

MARCH 2020



OFFICIAL PUBLICATION OF THE  
ONTARIO GOLF SUPERINTENDENTS' ASSOCIATION

# 2020 Ontario Golf Course Management Conference



## **ALSO IN THIS ISSUE:**

**Winterkill Causes and Prevention Strategies**  
**Assistants' Symposium**  
**#TodayInOntario Award Winners**

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# PRESIDENT'S MESSAGE



By Tim Muys,  
OGSA President.

With my first President's message, I would like to thank everyone who attended our annual conference, and encourage those who didn't attend to put it into your calendar for next year.

This year's conference took place in Niagara Falls, at Sheraton on the Falls and we couldn't have asked for a better venue. All meals were included in the conference price and with all of the programs under one roof; there was no need to put on your coat. For those who had good luck, I am sure that the casino was a big draw as well.

One of the biggest perks of attending the annual conference is the fact that you can acquire all of your IPM points for the year. At this year's conference, there were 8.75 points on offer, making it easy to

get the six that you require.

The keynote speaker was legendary basketball broadcaster Jack Armstrong. Still on a high from being the entertaining voice of the 2019 NBA Championship winning Toronto Raptors, Armstrong gave an incredibly engaging and motivating speech.

The OGSA always has a great line up of presentations, and this year was no exception, starting with "The Assistants' Symposium" featuring Bobby Cook, Andrew Krek, and Ken Tilt, moderated by Scott White. Brian Mavis of Mavis Consulting from Ohio talked in depth about agronomic practices and testing backed with lots of compelling data. Christine Fraser, associate architect with Hawtree Ltd., gave a presentation on how golf course superintendents can influence design. Steve Ami from Kelly Ami Inc. discussed in-house drainage tactics. Dan Dinelli, the Superintendent of North Shore Country Club in Chicago talked about the process his course went through when renovating greens. Dr. Ben McGraw, a Ph.D from Penn State taught the attendees a lesson on managing problematic earthworms, and also how to manage some of the most severe turfgrass insect pests. Dr. Kevin Frank Ph.D. from Michigan State concluded the conference with a lecture on winterkill causes and prevention strategies.

It was great to see so many colleagues and friends. We had over 300 delegates all in one place and ready to discuss the new trends and opportunities pertaining to our industry.

Hosting a conference of this scale is a team effort, and I would like to thank my co-chair Al Schwemler, my fellow board members who all provide their volunteer time, and the staff who ensured that everything ran smoothly. I would also like to acknowledge the tremendous support from our sponsors, Brett Young, Syngenta, Bayer, Allturf, Plant Products, Turf Care, G.C. Duke Equipment, GT Golf & Turf, Belchim, OSC, Fish Farm Supply Co, Pumps Plus, Nufarm, Nutrite, Brandt, Target Specialty Products and Pumtronics.

By the time this article is published, I hope the Board will have approved the location of the 2021 conference to be held in London next year. This result will be an initiative to rotate the location of the conference between Collingwood, Niagara Falls and London going forward. The plan to rotate between these three locations is in accordance with the wishes of our membership.

I am honored to be your newly elected president and I thank you for giving me the opportunity to lead this organization over the next year, and work with your Board of Directors as we continue to grow and develop the OGSA so we can better serve you, our members.

Let's hope for a great start to the 2020 golf season with very little winter injury and lots of sunshine! ■

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Social Media Award Winner. Photo taken by Daniel Gelder, Devil's Paint Brush, Second Assistant. "Talk about slow play."  
#TodayInOntario @OntarioGSA.

## ONCOURSE EDITORIAL COMMITTEE

Chris Lecour, Steve Rabski, Ryan Marangoni, Andrew Hardy, Kendra Kiss, Al Schwemler, Ryan L. Scott, Sally Ross, Courtney White.

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## EDITORIAL MESSAGE



By Courtney White,  
OGSA.

Conference season is a great time of year. Obviously I have my favourite conference to attend, but there is no shortage of learning opportunities across Ontario

and for some of us, the United States. So, it's a great privilege to see so many of our members and industry suppliers choose to join us at the Ontario Golf Course Management Conference.

This year the OGSA was back in Niagara Falls, and we had another outstanding two and a half day event at a great conference venue. On a personal note, I still feel relatively new to the industry and with a position that places me on the other end of a phone call or an email, this conference gives me the chance to meet so many members face to face. It was wonderful to reconnect with those I have met over the last couple of years and say hello to new faces! Networking is such a key part of our success in this industry and this

conference always delivers ample opportunity to connect.

To echo our new president, it's also nice to learn a thing or two, and with an impressive line-up of speakers there was no shortage of topics for our educational seminars. With great sessions comes an opportunity to share these highlights with members who couldn't attend in ONCourse. And if you did attend,

---

Networking is such a key part  
of our success in this industry  
and this conference always  
delivers ample opportunity

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I hope you enjoy this recap! Just in time for the spring thaw, we've included an article on winterkill summarizing the causes, prevention and reestablishment discussed by Dr. Kevin Frank and a summary of the Assistants' Symposium which covers some

of the day-to-day challenges that assistants face in their roles today. We also welcomed and hosted 16 students and our newest OGSA members from the University of Guelph who have shared their experience networking with industry members in member moments. Inside this issue, you will find our award winners, attendee reviews, and photos of attendees enjoying all that the conference has to offer.

You'll also read about Bill Green from Cutten Fields, some insightful thoughts on planting annual gardens this spring, a flashback to 2015 and of course, Turf or Consequences - The Interview.

Producing the conference issue, gives us a chance to reflect on everything that went right and build on the feedback we receive from so many of you. Whether you attended the conference or not, I hope you enjoy reading through these pages. A big thanks to our contributing writers, Steve Pitkin, Leslie Thomas, Connor Hamilton, Matt Smit, Chris Lecour, Lisa Pearce and Ryan Marangoni and of course the entire editorial committee for helping to coordinate all the articles! ■

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# WHAT'S NEW

By Sally Ross, Executive Director, OGSA.



(L-R) Ian McQueen (St. Georges G&CC), Cory Janzen (Westmount G&CC), Secretary-Treasurer, Ryan Scott (Oakville GC), Vice-President, Al Schwemler (The Toronto GC), President, Tim Muys (Piper's Heath GC), Mike Pellerin (Saugeen GC), Owen Russell (Markland Wood GC), Jessica Aytoun (Sutton Creek GC), Immediate Past President, Jason Boyce (Smuggler's Glen GC).



Jason Boyce hands Tim Muys the president's gavel.

## Board of Directors

The OGSA Annual General Meeting took place on Thursday January 16, 2020 at the Sheraton on the Falls during the Ontario Golf Course Management Conference. The 2020 Board of Directors was elected; Tim Muys was elected president, Al Schwemler was elected vice president and Ryan Scott was elected secretary-treasurer. Jason Boyce took over the role of immediate past president. The Association also welcomed back to the board Cory Janzen, Owen Russell, Ian McQueen, Mike Pellerin, and Jessica Aytoun. Annual Reports and the 2018/2019 audited financial statements were presented. All reports are available by logging in to our website and clicking on the Association Reports tab.

