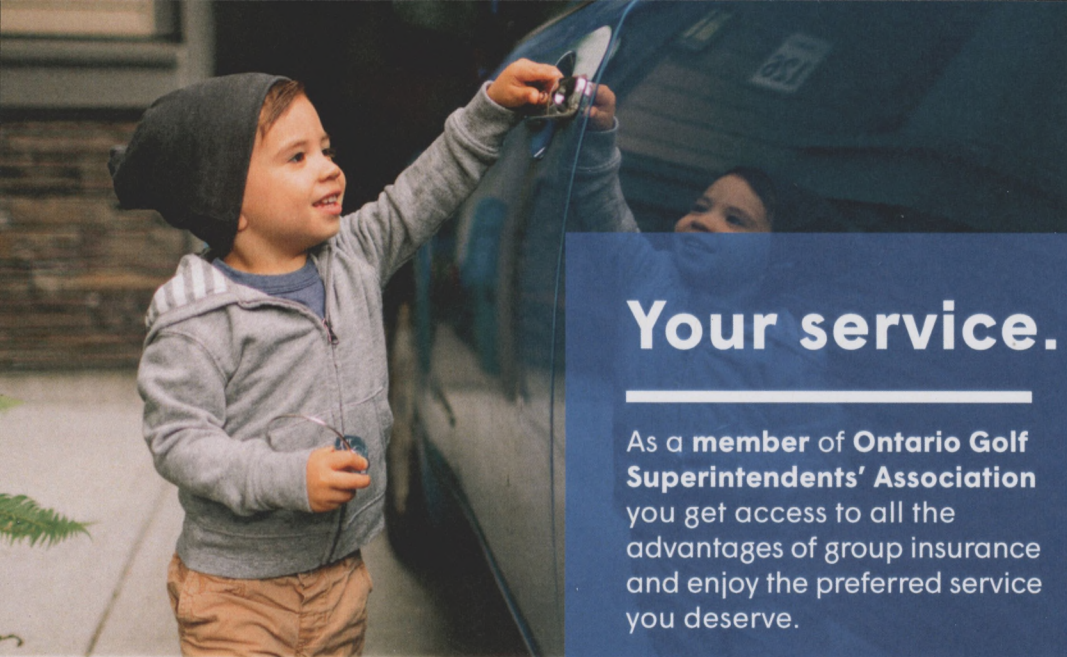
The OGSA Annual General Meeting will be held in Collingwood, Ontario at the Blue Mountain Conference Centre, Huron Ballroom, on Wednesday January 16, 2019. Annual reports and financial statements will be available at the meeting and posted online shortly thereafter. Official notice of meeting and agenda will be posted on the OGSA website in accordance with our by-laws. Some minor changes to our by-laws are being contemplated and if complete within deadline, members will be notified and the changes that require membership approval will be posted 30 days prior to the annual meeting.

WELCOME to Our New Members

Dalton MacAulay University of Guelph	Class S
Jacob Mycio University of Guelph	Class S
Bill Ralston University of Guelph	Class S
Matthew Smit University of Guelph	Class S
Daniel Ye University of Guelph	Class S
MHL Golf Drainage	Class E
Stefan Bertel University of Guelph	Class S
Kyle Hand University of Guelph	Class S
Dustyn Doerr University of Guelph	Class S
Paul Powers Brantford Golf & CC	Class F
Connor Hamilton University of Guelph	Class S
Chad Oberle Hamilton G&CC	Class F

Membership Dues

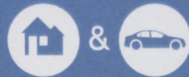
Dues were payable and due on October 1st, 2018. To avoid service interruption please pay your dues as soon as possible. Thank you for your continued support. ■



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† Based upon the responses of policyholders of The Personal in Ontario and Quebec in surveys conducted in the spring and fall of 2017.

* Based upon the responses of policyholders of The Personal in a survey conducted between July 26 and September 7, 2017, who switched their home and auto insurance from another insurer between May 2016 and July 2017.

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Superintendent Recognition



2018 Oshawa G&CC Turf Team, recognized for hosting the Men's Better-Ball Championship.



Jeff Alexander and Darwin Howard, Seguin Valley GC recognized for hosting the Ontario Women's Amateur.



2018 Burlington G&CC Turf Team, recognized for hosting the Ontario Mid-Amateur.



Dalewood GC Turf Management Team recognized for hosting the Sr. Men's Championship.



(R) Ian McQueen presents to Owen Russell, Markland Wood GC. Recognized for hosting Ontario Women's Senior & Mid-Am Championship.



Jeremy Julie, Sawmill GC, recognized for hosting the Ontario Bantam (U15) Boys' & Girls' Championship.



(L) Owen Russell presents to Rob Ackermann, Weston G&CC, recognized for hosting U.S. Women's Amateur Qualifier.

Warkworth Golf Club

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Warkworth's flood prone 7th green on a regular July day. The water can be 2' above the surface of the green in the spring.

Member since 2007

Brad Hutchinson

Superintendent, Warkworth Golf Club

By Andrew Hardy, Regional Account Manager
- Toronto & Central Ontario, BrettYoung Seeds.

The member profile section of this publication often lends itself to unique stories, congratulating longstanding members for their career achievements, this time it highlights a longstanding family legacy and an up-and-comer in the industry, Brad Hutchinson who is the third generation of Hutchinson men to carry the family legacy at Warkworth Golf Club in Northumberland Country. Warkworth is your quintessential small town driven by the busy summer cottage traffic and much quieter winters, and the Hutchinson family has long been etched in the eastern Ontario golf establishment beginning with Brad's grandfather, Gordon Hutchinson who owned the local pharmacy when he decided to build a golf course on land that his sister could no longer farm. Gordon eventually retired from the pharmacy, and spent his remaining years working at the course. John Hutchinson, Brad's father, who inherited a love for golf and the club from Gordon took over the course and became



Brad Hutchinson, Superintendent,
Warkworth Golf Club.

an active member in the superintendent industry.

Brad's father has a history that speaks for itself; John is a Life Member of the OGSA and one of the founding members of the EOGSA. John is so proud to speak of the relationships he built while working for Dave Moote at Essex Golf & Country Club, and his time reaching out to industry legends like Gordon Witteveen, David Gourlay and Hugh & Dick Kirkpatrick all

About the Course

Original 9 holes opened in 1967. Additional 9 holes added in 1978.

Private, semi-private, public, municipal, resort: Public Golf Course

Architect: Architect John Hutchinson with help from Gordon Witteveen and Dick Kirkpatrick

Number of holes: 18 Holes

Number rounds annually: 23,000 annual rounds

Practice Facility: Small practice area with chipping and putting greens

In the Hot Seat

Q: Favourite Major?

A: Masters

Q: Best Piece of Turf Equipment?

A: Close between Toro 1800 top dresser and his sprayer

Q: Lowest Round Ever and Where?

A: 78 at Angus Glen

Q: Ultimate Foursome?

A: Myself, Fred Couples, my dad and Arnold Palmer

Q: Favourite Movie?