## Conference 2020

We recently wrapped up our conference in Niagara Falls. Initial feedback has been very good. Networking opportunities were outstanding, and reviews of the speaker program and facilities were very positive. We are negotiating with various facilities for Conference 2021.

## WELCOME to Our New Members

<b>Dylan Oderkirk</b> St. Thomas G&CC	Class C	<b>Jon MacAleese</b> Barrie Country Club	Class C
<b>Jack DeCorso</b> University of Guelph	Class S	<b>Gabriel Ramirez</b> Islington Golf Club	Class C
<b>John Verneuil</b> University of Guelph	Class S	<b>J. Adam Ziemani</b> Greenhills Golf Club	Class C
<b>Joshua De Leeuw</b> University of Guelph	Class S	<b>Denis Bowie</b> Deerhurst Resort	Class C
<b>Patrick Baker</b> University of Guelph	Class S	<b>Bill Walker</b> Oshawa Golf & Curling Club	Class C
<b>Jacob Hillier</b> The Club at North Halton	Class C	<b>Evan Sagar</b> Dundas Valley Golf & Curling Club	Class F
<b>Elizabeth Hachey</b> Oliver's Nest Golf Club	Class C	<b>Nichole Parker</b> Ladies' Golf Club of Toronto	Class C
<b>Jonah De Caro</b> The Country Club	Class C	<b>Jacob Rafuse</b> Idylwyld Golf & CC	Class C
<b>Josh Curlew</b> Windermere Golf & CC	Class C	<b>Blue Frog Water Gardens</b>	Class E
		<b>Aqua-Aid Solutions</b>	Class E



## Membership Directory

We will start work on our printed membership directory shortly. We encourage members to go online and check your profile to ensure that your information is correct. The directory will be created from your member profiles.

## February Board Meetings

The Board of Directors met on February 26<sup>th</sup> and 27<sup>th</sup> for the spring planning meeting to appoint committees and set goals and strategies for the upcoming year.

## U of G Turf Club



*Turf Club Orlando 2020.*

University of Guelph Turf Club sent 24 students down to Orlando to participate in the Turf Bowl GCSAA Golf Industry Show (GIS). Six teams compete with one team finishing 12<sup>th</sup> out of 56.

We'd like to congratulate the team on an excellent performance and looking forward to seeing more from this bright group of people in the future. ■

## Superintendent Recognition



*Martin Kopp, Brampton Golf Club (front row, centre) and his crew accept a recognition plaque for hosting the Senior Men's Better-Ball Championship held September 19, 2019; presented by OGSA Director, Ryan L. Scott.*

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## Cutten Fields

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**15th Hole**  
under construction

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## Bill Green

Superintendent, Cutten Fields

*By Ryan Marangoni, Assistant Superintendent,  
Burlington G&CC.*

*Photos provided by Bill Green & Cutten Fields.*

### About the Course

First class private 18 hole golf course, designed by Chick Evans and Stanley Thompson. Cutten Fields boasts the best patio view in the city of Guelph, modernized practice facilities, Har-Tru (clay) tennis facility, and a recently updated clubhouse.

**Private, semi-private, public,  
municipal, resort?** Private

**Architect:** Chick Evans and Stanley Thompson

**Number of holes:** 18 Holes

**Number rounds annually:** 23,000

**Practice Facility:** Yes

**Number of staff year round, seasonal:**  
5 full time employees and 16 seasonal staff

**How many mechanics, assistants:**

Jamie Laird Assistant/Arborist; Mark Hughes, Assistant/Project Manager; and Fred Hannington and Chris Hesselden, Mechanics.

Green has always been athletic. He loved hockey and he loved the game of golf. "I wasn't particularly good at golf, but I loved it." As a young teenager he practiced golf in his backyard, chipping balls into buckets. At the age of 14 he decided to build his own fairway and hole. "I just thought it would be more fun." Obviously.

With a little self-directed golf course construction under his belt and a clear passion for the game, there is little surprise that Green found himself on the seasonal crew for Mississauga Golf and Country Club in 1998, enrolled in the Horticulture Diploma Program at the University of Guelph in 1999, and off to Penn State University to complete the GolfTurf Management program in 2001. Green was also one of the first Canadian interns to work at Baltusrol Golf Club. Not a bad start to what is shaping up to be an impressive career.

Green returned to Canada and worked as Bert McFadden's assistant at Georgian Bay Club for two years, relocated to the Toronto



*Bill Green, Superintendent, Cutten Fields.*

Golf Club as an assistant to Al Schwemler for 10 years and became the superintendent at Cutten Fields in 2014 where he has been for the last 5 years.

Here he leads a successful team that includes mechanics, Fred Hannington and Chris Hesselden, Jamie Laird his assistant/arborist and carpenter, and assistant Mark Hughes who has a background in golf course construction. With such a wide scope of skill sets on the team and access to an



## In the Hot Seat

**Q:** Favourite Major?

**A:** US Open

**Q:** Best piece of turf equipment?

**A:** Geolink Sprayer and Kubota Excavator

**Q:** Favourite meal?

**A:** Is at Baker Street Station and includes good beer

**Q:** Ultimate foursome: You and which three?

**A:** Mike Babcock, Adam Sandler, and Carl Spackler

**Q:** Lowest round ever and where?

**A:** 73, Toronto Golf Club

**Q:** Favourite movie?

**A:** Rudy

**Q:** Favourite golf course?

**A:** Swinley Forrest Golf Club

**Q:** Favourite course designer?

**A:** Harry Colt

**Q:** Favourite Band?

**A:** My daughter took me to an Arkells concert recently...amazing

onsite lumbermill, the sky (and budget) is the limit for the Cutten Fields team. Green can repurpose the course's felled trees and Laird's craftsmanship can be seen around the property in the form of course benches, divot boxes and bridges and locker room benches, and boardroom furniture is next on the list.

This in-house dream team can also tackle huge projects like re-routing cart paths, constructing new tee decks, re-shaping fairway contours (earth moving, not just grass lines) and building brand new greens. This work of course, was not free-rein in 2018; Cutten Fields hired Golf Course Architect, Jeff Mingay who developed a Master Plan with a new element of design for the course. In collaboration, Bill, his management team and Mingay decided to tackle the renovation of the par 5, 15th hole - without the help of outside contractors.