A: Princess Bride

Q: Favourite Meal?

A: Anything my wife makes

Q: Favourite Golf Course?

A: Mad River

Q: Favourite Golf Course Designer?

A: My dad John

Q: Favourite Band?

A: Pearl Jam

of whom helped to form what Warkworth Golf Club would become. The original 9 holes opened in 1967, while the more difficult construction of the second 9 opened for play in 1978.

For Brad, living on the course property meant he always spent time with his dad, and was a very helpful irrigation sidekick to John. Brad recalls a moment in grade four, "all the other kids aspired to be firefighters, police officers and so on; I knew I was meant to be a greenkeeper." By the time Brad reached grade eight he was a full-time summer employee at the golf course and spent his high school years soaking up two generations of turf management knowledge.

As Brad's career progressed he attended the Turf Manager's Short Course at the University of Guelph. For John, he knew Brad was ready to take on the responsibility of handling the course that he helped to



Brad's father, John, standing on #7, after springtime flooding.

build when Brad married 12 years ago.

With John looking after the inside operations, Brad took ownership of the outside operations and has run with it. "One of the biggest challenges I have here is very big, very old silver maples, and lots

of them. The course was a farm before my grandparents bought it and transformed it into a golf course. So, there was a need to define the golf holes and the silver maple was the penny tree of choice. I remember the stories about planting 1000 trees a year

What You Need to Know

Grass type: Poa/Bent

Types of greens: Native soil pushup

Course length: 6,200 yards

Size of greens: 3.2 acres

Size of tees: 2.5 acres

Size of fairways: 22 acres

Major Challenges

Original 9 was wide open and had a lot of trees planted. Those trees are now grown and create shade issues. Second nine was cut through the bush along a stream that floods every spring.

"I think getting to know Brad when I was the assistant at Wildfire playing in his weekly men's league on Wednesday nights was truly a blessing to see how dedicated the superintendents are at the smaller lesser known clubs. The ability to create the fine-tuned maintenance team he ran was just mind blowing considering he was the only guy who could set a reel, fix a hydraulic leak, water in a three hour restriction daily, the list goes on. The product he delivered was not only noticeable to his members but also his staff as Brad always has time to have breakfast with them and enjoy the finer things in life with a constant smile, never overwhelmed by the nonsense of what the Turf-Gods put us through."

Continued on page 12.



Hole #8, a short par 5, only 452 yds from the blacks but it is famously said that you take 8 on #8 more than you par it.

for the first few years, and some days it feels like every one of them survived.”

Some of the trees that John planted over the years are now being removed to promote turfgrass health which is something father and son agree on, but the joke is that “when my parents go to Florida I cut down the trees that Dad won’t let me cut while he’s home, and whenever I leave the property he digs something up.”

Another challenge Brad faces annually is spring time flooding. Warkworth has a small creek which is the course’s source of irrigation and it runs through valley holes 5, 7, 8, and 9. Most years the spring melt causes the creek to burst its banks and flood everything on hole 8 except the green and tee, and completely cover the 7th green

with water. When the water level drops it leaves a healthy layer of silt, which Brad removes each year with pumps and snow shovels. One of the first large jobs Brad took on when he started, was to raise the bridge on hole 7 to allow the ice to flow beneath the bridge to reduce build up and damage.

Working at a small club, Brad has learned to become a resourceful superintendent. He is very detailed about how he fertilizes, sprays and manages the property. “For the superintendents at the big clubs it must seem like a bit of a joke, but my favorite piece of equipment is my truck mount top-dresser and sprayer. I remember coming home from school and helping to top-dress greens by hand with

a shovel, so for me it is a really big deal to now top-dress with one man in three hours. It used to take me two days with the walk behind and three staff.” Brad happily shares, “for small blue collar clubs this is the reality of the industry, small staff and limited budgets. I think this is what makes the job interesting. There’s always another challenge, you just need to be creative.” Brad is also very active on social media which gives him access to some of the unique ideas that come from that platform. In recent years he has adopted the minimum levels of sustainable nutrition (MLSN) guidelines to manage his property and to help with the club’s expenses. Brad also works with an agronomist which has allowed him the freedom to bounce agronomic ideas off someone.

Brad lists the automation of the irrigation system as one of his biggest accomplishments. He took on the project at the beginning of his superintendent career, 12 years ago. They completed the job in house in two and a half months, and everyone including his wife and neighbouring friends, helped to complete the work. “After many years in the industry you make a friend or two and one of our best friends is Bill Gilkes from the Scarborough Golf and Country Club. He was generous enough to let us use their vibratory plow to pull in the wire. Great

“ Brad is a true no nonsense Turfie. If you want to talk to Brad about anything to do with golf - make sure it makes sense- it’s been in his blood since the day he was born, following in his father’s footsteps. The industry is blessed by many professionals who are often put in the limelight, Brad is one of those guys who likes to be nonchalant but my God what a talent and the Warnworth golf club is blessed to have him.”

– Jeremy Sizer, past Superintendent, Sales Rep and Consultant.



4th hole. One of Brad's first green renovations, re-shaping the green and moving the traps.

people work in this industry and that's what makes it so enjoyable to work in."

As Warkworth Golf Club passes from one generation to the next, it continues to be a busy place. Brad runs the Thursday Night Men's League which allows him to play golf and interact with the club's members. He is currently building a new home that occupies his time away from the golf course. Brad shares that although there was a time that he contemplated leaving the industry, he is now very much invested in continuing the Hutchinson legacy. Brad's niece Sidney Reel started working at the course this year to become the fourth generation in the family to work at Warkworth (a very proud moment for the family), and Brad's boys, who spend much of their free time playing at the club, want to work at the course with their Dad when they're bigger. Brad hopes that one day it will happen.

While there are no large projects scheduled in the coming years, the Hutchinson family will be busy running their business. Tree work, bent grass interseeding, bunker face lifts and staying competitive will be the key "projects" Brad and his family will undertake. Brad admits that his dad is his greatest mentor and influencer and he has had the privilege of working alongside him every day. "We don't always agree but we have both become a lot better at respecting the others

point of view. We have a lot of fun working together and I feel that has been the base for our great working relationship." Our

industry has long had multi-generational family legacies, and the Hutchinson's will be remembered in that same vein. ■

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Assistant's Tournament Recap

By Courtney White.

To quote Jeremy Krueger, our emcee for the annual Assistant's Tournament held at the Listowel Golf Club, "It's great to have an event where Assistants can get together to rub shoulders and talk shop." We couldn't agree more. September 18 brought together 75 assistant superintendents, technicians, and suppliers for just that, a day of golf and networking. Although the day started off overcast and cool, the clouds broke just before the groups teed off at 11:30am. The sun shone, the breeze was warm, and the fairways were alive with friendly competition! Once the rounds were done, the players mingled on the deck during the cocktail hour and then enjoyed a delicious meal prepared by the club. Greg Brown was in attendance to present the Paul G. Brown Memorial Trophy to the first place team. Before the evening ended James Raynor ate all the pecan pie, and every assistant walked away with at least one prize.

CONGRATULATIONS TO:

First Place: Jason Finch & Jeremy Hubbard (Cobble Beach GL), Darren Fritz (Kincardine GC), Gary Tate (Plant Products)

Second Place: Chris Nelson (Brett Young), Jordon Barber & Jeff Cardwell (Beacon Hall GC)

Third Place: James Raynor (Vanden Bussche Irr.), Greg Brown (Essex G&CC), Stephen Hicks (Brantford G&CC), Tyler Szela (St. Thomas G&CC)

Fourth Place: Duncan McIlhone & Dylan Vickers (Galt CC), Evan Rodgers & Matt Davidson (Islington GC)

Closest to the Pin (Millenium #3): Matt Davidson (Islington GC)

Closest to the Pin (Heritage #8): Stephen Hicks (Brantford G&CC)

Men's longest drive: Rob Lewis (Deer Creek GC)

Women's longest drive: Andrea Gelinas (Devil's Pulpit GA)

Brett Young Closest to the Cooler: Clayton Campbell (Hamilton G&CC)



(L-R) Jeremy Krueger (Westmount G&CC) presents tournament host Joel Archambault (Listowel GC) with thank you plaque.



(L-R) Third place team, Tyler Szela (St. Thomas G&CC), Greg Brown (Essex G&CC), James Raynor (Vanden Bussche Irr.), Stephen Hicks (Brantford G&CC).

And of course, we would be remiss if we didn't mention Carol Turner (Ladies Golf Club of Toronto), whose name was drawn to win a lawn mower donated by Turf Care.

This tournament is one of the most well supported tournaments that the OGSA hosts and we couldn't do it without the contributions of so many members who help

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(L-R) Second place team, Jordon Barber & Jeff Cardwell (Beacon Hall GC), Chris Nelson (Brett Young).



(L-R) Greg Brown presents the Paul G. Brown Memorial Trophy to Jeremy Hubbard & Jason Finch (Cobble Beach GL), Darren Fritz (Kincardine GC), Gary Tate (Plant Products).

"We are all in this together"



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Collingwood, Ontario

Collingwood, ON | JANUARY 15 – 17, 2019

KEYNOTE SPEAKER:

TUESDAY, JANUARY 15TH, 2019



Pat Jones

Publisher/Editorial Director
Golf Course Industry
Lawn & Landscape Magazine

Pat Jones, tells-it-like-it-is when
it comes to the golf and turf

business. Pat began his career at GCSAA headquarters and is now the publisher and editorial director of Golf Course Industry Magazine. Pat serves on several corporate and non-profit boards and lives and works in the Cleveland Ohio area.



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SPEAKER LINEUP

Ian Andrew,
Jeff Mingay,
Keith Cutten,
Pat Jones (Moderator)

- Architect Panel,
Designing for Enhanced
Sustainability

Bruce Williams,
CGCS Director, California
Alliance for Golf

- Honing Your Leadership Skills
- Managing Change and Mastering Communication Skills

Adam Moeller,
Director of USGA Green
Section Education

- Managing Putting Greens
During Weather Extremes
- Innovative Trends in Golf
Course Management

David Smith,
DCS & Associates
- Soil Testing for Golf

Dr. Eric Lyons, Ph.D.,
Associate Professor, UofG
- Towards Sustainability

Steve Mann,
SJM Arboricultural
Consulting Ltd.
- Developing More Effective
Tree Management, Newest
Technology

Peter Chorabik,
Toronto Bee Rescue
- Introduction to Bees on
the Greens

Al Schwemler,
Toronto Golf Club
- Maple Syrup Production
for Beginners

Stephen Kajan,
Water Resources Engineer,
R.J. Burnside & Assoc. Ltd.
- Well Management and
Permit to Take Water

Patrizia Piccolo,
Partner, PiccoloHeath LLP
- Update on Bill 148




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Out of the Rough and into the Sky

The Monarchs in the Rough program is starting to soar throughout Ontario

By Robert Thompson

Photos by Lesley Thomas, Scarboro G&CC and Brenda Forder, Donalda Club.

To be honest, I started here 10 years ago and I don't think I'd seen them for four or five years."

Paul Halk, the superintendent at Donalda Club, is speaking on a bright September day about the disappearance of Monarch butterflies. Once plentiful on the urban Toronto property, they simply started vanishing. Golf courses were hardly the main culprit for the disappearance—there are a lot of reasons for the diminishing number of Monarchs, from changing winter habitat in Mexico, to use of pesticides, and the increase in agriculture that eliminated milkweed, which is the plant Monarchs lay their eggs on, and which the caterpillars eat as they grow and head into metamorphosis.

But Halk is starting to see a comeback—at least on his property. "I've seen a lot of them this summer," he says. Why? Halk and Donalda, along with numerous other courses in Ontario, have not only started to recognize the importance of the butterflies, but

also recognized the need to have milkweed on their properties. These courses have, for the past few seasons, stopped cutting down milkweed and instead allowed it to flourish in naturalized areas of their courses. They've also embraced the "Monarchs in the Rough" program, which is promoted by the Audubon Society. All of this has seen an improvement in the Monarch population, which some have pegged as declining by as much as 90 percent in recent years.

"To me, this just makes sense," says Halk. "Everyone I've spoken to about it thinks it is a good idea. It is beneficial and every course has an area where they can do it. So why wouldn't they?"

Often referred to as the "king of the butterfly," Monarchs have declined over the past decade, though no one really agrees to

the reasons for their diminishing numbers. Some say it is due to pressure on the land where they hibernate in Mexico, which is being threatened by hunting, and logging, while others blame urbanization, and specifically the use of herbicides enabled by the advent of herbicide-resistant crops. After all, Monarch caterpillars eat strictly milkweed, and if it disappears, there's a problem. In

Often referred to as the "king of the butterfly," Monarchs have declined over the past decade, though no one really agrees to the reasons for their diminishing numbers.



many ways, the fact Monarchs, which weigh less than a dime and flutter over wind currents, make it to Ontario at all is remarkable. After all, the Monarchs start a 5,000-kilometre migration in March, heading north from Mexico to arrive in Canadian meadows as the summer commences. One pundit called the migration, “part relay, part obstacle course.” That’s easy to see—one scientist said as many as 20-million Monarchs are killed by colliding with cars on the migration north and many consider the species to be closing in on extinction if something isn’t done to change the situation.

That the butterflies get to Ontario is significant, as Monarchs are an important part of pollinating a number of wild flowers, and serve as food in the ecosystem of birds and insects.

The Audubon Society commenced its “Monarchs in the Rough” program to deal with the decline, with the goal of creating at least one acre of new vegetation on each course specifically to improve the Monarch population. The program’s ultimate goal is to establish 100,000 acres of Monarch habitat on golf courses throughout

Andrejicka started allowing milkweed,
which previously would have been cut down,
to grow around the ponds.