This hole was chosen for many reasons, but the one that carried most weight was



*Green's first fairway; built at age 14.*

that the work could be done with minimal golfer disruption - nine days, to be exact! In one calendar year from fall 2018 - fall 2019 Green and his team removed upwards of 50 dead Ash trees (emerald ash borer), Hughes and co. constructed two new tee decks, added four fairway bunkers, totally reshaped the fairway, constructed three new greenside bunkers and built a new very large green! This all happened while members continued to play the hole. The nine days in which membership had to

play with a temporary green took place just before the new green opened. During this time, Hughes bulldozed the old green, constructed two greenside bunkers, added sand and sodded them as well as tied the existing fairway into the new green's approach. Not too bad for nine days work. The project concluded with such success that the membership voted in favour of executing the Master Plan to rebuild ALL of Cutten's greens - an exciting time for Green and his team. "Having a team with

## What You Need to Know

**Predominant grass type:** Bent/Poa

**Predominant soil type:** Loam

**Types of greens:** 14 push-up, 1 USGA, 3 others

**Course length:** 6657 yards

**Size of greens:** 84,150 ft<sup>2</sup>

**Size of tees:** 115,000 ft<sup>2</sup>

**Size of fairways:** 31 Acres

**Major Challenges:** Winter injury is a constant struggle at Cutten Fields. A multitude of factors put us in a higher risk category for sustaining winter damage including surface drainage issues, no internal drainage, poor entrance and exit points, small greens with minimal pin locations and poor water quality.

**"Bill is the epitome of a family man, a wonderful father, mentor to many, a great leader, and a true professional. His passion for golf course management, agronomy, and construction is contagious. It was an honor working with Bill at the Toronto Golf Club for nearly 10 years"**

**- Al Schwemler, Property Manager  
The Toronto Golf Club**



such a wide scope of skill sets is great for the budget and managing timelines and member expectations. I'm looking forward to managing these new greens and bunkers."

Green has worked tirelessly, collecting data, collaborating with colleagues and gathering evidence to help support the fact that Cutten Fields should rebuild their vintage greens. On one hand, Green is proud of the effort needed to get the project to where it is today but realizes there is still a long way to go.

The team is currently working on three new greens, two new fairways, lots of bunkers and many new tee decks. This work will also be done in-house, and it can be completed with very limited golfer disruption, just like 15. This work will continue into the spring 2020 and these three new greens will open for play in the fall. Fall 2020, will also be a busy time of year for Bill and his team however, a different kind of busy. Instead of his team moving earth and doing the heavy lifting, an outside contractor will be employed to continue the project. The job will include rebuilding the remaining 14 greens and irrigation associated with them, cart paths, greenside bunkers as well as new fairway bunkers and tee decks. Hughes will



*Bill Green's family.*

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move out from behind the controls of the dozer to become the material handler and quality control man – making the necessary purchase orders for aggregates, and materials used to carry out the work as well as organizing temporary tees and greens as the crew progresses through the course.

At any given time, once the fall project starts, there will be at least nine holes open for play. This makes planning and organizing a top priority to keep the membership happy. Bill can use the success of the 15th green, which will be one or two years ahead in establishment, as a measuring stick for the future success of the rest of the renovation.

"This is a big investment financially for the club and personally for each of the members to endure. You really want things to go well, so we have put a lot of time researching and planning to make sure that

the club is successful. After construction and grow-in of the new greens is complete, comes learning how to manage these new greens. We will need some time to recover once all this is done."

Becoming a successful superintendent is more than executing renovations and

maintaining an impressive golf course, it's also about managing a successful team. Green attributes his success to many great influencers during his career as an assistant, and all for different reasons. His preferred management style seems to echo the many lessons he

---

"As hard as it is to watch key members of his staff move on, like his mentor, he encourages them to take opportunities to further their own careers and does what he can to help "

---

learned from Al Schwemler. "Al is a great believer in personal and professional development, and he trusted his staff to take on projects and call the shots." In the same way that Green relies on his team to take on leadership roles in their own wheelhouse, Green was given opportunities





(L-R) Bill Green and his team Mark Hughes and Jamie Laird.

to prove himself on several projects while on Schwemler's team and establish himself as someone with a bright future. When Green felt like he was ready to take on a course as the superintendent, Schwemler hired a coach to help him develop his interview skills.

Today, Green takes time with his seasonal staff to help them develop their skills on the course as well as resume building, and job search skills. "I want to see these kids succeed and it doesn't matter if it's on a golf course. They're learning work ethic and a bunch of skills that can translate into something else." He also wants to see his full time staff succeed and as hard as it is to watch key members of his staff move on, like his mentor, he encourages them to take opportunities to further their own careers and does what he can to help.

Green relocated his family to Guelph when he moved to Cutten Fields, and is fortunate that he can stay connected to the course through email - which affords him time to be at home with his family. Well on his way to creating his own mini hockey team complete with mascots, Green and his wife Micheline have four children, Savannah(14), Adelaide(11), Harlow(9), and

Colton (7), three dogs, a cat, four chickens and a fish. Green also finds time to coach Adelaide's BB level rep hockey team.

Over the years, Green has learned that, "You have to create balance to be successful."

When asked how and where he likes to spend his vacation time, he responded, "Vacation?! Ha ha ha...maybe later." For now, staying close to home with his family is all this quintessential superintendent needs. ■

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# 2020 OGCM Conference



By Steven Pitkin, Assistant Superintendent,  
The National Golf Club of Canada.

The 2020 Ontario Golf Course Management Conference this year was another enjoyable one. With lots of great opportunities to not only network with your peers but also to take part in three days of educational opportunities to provide us with further knowledge going into the 2020 season.

Jack Armstrong (the voice of the Raptors) opened the conference as the keynote speaker offering words of wisdom about what he considers the more important things in life are and reminded us of some of the lessons that we often forget about while going through our daily lives.

The education then kicked off with an

---

*"It is always hard to say good-bye to friends after being together for three days but there is relief in knowing that we will all be back together next year to raise another glass and talk about everything turf. I wish everyone a very successful and healthy 2020 season and look forward to seeing you all next year"*

---

assistant's panel which gave a unique insight into some of the things that assistants in the industry find challenging or problems and or solutions that they have come up with at their respectable golf courses.

With the first day at a close we enjoyed an exceptional welcome reception while overlooking the falls and got the chance to catch up with our peers while enjoying a wide range of food and drinks that left us going back for more. The food stations offered pretty much everything that you could ever want and left you satisfied.

The second day gave us chance to be educated on a wide variety of topics that included golf course architecture, drainage, greens renovation, and even earthworms! I personally think that Dr. Ben McGraw did an amazing job in keeping the audience





1. The Great Room at Sheraton on the Falls | 2. Christine Fraser, Golf Course Architect | 3. Mark Schneider, Nutrite; Wayne Wrath, Magna GC; Brian Mavis, Mavis Consulting; Corrie Almack, Almack Agronomics | 4. Jack Armstrong, Keynote Speaker, Sports Broadcaster | 5. Devyn Pohar & Tommy Wang, U of G | 6. Tim Steen, Bayer; Greg Brown, Essex G&CC; Steve Hatch, Seven Lakes GC; Andrew Chartrand, Heritage Heights GC.

engaged and was entertaining while doing both of his sessions on earthworms and insects - someone that I hope we see again at future conferences. The second day wrapped up with a reception hosted by Turf Care, that once again gave attendees a chance to get together with peers that we may only see a few times a year.

On the third and final day we started with an amazing buffet style breakfast which then lead to the final talks from Dr. Ben McGraw, as well as a talk about how to better prevent

winterkill by Dr. Kevin Frank.

And with that, the conference was over and left many of us eagerly waiting for next year's event. It is always hard to say goodbye to friends after being together for three days but there is relief in knowing that we will all be back together next year to raise another glass and talk about everything turf. I wish everyone a very successful and healthy 2020 season and look forward to seeing you all next year!



## Thank You! to our Sponsors!

OGSA would like to thank our industry partners who generously supported the 2020 OGCMC.

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Leslie Thomas, Assistant Superintendent, Scarborough Golf & Country Club.

Nothing like attending the Ontario Golf Course Management Conference to get conversations and planning started for the coming season. I attended this year with two lead hands from my course and it was great getting their perspective on the talks and social events. I always find the value in attending this conference year after year.

Ben McGraw's sessions were certainly entertaining, I will definitely keep an eye out for Fungus Gnat during a wet season; as cool

as they look I now know that they are nothing to be concerned about and Dr. McGraw does not need another picture of them slithering across a green. We've heard a lot lately about the topic Winterkill, but Dr. Kevin Frank is always great to listen to, and I did learn a few interesting points from his talk "Winterkill: Causes, Prevention & Reestablishment."

The Assistants' Symposium panel provided an opportunity to get some insight into how other courses hire and schedule their staff and it also let us know that we all share a lot of the same challenges and

provided attendees with some ideas to take back and discuss at our own work place.

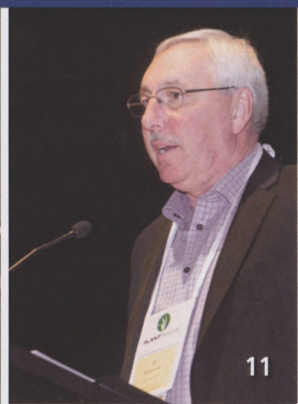
As much as I value what I learn during the presentations, I find the social time to be just as important and I'd like to thank the OGSA and all the sponsors for the opportunity to connect and reconnect with friends and colleagues. As awful as it is to admit, this conference is the only chance I get to speak face to face with some of my peers.

There were many opportunities to network, starting with a buffet breakfast to begin the day, which I feel offered something for everyone. During the first day at the awards luncheon, awards were handed out for best pictures tweeted using #todayinontario which I thought was a great acknowledgment and will hopefully get more people using this hashtag in the future (to my surprise I received an honorable mention for my wildlife capture). That evening's





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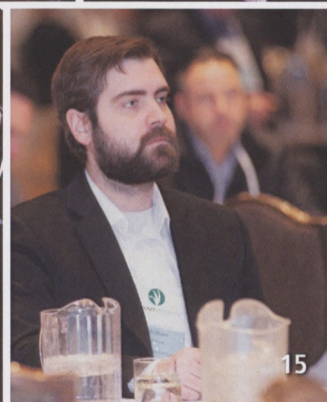
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*...we came back from this conference with information on managing worm castings, carrying out in-house drainage projects, and managing insect pests in an ever-changing environment - to me the conference was very valuable indeed!*

10. Dan Dinelli, North Shore GC | 11. Al Schwemler, The Toronto GC | 12. Owen Russell, Markland Wood GC | 13. Tyler Ruest & Mike Creed, Plant Products Inc.; Steven Kajan, Burnside Golf Services; Leslie Thomas, Scarboro GC | 14. Abdullah Kasfe & Travis Lorch, Flightline Golf | 15. William Prince, Rosedale GC | 16. Dale Kobelsky, Syngenta | 17. Ryan Whetmore & Ryan Grawey, Grand Niagara GC, Mike Jiggins, Turf & Rec Magazine | 18. Ryan L. Scott, Oakville GC, Paul Peterson & Hartley Gibb, Legends on the Niagara | 19. Ian McQueen, St. George's G&CC | 20. Kelly Barnet, Brett Young.

welcome reception held conveniently in the same hotel at the Fallview Buffett Restaurant was a well-attended gathering of turf managers who were lucky to enjoy great food, drinks, and lively conversations. Our second evening's gathering offered a tasty small meal, drinks and the chance to once again to chat with friends, catch one of the presenters for a quick question, and find out how everyone's course handled the flooding rains from the previous weekend.

In addition to all the above, we came back

from this conference with information on managing worm castings, carrying out in-house drainage projects, and managing insect pests in an ever-changing environment - to me the conference was very valuable indeed!

Thank you to all who were involved in putting it together, I look forward to the announcement of next years location, and you will see me there. A special hello and hug to Sally Ross, Executive Director - you were missed. ■





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1. Phil Brown & Colin MacLellan, Vanden Bussche Irrigation | 2. Trevor Hunter & Dave Schmelefske, OSC | 3. Chad Adamson, Listowel GC; Jeff Alexander, Plant Products Inc.; Jason Andress, Sault Ste. Marie GC | 4. Paul Grotier, Billy Joe Carey & Barry Johnson, Belchim Corp Protection Can. | 5. The welcome reception spread | 6. Mike McGee, GT Golf & Turf, Robert Clark, North Bay G&CC | 7. Debbie Conrad, OTRF | 8. Jamie Cutting & Mark Sagar, Dundas Valley G & Curling C; Barry Cleary, Acton (centre) | 9. Gary Tate, Alex McNeil, Pete Sojak, Rob Eberle & James Connor, Allturf | 10. Phil Song, Lambton G&CC; Mark Hughes, Cutten Fields; Jason Macrae, Target Specialty | 11. John McLinden, Ladies GC of Toronto; Mike Jennings, Maple Downs G&CC | 12. Rick Bутtenham, The Links at Dover Coast; Julia Webber, Fish Farm Supplies | 13. Tim Lenko, Steve Pitkin & Tyler Szela, The National GC of Can | 14. Mark Scenna, Target Specialty & Rob Field, Brett Young | 15. Corey Young, Lebovic GC, Adam Kimber, Westmount G&CC, Nick Berdusco, The Thornhill Club | 16. Chris Millard, Hockley Valley Resort; Barry Johnson, Belchim Crop Protection Can.; Jason Edwards, Marlwood G&CC | 17. Right back at'cha! Matthew Breznikar, Granite GC; Andrew Radonicich, Hamilton G&CC.



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# OGSA Awards Lunch

The OGSA Awards Lunch was held at the OGCMC, at Sheraton on the Falls, Niagara Falls on January 14, 2020.



## 50 Year Member

The OGSA acknowledged Alan Beeney, OGSA past president (1977) and Life Member for reaching the 50 year member milestone. Alan was unable to attend the conference but was later presented with his commemorative bowl by OGSA director, Ryan L. Scott.