North America. The overall goal is to have 1.5-billion stems of milkweed for Monarchs. Lesley Thomas, who is the longtime Assistant Superintendent at Scarboro Golf and Country Club, says her club became Audubon-certified in 2016, but she was interested in Monarchs before the club became affiliated. While now part of the Monarchs in the Rough program, Thomas initially started supporting the butterflies by not cutting down milkweed. “It just started from there,” she says.

Similarly, before anyone dreamed up the Monarchs in the Rough program, Chris Andrejicka, the superintendent at Essex Golf and Country Club, a Windsor private club with its Donald Ross-designed course noticed a fair number of the butterflies would fly around ponds located on the 8th and 11th holes.

Around the same time, Andrejicka ran into a member who’d traveled to Mexico and encountered the butterflies’ hibernation grounds. The member told Andrejicka about the incredible scene, with tens of thousands of butterflies in the Mexican forest. That captured his imagination and Andrejicka started allowing milkweed, which previously would have been cut down, to grow around the ponds.



The Monarchs in the Rough program provides courses with milkweed seeds, but both Thomas and Andrejicka said in some ways it is almost unnecessary. If clubs simply allow some areas to naturalize, and don't cut the milkweed down when cutting down fescue and taller grasses, for example, the plant will spread on its own. But Thomas said, at least initially, she had to explain what milkweed was to the staff and some members, who didn't understand why the plant was being allowed to grow unhindered. "I guess once you're involved, you kind of think everyone will know what milkweed is and how the butterflies use it," says Thomas. "But why would people know?" Now Thomas says her staff is well aware of the plant's significance and are quick to snap shots of majestic Monarchs fluttering in the wind. "It is just awareness—that's the start," says Thomas. "And it is easy to do and a great story for golf courses."

Like Thomas, Andrejicka says he's fascinated by the increasing number of caterpillars he's witnessing around Essex, as well as the

attention they receive from other superintendents on social media, including Twitter and Instagram. "The word is really spreading," he says. "You see it all over Twitter."

CONVINCING MEMBERS

One of the keys to the success of the Monarchs in the Rough program is to have members and public golfers recognize its benefits. It isn't about simply letting weeds grow—it is about using natural areas of the course to foster an important and beautiful insect. "We've had members ask about why we are letting certain areas grow," says Donald's Halk. Halk has used his monthly reports to members to explain why certain areas are being left uncut and unkept. These areas are well out of play, Halk says, and Donald's members have come to understand what the Monarchs program is about and its significance to the club. "I'm surprised at how many people will now ask me about it," he says, adding educating and informing members is an ongoing process.

Lebovic Golf Club's superintendent Colin Young, on the

...the program supports the notion that golf courses can give back to the environment and are an important part of the overall ecosystem.



other hand, doesn't have to convince members of the benefits of naturalizing some areas of the 130-acre property. But he still finds it important for guests who play in the outings at the course, which hosts many corporate and charitable events, to understand why milkweed is growing in areas that aren't maintained.

Young, who participated in the course's grow-in, says the naturalized areas were there from the start, but he's tried to foster the growth of milkweed in recent years and there are signs posted explaining the reasons for the naturalized areas. "There were a number of wetlands that were protected during the construction," Young says. "And there is a strict protocol of what we can do in those areas. The signs are there to tell golfers what we are doing."

In the end, the sport benefits, Young says, because programs like Monarchs in the Rough run contrary to the still common perception that golf courses don't operate in harmony with their natural surroundings. That's been a key selling feature for the Audubon Society, which says golf courses that become involved with the program will be viewed as environmental leaders and can reduce inputs of fertilizers and pesticides by naturalizing areas of a course that would otherwise be maintained. And, as Young explains, the program supports the notion that golf courses can give back to the environment and are an important part of the overall ecosystem.

"I think this is great [public relations] for golf," he says. "A lot of people still think we're throwing a lot of water on the course and spraying a lot. But that's not the case, and I think that's the point [of the Monarch program]."

The author of five books, Robert Thompson has written for SCOREGolf, the National Post, Golf Digest and many other publications over a 20-year journalism career. ■

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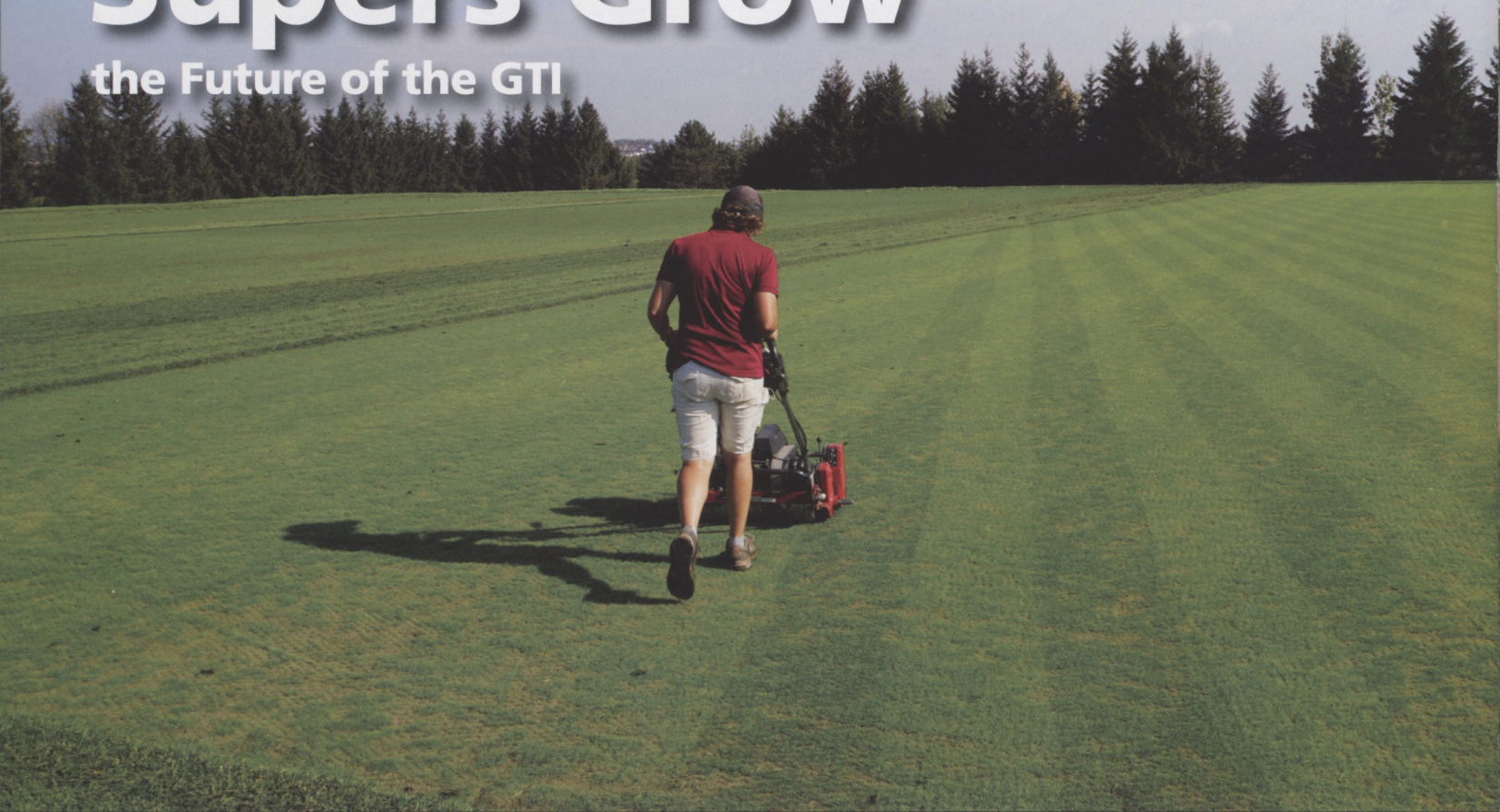
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Next Generation Supers Grow

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The first cut on one of the USGA green research plots.