## Milestone 25 Year Membership Awards



(L-R) 25 year members Deb Dale (*The London Hunt*), Greg McFarlane (*The Thornhill Club*), Doug Breen (*Golf North*) with past president, Cory Janzen.

The following OGSA members, who were unable to attend, were also acknowledged for their longstanding support of the OGSA:

- Randy Booker, OGSA Past President and Superintendent at Otter Creek GC
- Karen Brown, Assistant, formerly at Granite Ridge G&CC
- Tracy Fowler, Assistant, Hamilton G&CC
- Scott Heron, Superintendent, The Toronto Hunt
- Terry Magee, Mechanic, from Magna GC
- Tom Margetts, City of Kitchener
- Donald Smith, Superintendent, Oakville Executive GC

## 25 Year Associate Members

- Frechette Lawn Care

## Scholarship Awards

OGSA is committed to broadening knowledge through formal education channels and by exchanging experiences and ideas with fellow members. One avenue of achieving this is through our scholarship program. We are thrilled to announce this year's winners.

### Hugh Kirkpatrick Bursary Winners



(L-R) Hugh Kirkpatrick Award winner Tyler Szela (*The National*) and president, Jason Boyce.

### Paul Brown Internship Award, funded by G.C. Duke



(L-R) Greg Brown (*Essex G&CC* and son of the late Paul Brown) with Andrew Crow (*G.C. Duke*) present Patricia Sloan's award cheque. Patricia was unable to attend the awards event.

### Turf Managers Short Course Award

This award is given to the student who achieves the highest marks and who is also currently employed at an Ontario golf course. This year's recipient is Rachel DeRuyte (*The National*). Rachel was unable to attend the awards event.

### Turfgrass Award



(L-R) Turf Grass Education Award first place winner William Ralston (*U of G*) and second place winner, Connor Hamilton (*U of G*).

### Heritage Award Winner



(L-R) Mark Schneider (*Nutrite*) accepts award on behalf of his daughter and 1st place winner, Quinn Schneider. 2nd place winner, Isaac McCutcheon, son of Craig McCutcheon (*Target Specialty Products*).



## Editorial Awards

Each year the OGSA and the editorial committee produce four issues of ONCourse magazine which is largely comprised of original articles and photographs that are submitted by our members. To celebrate the contributions our volunteers we presented the following awards:

### Barry Endicott Article of the Year Award

Lise Roseman winner of the Barry Endicott Article of the Year for her heartfelt article, "Small Fish in a Big Pond" was unable to attend the event but was acknowledged for her contribution to ONCourse.

### Photo of the Year Award



(L-R) Back to back winner Kendra Kiss (Magna GC) receives Photo of the Year Award, for her photo "Cutting the Putting Green in the Wee Hours" presented by Secretary-Treasurer, Al Schwemler.

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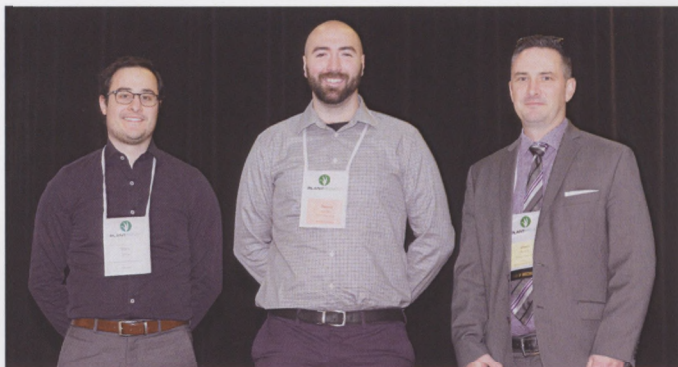
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## Social Media Awards

#todayinontario @OntarioGSA

New this year, the OGSA awarded three cash prizes to the top social media tweets from 2019 using #todayinontario and tagging @OntarioGSA. To see the winning photo, take a look at this issue's cover!



(L-R) Second place winner Marc China (St. Georges G&CC), first place winner Daniel Gelder (Devil's Pulpit Golf Assoc.). Awards were presented by director Owen Russell, (Markland Wood GC). Third place winner, Ashley Binkle (Dundee Country Club) was unable to attend the event.



Second place photo: Marco China, Assistant Superintendent, St. George's Golf Club, "One of the Red Tailed Hawks on the course watching over the greens crew this morning."



Third place photo: Ashley Binkle, Superintendent Dundee Country Club, "This is a #TodayInOntario pic if I have ever seen one #awesome."



# Assistants' Symposium



By Lisa Marie Pearce  
Turf Technician, Burlington Golf & Country Club.

Over the years, assistant superintendents have taken on more responsibility. The role of superintendent has advanced so much that the assistant is required to take on more as their super moves seemingly into a general manager type of a role.

During the 2020 Ontario Golf Course Management Conference, attendees had the opportunity to listen in on a golf course assistants' panel which was comprised of three successful assistants from around the province. Bobby Cook of Ottawa Hunt and Golf Club, Andrew Krek of Rosedale Golf Club, and Ken Tilt of The Club at North Halton. Scott White, Turf Specialist at Syngenta moderated the panel which included topics on staff recruiting, training, motivation and communication strategies.

## How do you go about recruiting staff?

As suspected, hiring starts early. Postings are advertised in February on Indeed and on the OGSA website. When looking for summer staff, Tilt expands his search out to the local high schools by handing out posters to create awareness to those that may not have known that working on a golf course is a great summer job although applications are aplenty for part time work, Krek mentioned that "Recruiting staff is not the challenge, it's finding those whom are educated." Tilt agreed, "Finding people is no problem, it's finding the *right* people."

## Do you work a typical Monday to Friday plus weekend schedule and what are your limitations on taking time off?

All three operate on different staff structures. Cook sets up three teams that operate on a six day on and three day off schedule. This allows him to have two teams on site at all times and completing full days on the weekends. Cook also finds this easier to cater to individual needs for time off, switching schedules and relying on

the key staff to step up.

Krek operates on a 12 day on and two day off schedule and hopes to try something new to optimize their budget by only keeping their key staff after lunch on Wednesdays and Thursdays.

Tilt's schedule is 11 on, three off - allowing his staff to have an extra day to recharge for their work week.

When it comes to vacation time, Krek and Tilt agree that it is important for staff to take a week off in the summer. Tilts says, "It helps both physically and mentally". Krek uses that time to go camping with his family.

Cook, on the other hand, said that he and his staff are "go, go, go all summer - not taking any extra time off until the winter".