Co-written by:

Nick Berdusco, Assistant in Training, Cutten Fields.

Matt Hague, Assistant in Training, Cutten Fields.

*Cam Shaw, Communications and Outreach Coordinator,
Guelph Turfgrass Institute, University of Guelph.*

Monday August 27th, 2018 marked the first day of the grow-in at the new GTI location.

It is no secret that the project has seen several delays over the past few years so to see any progress towards the completion of phase one is exciting. Without question, one of the best things to happen to this project was

acquiring Bill Green, Class A Superintendent and OGSA member at the neighbouring Cutten Fields to oversee the grow-in. Bill Green notes, "an interesting fact about preparing this site is that the Cutten Fields was the first on site to help with tree removal, and was the last on site to ensure the grow in." It took a lot of time and hard work to sort out the logistics, but through the virtues of patience and partnership, the GTI was truly fortunate to secure the

skill, organization and experience of Green and his team including Nick Berdusco and Matt Hague, OGSA members and recent turf diploma graduates. Hague and Berdusco have been key contributors throughout the grow-in to ensure the plots are established before the winter.

Both the young men knew that this opportunity was on the horizon

and felt extremely fortunate to be working in the right place at the right time when the project began. Hague and Berdusco have spent every day at the new location working rotating shifts to safeguard the project's success and their enthusiasm for the project shows. Berdusco is proud to contribute to the initiative.

Each week the plots received a dose of fertilizer beginning with a pound of phosphorus, and later moving to a half a pound of nitrogen.

"This has been an incredible opportunity for me personally but my favourite part of this entire grow-in is knowing that down the road when all of the research is happening at the new GTI, I will be able to look back and know that I helped grow the initial turf in." The majority of their days have been spent watering the plots and adjusting the irrigation heads to minimize any overthrow. Each week the plots received a dose of fertilizer beginning with a pound



Bill Green providing some sage advice to Nick Berdusco on using a drop seeder.



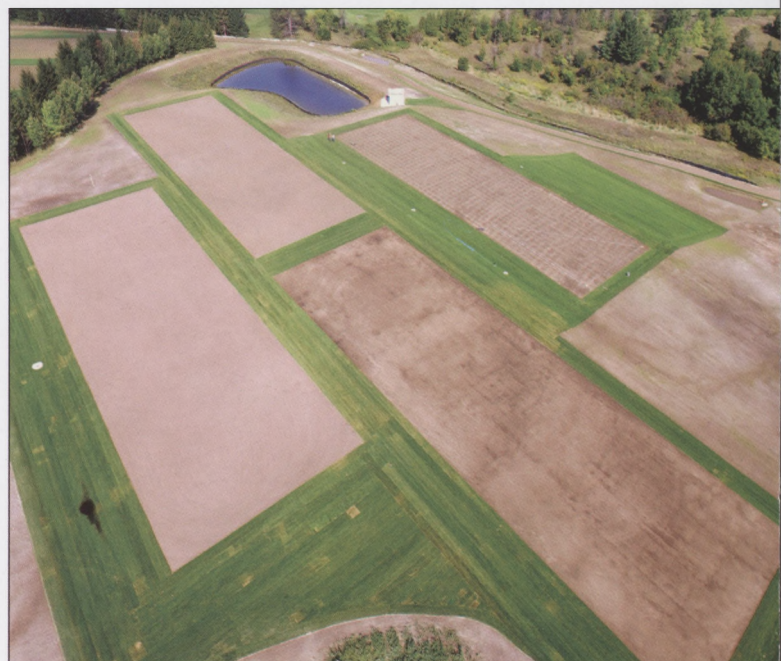
Matt Hague seeding the plots.

of phosphorus, and later moving to a half a pound of nitrogen. Matt proudly shares, "This has been such an exciting experience for me. From the first day the cores were laid down and the seed was spread we waited patiently for the seed to pop up. That day came sooner than expected, and when I saw the seedlings breaking through the surface, I felt like a kid on Christmas morning."

"We have watched 5.5 acres go from bare soil to almost completely covered in different varieties of turf. I have never experienced a grow in of this caliber before."

Christmas came more than once for Hague, "We have watched 5.5 acres go from bare soil to almost completely covered in different varieties of turf. I have never experienced a grow in of this caliber before."

Berdusco also enjoyed watching the bentgrass seed germinate at different times, as well as observing what the effects of the USGA, California, non-calcareous, and calcareous greens/fairways had on the germination within the first two weeks after seeding. "Having



*Drone East Plots (2) Sept 12 2018
(photo by Tim Dance - U of G grad Student).*



Drone shot of West plots - Aug 19 2018 (photo by LoneDrone).

never done a grow-in before, this is definitely an experience I can't wait to take with me to the next stage of my career."

In addition to the 5.5 acres of research plots, there is space for additional research opportunities on the peripheries and general open areas. The West plots will primarily be for golf related research and include the following:

POA PLOTS (1, 2, 3)

The first poa green, which is larger, is 100% native rootzone material and was propagated entirely with plugs from Cutten fields, no overseed. The second (and third) poa plot is divided into two rootzones; a native mix and a dirty sand mix that might be representative of an older push-up style green. This plot was propagated with cores from Cutten Fields and overseeded with T-1

on one side and Penncross on the other; each seed on one half of the different root zones. The poa greens are anticipated to be a hotspot for diseases, pests and other stresses since their microclimates include periods of shade and reduced airflow.