## How far in advance do you make your daily schedule?

Daily tasks are posted using job boards and are discussed in morning meetings. Cook adds that secondary jobs are assigned later, and he tries to assign a variety of jobs to staff, stepping away from set jobs per individual. Krek and his team do not operate on a set mowing schedule. "We mow what needs to be mowed, when it needs to

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*be mowed," Krek comments. This creates training opportunities for all staff to retain knowledge and experience variety, which in turn, also opens up other morning tasks.*

### **Do you also train your staff on etiquette?**

Each course has its own policies and procedures when it comes to staff training and carry them out in ways that work best for them and their club. Krek's approach is reminding his staff daily that how we present ourselves is important. *"Members are always around and watching. We need to constantly relay that we are always working."*

### **How do you approach this technology age with staff? Are they allowed to have cell phones on the course?**

The short answer is yes. Krek and Tilt said that they use them as a tool. The ease of being able to blast out a message to all staff makes their jobs easier. Communication is heightened when cell phones are on hand. As long as the staff member is not taking advantage of this privilege they see it as an asset, not a problem. The use of cell phones in conjunction with radios, communication is at its highest level. *"We live in a cyber world of Communic-abolics,"* says Tilt. When it comes to an employee calling in sick, all three agree they would rather a text sent directly to their cell phones. A text is most prompt, allowing them to rearrange their staff immediately.

### **Do you find that you need to incentivize staff and how do you go about doing so?**

Cook says, *"It's a delicate balance. It's good to recognize great work, but you need to be aware of how you make others feel, when singling out a specific person, or over recognizing the same people on multiple occasions like the employee of the week."*

The three panelists motivate and recognize the staff as a whole by organizing staff BBQ's and breakfasts during events such as club championships or member/guest tournaments. Group outings outside of work are encouraged.

### **Communication is key. What ways do you find most helpful in being on the same page?**

The panelists discussed the importance of finding the best ways of working with all departments and maintaining relationships with all managers. Tilt focused on the importance of being friendly and approachable and building a relationship with the Pro and other staff members. He also says, *"miscommunication can be eliminated with the comfort of a good working relationship. We all have different*

*personalities, and with that comes strengths and weaknesses."* Tilt and his superintendent use an online quiz called '16 Personalities' which has helped them determine the differences about how they, as individuals, work and operate. This digital tool has maximized their communication. *"Communicating on a different level with a higher understanding."*

Krek attends greens committee meetings and chats with the general manager and pro on a daily basis to maintain optimal communication. Cook's approach is similar, attending meetings and communicating with the general manager by phone or email.

### **Is there a technology that you couldn't imagine living without?**

Clipping yields have been a useful tool for the assistants. *"Each green grows differently. It's interesting to know how each varies by looking at each green individually."* By collecting this data, they are able to know how to feed for growth. Cook also uses this method, taking three yields a day and applying nitrogen rates based on the readings.

Tilt does not collect clippings, but uses tools such as the TDR, Stimpmeter and the 'Thump' method for firmness. Cook and Tilt log their readings daily and keep them from year to year. While Krek stated that they track and keep the clipping yield records for no more than a seven day interval. Their stimp and TDR readings are noted but not logged in spreadsheets. Certain models like the Smith-Kerns and Growing Degree Days have also been successful tools in their careers.

### **'What is the one event that stresses you the most?'**

Stressful events included Mother Nature, irrigation issues after a lightning storm, timing of applications and early mornings - 'who's going to show?' These are common stressors along with expectations from the GM and members, budgets and staffing. Seems about right.

### **What would your favorite job be if you could do anything on the golf course?'**

Cook's favorite job is watering greens and taking moisture readings. Krek enjoys changing pins and watering greens and Tilt is happiest digging irrigation holes.

This panel discussion emphasized just how dynamic today's Assistant Superintendent's role is. It was nice to hear a few seasoned Assistants share their candid answers and real life experiences. ■





# Winterkill Causes and Prevention Strategies



By Dr. Kevin Frank, Michigan State University  
Photos by Al Schwemler, The Toronto Golf Club.

Every year since the record shattering winter of 2013-2014 which killed turfgrass across a wide swath of Canada and the U.S., somewhere in the north turfgrass has suffered winterkill. In some years it's been ice cover that has caused death and in other years it's been crown hydration freeze injury or even desiccation injury on exposed sites causing damage. The two types of winterkill most common in Ontario, besides snow mold, are crown hydration and ice sheet injury.

## Crown Hydration

In general, annual bluegrass (*Poa annua*) greens and fairways are the most susceptible to crown hydration injury. During the warm days of late winter, annual bluegrass plants start to take up water (hydrate). Potential for injury exists when a day or two of warm daytime temperatures in late winter is followed by a rapid freeze. The most common time for winterkill associated with crown hydration and refreezing to occur is during the late winter and early spring when there is snowmelt or rainfall and then refreezing of the water that has not drained away. Crown hydration is a problem during these events because ice crystal formation can occur in the crown of the plant. Ice crystal formation will rupture the plant cells and ultimately cause the plant to die. Annual bluegrass is more susceptible to crown hydration injury because it emerges from dormancy and begins taking

up water earlier than creeping bentgrass. Creeping bentgrass remains dormant longer, and therefore does not take up water and is not as susceptible to crown hydration injury during the late winter period.

## Improve Drainage

The key to preventing or reducing the incidence of crown hydration freeze injury is good drainage. For putting greens that lack adequate surface drainage, consideration may even be given to recontouring greens that are annual victims of crown hydration injury. Less dramatic measures include cutting cup cutter-sized holes in poorly draining areas and filling the cores with gravel or sand to try and move the water away from the surface. Another more common tactic is to cut sod strips from greens to facilitate water movement off the greens once snowmelt begins.

## Ice Sheets

In Ontario especially for annual bluegrass greens, crown hydration and subsequent refreezing are often the primary culprits of winterkill. However, ice sheets are always a cause for concern. In the 1960's James B Beard conducted research at MSU on survival of creeping bentgrass and annual bluegrass under ice sheets. Creeping bentgrass survived 120 days of ice cover without significant injury while annual bluegrass was killed somewhere between 75 and 90 days of ice cover. More recently Darrell Tompkins conducted research at the Prairie Turfgrass Research Center in Canada

that suggested annual bluegrass greens could be damaged in as few as 45 days under ice. My own observations, ice duration on annual bluegrass past 30 days is risky business. The primary cause of death to turfgrass under ice sheets is most likely from toxic gas accumulation under the ice sheet from soil and turfgrass respiration. The day estimates for turf survival are just that, estimates, use them as a guide but know that they are not absolutes.

## Winter Snow and Ice Removal

This can be a very difficult question to answer as many factors come into play and the ability to actually do it varies by golf course. Should you remove snow and ice and if so, when should you start? Although some courses have been successful with removing snow throughout the winter, this is not feasible for many courses due to either lack of personnel or snow moving equipment.

Instead of being concerned with removing snow from the first event to the last, consider developing a removal strategy that targets ice duration and snowmelt that could lead to crown hydration freeze injury. For example, if ice forms and is in place for greater than 30 days on annual bluegrass greens, I would definitely make attempts to remove. For crown hydration freeze injury, consider removing snow in late winter/early spring prior to anticipated snowmelt.