USGA PLOTS (4, 7, 10, 11)

The new site has a total of four USGA specification root zones each measuring over 16,000 ft². There is a mix of calcareous and non-calcareous materials which feature a variety of traditional, newer and cutting edge bentgrass cultivars such as Pure Distinction, Focus, V8, 007, Penncross, Flagstick, and L93-XD. In addition to hosting a variety of potential research projects, these plots will significantly increase the GTI's capacity to demonstrate how these grasses produce thatch, perform at different heights, compete

2. soil green	Poa/Bent + Penncross	Poa/Bent + T1
	Poa/Bent + Penncross	Poa/Bent + T1
3. sand green	Poa/Bent + Penncross	Poa/Bent + T1

1. Soil based green
Poa/bent plugs propagated from Cutten Fields

GTI West Research Plots - Seed Plan

4. USGA #1 Non calcareous			
007	V-8	Focus	Pure Distinction

7. USGA Calcareous			
007	V-8	Focus	Pure Distinction

6 California calcareous	5 California non-calcareous
Pure Select	Pure Select
T-1	T-1
V8	V8
007	007

11 USGA Calcareous
Penn Cross.
Flagstick
L93-XD

10 USGA Calcareous
Penn Cross.
Flagstick
L93-XD

9 Sports field category #5
80% Award KB 20% Turf Type PRG
34% Jumpstart KB 33% Right KB 33% Endurance KB
35% Jumpstart KB 35% Endurance KB 15% Jmstwn IV Chwns F 15% Premium PRG

8 Sports field category #5
80% Award KB 20% Turf Type PRG
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Water use/irrigation research plot

Water use/irrigation research plot

dwarf KB mixes that are recommended for use on golf courses. There is much interest in the industry surrounding these low mow KB varieties and the GTI is excited to see how they perform with reference to fertility requirements, tolerance of drought, and the strength of the three different seed mixes featured on these plots.

The East plots are comprised of four sports field root zones each measuring just over 16,000 ft². They include categories 1 through 4 and feature a variety of seed types from premium sports mixes featuring top performing KBs and PRGs to more drought tolerant varieties including turf type tall fescues and fine fescue blends on the category 3. This area also includes a sloped research plot for measuring run-off, the pumphouse, an irrigation pond and eventually the new maintenance building and G.M. Frost Research and Education Centre.

There is no shortage of work for the Cutten Fields duo and mowing the plots now takes up a significant amount of Hague and Berdusco's time as the East and West plots continue to fill out. The majority of plots need to be mowed with a walker and it takes roughly 45 minutes a plot. Hague jokes, "We have each earned ourselves a new pair of walking shoes since the beginning of the grow in."

The development of the new turfgrass research facility has been quite an extended process but thanks to monetary donors, the many organizations who donated sod, seed, and rootzone material, and Cutten Fields, the project is finally moving forward with the initial grow in well underway. There is no question that this is a special time for everyone in the turf industry, but for Matt Hague and Nick Berdusco, they agree that is a once in a lifetime experience that they will carry with them throughout their entire turfgrass management careers. ■

with poa invasion, resist disease, and handle the variety of weather conditions experienced in the Southern Ontario climate.

CALIFORNIA PLOTS (5, 6)

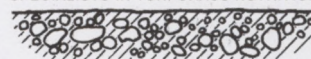
The California green plot is also split into calcareous and non-calcareous rootzone materials. Four different varieties of bentgrass are featured here; Pure Select, T-1, V8, and 007, and each will cross over the two different growing mediums.

SPORTS TURF CANADA CATEGORY 5 PLOTS (8, 9)

The west plots also feature two plots that were built to the specifications of Sports Turf Canada's Category 5 rootzone. This growing medium is essentially a soil that has its silt and clay content at 50% or higher. These two plots both feature newer

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5 Tips for Managing Your E-mail

By: Orlyn Kostenuk, Principle, Performance Strategies and Priority Management Associate – global productivity training network.

Are you feeling overwhelmed? Many people are virtually overcome by the sheer volume of e-mail they have to deal with on a daily basis. This contributes to work ineffectiveness, stress, poor morale, and even overall health. The bad news is that it is likely to get worse! The good news is that there is something you can do about it to help; here are 5 tips for managing your email that will help make you more productive and your life less stressful:

1. MANAGE E-MAIL PERIODICALLY

Don't look at each e-mail as it comes in; let them collect and then deal with all of them in the same 10 – 15 minute time period 2-3 times per day. This will allow you to stay focused on your high priority work instead of being constantly interrupted. Turn off your email alerts and keep your inbox closed.

2. TOUCH IT ONCE

How many times have you reread the same email? That takes a lot of time!

Develop the discipline to read your email once and make a decision to either delete, forward, or reply. If it is something you need to respond to but don't have the time right now, schedule it on your task list for today or a specific day off into the future.

3. EMPTY YOUR INBOX

After each visit to your inbox, it should be empty! Don't let your inbox become your to do list; your inbox doesn't give you the ability to specify a time frame for completion or to apply a priority – two key ingredients for successful task management.

4. SET UP INBOX AUTO RULES

Maybe you don't have to touch every email that comes at you. Most email systems give you the ability to set up rules to automate incoming e-mail. Perhaps you could set up your subscription e-letters to go directly to a separate reading folder. All the repetitive weekly reports you receive could be directed to a different folder you could then refer to on an as needed basis. Maybe even all the mail you receive as a CC can be directed to its

own inbox for you to manage on a less frequent basis – perhaps twice a week instead of in your primary inbox that you manage several times per day. The key is to reduce the number of emails you have to actually make a decision on; many people find using email auto rules takes care of about 30% of their incoming email.

5. END YOUR DAY WITH AN EMPTY INBOX

You will find this liberating! It feels great to have nothing in your inbox; it is analogous to a clean desk! Do you ever scroll deep into your inbox looking for something that may have fallen through the cracks? When you have thousands, hundreds or even dozens of emails in your inbox there will be in your subconscious the constant mental stress of, "am I missing anything." Empty the inbox and your conscious and subconscious will both know there is nothing getting left behind – it's all scheduled in for either today or some day off into the future.

E-mail has become a huge pirate of our productivity and our sanity. Apply these 5 tips and you will get both of them back! ■

LOOKING BACK

Twenty-five Years Ago Today

1993 OGSA BOARD OF DIRECTORS

David W. Gourlay (pres.), Eagle Creek GC; Bruce Burger (vice.), Lakeview GC; Rhod Trainer (past), Hamilton G&CC; Alex Labelle (sec.), Carlton G&YC; John Taylor (tres.), Twenty Valley G&CC; Doug Suter (newsletter editor), Credit Valley G&CC; Simon George, Oakville GC; Rick Serrao, Glendale GC; Ken Nelson, Sutton Creek GC; Ian Bowen, Oshawa G&CC; David Schemelefske, Merry-Hill GC; and Mark Schneider, Owen Sound G&CC.

ON THE MOVE:

Dennis Pellrene moved from Scarboro G&CC to Capilano G&CC in Vancouver. Dennis' assistant Keith Rasmus replaced him at Scarboro G&CC. Scott Dodson moved to Park CC in Buffalo and his assistant John Cockerill took over at Summit GC. Warren Vout moved from Cedar Brae GC to Brampton GC and Bob Burrows from Cornwall G&CC to Highland GC in Montreal.

IN MEMORANDUM:

Scott Richmond, of Hutcheson Sand and Mixes, passed away on January 30th as a result of a snowmobile accident. John Mandarick, superintendent at Carlisle G C, passed away from cancer at 31.