## Manage Shade

Winterkill preys on weak turf. In many instances, winterkill patterns mirror shade





patterns on greens. Turfgrass growing in the shade is simply not as healthy as turfgrass growing in full sunlight. To compound the problem, trying to reestablish damaged greens in the shade results in longer recovery time than greens recovering in full sunlight. Improving sunlight penetration to greens by removing or thinning tree canopies will improve turfgrass health and ultimately may improve the odds of turfgrass surviving winterkill events.

### Consider Covers

Devastating winterkill events in recent years have increased the use and interest in cover systems. Keep in mind that all covers are not the same. The permeable covers that some golf courses have provide a tremendous advantage in reestablishment but will not provide absolute protection in the winter from thick ice cover. Permeable covers will certainly provide some buffer or protection from low temperatures and desiccation and should be used if available, but if winter delivers a dose of lengthy ice cover, permeable covers can't be counted on to prevent damage.

Impermeable covers will protect the turf from ice cover damage but are not necessarily a panacea for all your winter worries. Impermeable covers need to be "tucked down" tightly to the surface to prevent any water from getting under the cover. Impermeable covers will prevent gas exchange with the atmosphere, so in that respect they actually mirror thick ice sheets. Venting (exchanging air under the cover) impermeable covers has been used successfully throughout winter to

reduce the risk of anoxia developing under the cover.

### Steps in Recovery

Reestablishing turfgrass in damaged areas can be very challenging in the spring due to cool, cloudy conditions that often persist. Depending on the extent of damage, either seeding or sodding may be necessary to facilitate recovery. In areas where the turf was killed in a manner that there are well-defined margins between dead and living turf, it may be feasible to strip dead turf and sod the area. In areas where the kill was more scattered it may be easier to seed the area. Seeding can be difficult, especially on damaged areas of greens. Inter-seeding creeping bentgrass into dead areas on the greens has given mixed results but is really the only option for seeding. Recently, researchers at the University of Minnesota found that temperatures below 7 °C didn't allow for sufficient germination regardless of bentgrass cultivar but at temperatures typical of mid-April the cultivars Proclamation, Declaration, and Pure Select had the best germinability. Tools like the Job-Saver aerator attachment, which produces numerous small, shallow depth holes, also increases the success of an inter-seeding program. The inter-seeding process should continue on a weekly basis until the damaged area has completely recovered. On greens that are predominantly annual bluegrass, often it is better to scratch the surface of the dead areas to allow the annual bluegrass to germinate and fill in the voids. Keys to success for renovating winterkilled

areas are to divert traffic from newly seeded areas, apply light fertilizer applications to stimulate growth, and irrigate to ensure that the seedbed or sod is moist throughout the establishment period. ■

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The stigma around using annuals in gardens is that they require high inputs - high maintenance, require lots of deadheading, more fertilizing, more watering, and they have to be purchased every year. Some of that is absolutely true, particularly the purchasing (annuals don't survive our winters).

However, for the rest of it, I always like to question what the other options are before dismissing the idea of using annuals because there is certainly no such thing as a no maintenance garden regardless of the plants you choose. Consider some of the benefits to planting annuals.

1. You don't have to wait a few seasons for the plant to get bigger to produce its best show. You also don't have to wait for a certain time in the growing season for it to show its interest which is the flower or foliage colour. Typically, a couple weeks after planting the show starts and stays until frost comes.

2. The market for annuals is massive, and because of this, production growers are able to improve on product options (more disease resistance, better growth habits, increased flowering, new colours and so on).

3. There are a lot of options for plants grown for their foliage colour, texture, and shape which has been a growing trend for a number of years now. From a maintenance perspective, annuals grown for their foliage as the interest don't require deadheading. Some examples of foliage annuals are Sweet Potato Vine (*Ipomea*), *Coleus*, and *Dusty Miller*. These species have been used for years and through breeding developments there are an unbelievable amount of varieties within each of the aforementioned plant species

that come in an array of colours, sizes, and leaf shapes.

4. Annuals aren't as high maintenance as people think because they are fast growing. Annuals spaced closely together in masses quickly grow into each other. When this happens two things occur. One, they out compete weeds reducing weeding. And two, once they fill in, they shade the soil reducing water evaporation.

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You don't have to wait  
a few seasons for the  
plant to get bigger to  
produce its best show.

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If I've sold you on planting annuals, here are some of the easiest to grow, low maintenance, high aesthetic value annuals available.

The first and foremost is *Begonia Benariensis* 'Sure Fired'. The entire Surefire series developed by Proven winners are amazing to work with. These plants require zero deadheading, they tolerate a range of soil conditions, they are drought tolerant, disease resistant, they do well in both sun and shade, and are a great massing plant but can be used sporadically through mixed beds as well. Once they fill in there is very little weeding required amongst them. They are a solid mass of blooms from spring until frost. They will also handle a couple frosts before they become unsightly. I recommend giving them

a pinch before planting, depending on what kind of shape they're in when purchased, to increase branching and a bushier habit. These plants are worth every penny and will give a show that will make your members think is money well spent.

*Cleome* also known as spider flower can be a vigorous grower depending on the variety you choose. Although I love the older varieties because of how showy the flowers are I recommend some of the *Cleome* Hybrids like *Pequena Rosalita* or *Senorita Rosalita*. Through breeding these have been developed to be better performers and easier to grow than their predecessors. However, what they gained in sturdier branching structure, increased disease resistance, controlled height and losing their thorns, they lost some of the size of the individual flowers; the plants still produce an abundance of blooms, so the affect is still relatively the same.

*Lobularia* is another favourite of mine when it comes to low maintenance with high performance. Also known as *Sweet Alyssum*, the varieties are mainly white with the exception of a purple. The varieties range in growth habits from short, compact and low spread to trailing to bushy. *Lobularias* are very easy care for and show solid masses of colour for the entire season. They'll require one heavy sheering at a point when the plants start to look a little tired to reinvigorate their growth but then it's back to masses of blooms again for the rest of the season.

To me these are the best in class annuals when it comes to easy care and high performance but there are others out there that are easy maintenance and give you a good show such as *Marigolds*, *Euphorbia*, *Sweet Potato Vines*, or *Coleus*, and *Portulaca*. Like anything, you can't paint all annuals with one brush. Some annuals are more work than others however, putting plants in the right locations helps, so does having good soil for them to grow in, which can minimize watering and additional fertilization. Failures in these two areas would even cause a perennial or shrub garden to become high maintenance. ■



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By Connor Hamilton and Matt Smit, University of Guelph, DTM.

There is a lot of truth in the saying, “you never stop learning.” Time is the greatest teacher, and it is through the experiences of life where we learn the most. Sure, formal education is a vital component of our learning experience, but it can never fully recreate what one experiences outside of the classroom in the real world. That is why attending conferences such as the Ontario Golf Course Management Conference (OGCMC) are so vital for student learning; and on behalf of Brett Young’s Future Leaders program, sixteen students were able to attend this year’s OGCM conference.