EVENTS:

The Ontario Turfgrass Symposium was held at the University of Guelph in January with over 1,500 people attending. Dr. James Beard was the keynote speaker and Dr. Chris Hall gave us an update on the progress of the GTI building. The OGSA had their annual meeting at the show and Bob Heron and Dan Uzelac were honoured as 25-year members. Paul Dermott and his Executive Committee were congratulated on putting together an excellent show and for raising over \$50,000 for the GTI. Approved at the meeting was the creation of a new classification for students (S).

The Guelph Turfgrass Institute Building was officially opened on August 26th. Dr. Clayton Switzer was the master of ceremonies and the building was named the G. M. Frost Research and Information Centre, after Mac and Beth Frost, in recognition of their donation to the building fund. Thom Charters was the president of the Ontario Turf Research Foundation. The OGSA office was moved to the Guelph Turfgrass Institute Building at the University of Guelph.

The RCGA, the USGA and the New York Audubon Society formed a co-operative program called the Co-operative Sanctuary Program for Golf Courses.

TOURNAMENTS:

The President / Green Chairman / Superintendent / Director event was held at the Burlington G&CC on July 13th, hosted by Pelino Scenna. The winning team was also Pelino's team. The Pro Superintendent Tournament was held on September 7th at Blue Springs GC hosted by Ted Ellis. Forty teams competed, and the winning team was from Weston G&CC, Thom Charters and Herb Holzcheiter (pro). Second was Warren Vout's Cedarbrae GC team and third was Robbie Robinson's Hidden Lake GC team.

IN MEMORY:

Allen (Whitey) Jones, a member of the OGSA since 1956 and Gary Sutherland from Carrying Place CC passed away. ■



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There are many techniques out there to protect plants over the winter and there are many reasons why you may want to protect them. First, any material transplanted after the beginning of September is vulnerable to frost heave. Freezing and thawing cycles that cause frost heaving can push the crown of a late season transplant out of the ground which could potentially cause death of the plant. Any plant material that may be marginally zone hardy for your area will be something you will want to protect. In addition to the weather, if you are in a deer overwintering area there may be some plant life that require protection to keep deer from eating it and causing damage. And, road and sidewalk salt that can blow or splash into garden beds will dry out plants that would typically be hardy.

How you go about protecting a plant will depend on the plant material itself, like whether it's a shrub or perennial or evergreen species. To prepare marginally hardy or recently planted perennials, trees, and shrubs for winter, make sure at-risk plants are deeply watered before the ground freezes.

Mulching is a great way to protect late season transplants and perennials that may

be on the edge of surviving the winter in your area. Shredded bark or leaves also works well for this. Lay the mulching material down over the crown of the plant and its surrounding roots between 4" to 6" thick. Straw can be used as an insulating mulch as well when it's applied at a thickness of 8". It is best to do your protective mulching after the ground has initially frozen.

Mounding a plant for the winter is a technique typically used for tender roses or any shrub species that behaves like a very hardy perennial, or when the plant tends to die back to the base of the shrub. Using the tender Rose as the example, the idea is to protect the lower 8-12" of the canes or stems so that if the winter does become too cold for the plant there will still be a part of the plant that it can grow back from. Mounding is as it sounds, create a mound of soil or compost around the base of the plant.

Wrapping is another technique for winter protection. You must take into consideration what the plant needs protection from and what part of the plant you are trying to protect. In most cases we try to protect needles, flower buds, or evergreen leaves from drying winds, cold temperatures and potential mid-winter sun scorch. Another reason to wrap plants is to support them and protect them from snow and ice damage. To wrap an entire shrub, I recommend installing stakes. Wrapping directly on the plant's foliage can result in mold problems if winter is warmer than expected. Having a framework for the wrapping material to be tied to will also prevent snow build up from breaking the plant. Horticultural fleece and burlap are the two most commonly used products for protecting plants through the winter. The product chosen will depend on the reason for protecting the plant.

In the case of larger shrubs, create a perimeter around the shrub with temporary posts and then wrap the fabric around the perimeter fastening it to the posts. This will allow you to fill the space between the shrub and the wrap with leaves to create insulation. This method is typically used when trying to prevent flower buds from freezing. The wrapping material can be replaced with chicken wire to add more support to hold the leaves in. For example, I often come across landscapes with *Hydrangea Macrophylla* (the pink and blue flowered *Hydrangea*) which is great, however they don't flower in my zone, well, not without some added help and protection. The plants themselves always look big and healthy but there are no flowers. This particular plant blooms on the previous year's growth or old wood. The shrubs themselves are hardy enough to survive our winters but the flower buds and some of the stems are not, so using the stakes and chicken wire method to fill the wrap in with leaves would be the preferred method of protection to insulate the stems and buds on the plant, after it has gone dormant. This method can be used on *Rose of Sharon*, *Butterfly Bush* and *Roses* as well.

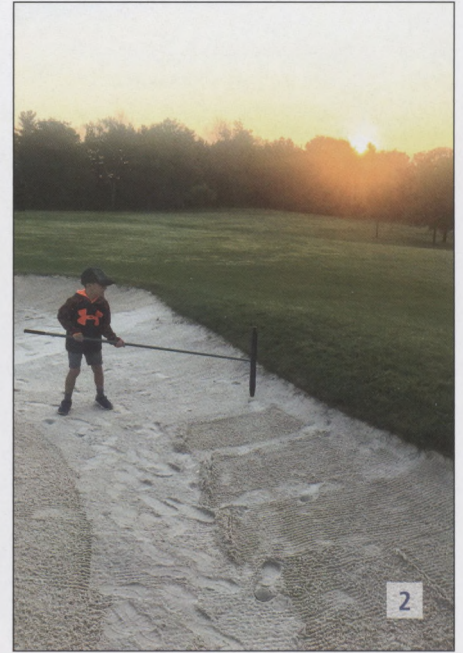
Protecting plants for winter does take time, which is why it's so important to understand your local winter climate, what you choose for plant material and what your protection practices will be. You want your efforts to be successful because no one wants to replant an entire garden each year or live without beautiful blooms. ■



*Chris Cumming CLP,
Horticulturist
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Cell: 705-644-3994*

MEMBER MOMENTS

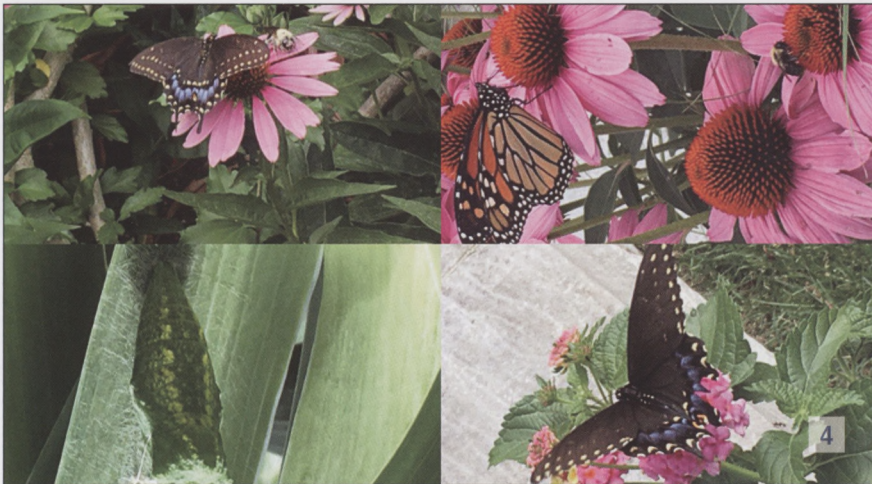
#todayinontario



1: Phil Scully Granite GC, Early bird. | 2: Nick Amsen, Mono Hills GC, Put the boy to work in the bunkers...needs to work on his raking technique though. | 3: Matt Booth, Oshawa G&CC, Coming home to this view. | 4: Granite GC, Enjoying the last of the warm fall mornings. | 5: Sean Gunn The Country Club, Heavy fog and some spooky pre-Halloween webs. | 6: Aaron Hill, Osprey Valley Golf, Pretty nice Sunday morning.

MEMBER MOMENTS

#todayinontario



1: James Horvath, Richmond Hill GC, It's that time of year. Lots of rabbit nests around. | 2: Jeff Alexander, Parry Sound G&CC, Mother leading her fawns. | 3: Jeff Alexander, Parry Sound G&CC, Humming birds love the Canna's. | 4: Brenda Forder, Donalda Club, Pollinator. | 5: Leslie Thomas, Scarboro G&CC, Please walk softly! | 6: Scarboro G&CC, Healthy salmon in creek at #15. | 7: Phil Song, Lambton G&CC, Coyotes.



1: Al Schwemler, The Toronto GC, Guarding their sandbox. | 2: Phil Song, Lambton G&CC, Young Buck. | 3: Al Schwemler, The Toronto GC, A Cooper's Hawk. | 4: Marc Brooks, Legacy Ridge Golf, 65k raised over the past 5 years for Wounded Warriors Canada. | 5: Jeff Stauffer, Rosedale GC, Downtown friends. | 6: Phil Song, Lambton G&CC, Busy bees preparing for winter.

How to Feed and Care for Your Non-Millennial

By Doug Breen, Superintendent,
Golf North Properties.

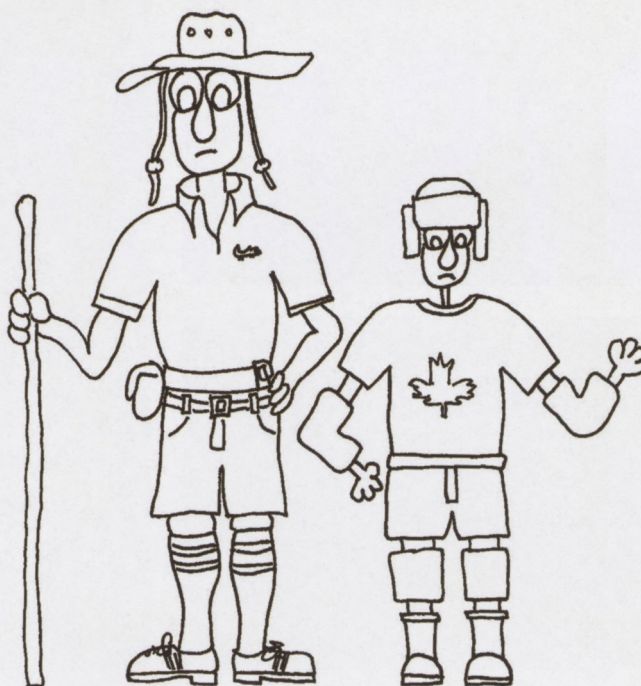
Over the past few years, many people (myself included) have added to the reams of pages which have been written about how to *Manage Millennials in the Workplace*. There are scores of magazine articles, books, documentaries, and speaking tours devoted to the subject. But to my knowledge, no one has written anything to the Millennials explaining to them how to deal with us. Surely, we must appear like strange creatures to them, what with our habits of showing up on time and not asking personal questions of total strangers.

So, this is my attempt to explain to the Millennials - who are increasingly finding themselves in positions of authority - how to understand the Baby Boomers (older than me), and the angry Generation X'ers (of which I'm a card-carrying member).

And this is no trivial undertaking. According to Stats Canada, in the last Ontario Provincial election, potential Millennial voters outnumbered their Baby Boomer parents. They are now the single largest demographic group in North America, and in case you hadn't noticed, they're fairly aggressive. What that means is, if you haven't already had a Millennial supervisor, you soon will - and we'd all best get used to it.

Millennials (and you know that I love you wacky kids), here's what you need to know to get a decent day of work out of us.

First - we don't want to talk about our feelings, and don't much care about yours. To be more precise, a lifetime of being ignored by the two massive generations either side of us has made the Gen X crowd completely numb; we may have feelings but they've been so efficiently ignored and



Baby Boomers

Brag about drinking from hoses and never wearing safety equipment - forced you to wear every piece of safety equipment ever made, drink water from a Brita, and generally bubble wrap you. Now criticize you for being soft.

repressed that they'll seldom see the light of day. The Boomers actually don't have any feelings, as they were beaten out of them by their parents in the 1950's and 60's. As a result, any attempts to do team building exercises will be met with cynicism and/or mockery. We will however, take part in team drinking exercises as the alcohol helps with the numbing of the aforementioned feelings.

Second - we really don't want your feedback. We all assume that if we aren't fired at the end of a shift, then everything is OK. Public recognition is generally seen as suspicious behaviour.

Third - we don't like each other. When I was young I assumed that everyone older was a more or less homogeneous group. I thought that every generation before mine agreed on everything. Imagine my shock

when I found out that my parents hated hippies, and many of my friends' grandparents hated any group that cooked food that had flavour! The Boomers (those hypocrites who presented you all with trophies just for showing up and now criticize you for it) and the Gen X crowd (angry that we had limited career opportunities because the Boomers were all over the workforce like a swarm of locusts) have never really been friendly with each other. We couldn't even get our music on the radio because if The Eagles don't get played once an hour the world might stop turning.

Fourth - we don't want to build consensus, brainstorm, or do projects in a group. We absolutely believe that there is such a thing as a bad idea. We really just want to be left alone.

Boomers will show up to work 15 minutes early every day and Gen X will show up one minute early (or one minute late) with an elaborate excuse explaining why it wasn't their fault. Boomers will always stay late when asked (even if it's their 50th anniversary and their house is on fire). Gen X will stay late too, but also complain about it the entire time. Boomers will listen to the Blue Jays on an AM radio, while Gen X will listen to angry music on an iPod - neither of them have ever heard of a podcast.

As more and more Millennials rise to supervisory positions, specifically as Superintendents, it really is in their best interest to try to understand how their aging employees think. The tide has turned - and when you're running the world (and that won't be long), remember that I tried to help you! ■



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