As a young turf professional looking to start a career in the not so distant future, opportunities to learn and network within a professional environment are priceless. Finding a future employer or even simply strengthening relationships with past employers/colleagues has never been easier. Instead of having to wait for a job fair or spend endless weeks hunting for a job, you can simply walk over to the table next to you and start a conversation. In addition to the networking opportunities, the educational programs at this year’s conference were exceptional. The topics were interesting, engaging, and applicable to both superintendents and students alike. It was a real pleasure having Jack Armstrong start off the conference with a powerful message, and that appreciation extends out to all the speakers who made it out to the conference. All the students were enthralled by the topics discussed by our industry leaders and it was interesting to hear them describe how they go about their daily situations. The assistants’ panel in particular was very engaging for us as students. Upon graduation it is likely that we will step into an assistant position (or a similar role) and so the information presented from this panel discussion provides a glimpse into our future careers. *“The OGCMC was a great experience, especially for us first time attendees. There were a variety of talks on numerous subjects which gave us a perspective on how to succeed in the industry.”* – Tommy Wong, first year DTM student at the University of Guelph.

Part of what makes a conference successful is the venue itself, and this year it was spot on. The facilities, service, and food were all amazing and there was plenty to do outside of the conference. From the many conversations that we have had, it is safe to say that the majority of the

networking happens outside of the conference while grabbing a bite to eat or maybe a quick drink (or two). The dinners and social events gave us an opportunity to mingle and possibly meet our future employers for years to come. While our main focus as students is to network with other turf professionals and learn as much as we can, we cannot ignore one of the most important reasons for attending events like this. It allows us as a group to bond with each other and form relationships that we will remember for the rest of our lives. With such a large group of students and different schedules we were able to get to know one another and help each other with whatever we may be facing. That is the best part of our industry. With such a tight, welcoming community it is reassuring to know that there are so many great leaders who are willing to help and provide guidance.

The continued support from the OGSA and Brett Young and the warm welcome from the rest of the industry is what really makes this such an inviting event for turf students. With everyone constantly approaching us and making us feel welcomed, we as students feel we are in the right program and career choice. With a head full of knowledge, and an address book full of new contacts, it excites us for what is to come further down the road! ■



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# Five Years Ago Today

### THE 2015 OGSA BOARD OF DIRECTORS



*The board of directors in 2015 were as follows: (Back L-R) Jason Boyce, Smuggler's Glen GC, Tim Muys, Piper's Heath CG, Cory Janzen, Westmount G&CC, Rod Speake, Mill Run GC, Chad Vibert (sec), Mad River GC. (Front L-R) Sally Ross, OGSA (executive manager), Phil Scully (past pres), John McLinden (pres) Ladies GC of Toronto, Mark Prieur (vice), Trafalgar G&CC, Scott White, Donalda Club.*

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The OGSA staff consisted of Sally Ross, executive manager, Natalie Andrusko and Laura Clayton.

"Green is Beautiful" was looking for a new name. There was a contest held and it was decided that the new name would be "ONCourse".

### ON THE MOVE

Brent Wickett moved from Bushwood GC to North Bay. Robert Clark (assistant) left Muskoka Lakes G&CC and went to North Bay G&CC and Mike Pellerin went to Saugeen GC. David Mossip went to

Columbus G&CC. Steven Jones went to Hornby Glen GC and Wray Barrett went to Southbrook G&CC.

Xgd Systems hired Mark Hughes and Engage Agro hired Paul Grotier as new sales representatives.

### MILESTONES

50 Year membership plaques were presented to Sam DiPinto and OJ Piccolo. 25 Year membership plaques were presented to Robert Ackermann, Weston GC, Richard Butler, St. Andrews Valley GC, Aldo Bartolon, Lookout Point CC, Richard Battenham, Tri-Links, Ray Dlugokecki, Springfield G&CC, Doug Francis, Little River GC, Steve Holmes, Bomanville G&CC, James Hopkins, Deer Creek GC, Stephen Jones, Oakville Executive Golf, Jay Kulak, Port Colborne CC, Paul Scenna, Beacon Hall GC, David Tascone, Granite Ridge GC and Alex Weatherson, Glen Cedars GC.



*(L-R) Lamont Anderson receives recognition for hosting the CAN/AM Challenge, with president, John McLinden.*

Associate member companies who received 25 year plaques were Fast Forest, Ontario Seed Company and Plant Products Inc.

The Toronto Board of Trade CC celebrated its 50th year where Gord Witteveen served for 28 years as superintendent before retiring in 1999.

### AWARDS

The Barry Endicott Article of the Year went to Reg Langen, Richmond Hill GC and the Photo of the Year went to Matt Booth, Oshawa GC.

The Ontario dog selected to appear in the Lebanon Turf Dog Calendar was "Hunter" owned by John McLinden from the Ladies GC of Toronto.

### IN MEMORIAM

Golf course builder, Charles Joseph Muylaert, passed away on January 3rd. Charlie, in partnership with his twin brother





(L-R) Hughkirk Patrick Award winners Virginia Kinney, Reg Langdon (also winner of Barry Endicott Article of the Year) and Ken Tilt, Turfgrass Education Award winner Chris Copeman and Turf Managers Short Course Award winner Michael Gentry.



The Presidents' Day Tournament, first place winners from The Toronto Hunt.



(L-R) Paul Scenna, Scott Horsburgh (Plant Products), Ray Dlugokecki, OJ Piccolo, Dave Schmelefske (OSC), Aldo Bortolon, Richard Buttenham.

Rene Muylaert (2005), designed and constructed over 30 golf courses throughout Ontario. Sean Evelyn, superintendent at Cedarhurst GC, passed away May 20th at the age of 54.

Al German, superintendent at the Scenic City GC in Owen Sound for over thirty years, passed away.

## TOURNAMENTS

The Can/Am Challenge was held at Pointe West GC on April 27, hosted by Lamont Anderson, with the Americans winning 26 to 25.

The Pro/Super Challenge was held at the Black Bear Ridge GC on June 1st, hosted by Bill Fach. First place went to Andrew Lambardo, Wyndance GC, second place went to Peter Kinch, Lambton G&CC and

third place went to Aaron McConnell, Bay of Quinte G&CC.

The Presidents' Day Tournament was held on July 13 at Lambton G&CC, hosted by Peter Kinch. The winning team of the day was Scott Heron, The Toronto Hunt, second team was Jim Flett, Muskoka Lakes G&CC, third team was Jason Harris, Orr Lake GC, fourth place team was Chris Andrejicka, Essex G&CC and the fifth team was Wade Beaudoin, St. Thomas G&CC.

The Alex McClumpha Memorial Tournament held on October 5th at Markland Wood GC, was hosted by Owen Russell. The winner of the George Darou Trophy was Duane Schmidt from Woodstock Meadows GC presented by Ron Craig of Turf Care Products. The low gross superintendent was Brad Bell from Lakeview GC with a 78. ■



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# The Interview

By Doug Breen,  
Superintendent,  
Golf North Properties.

When did not showing up for job interviews become a thing? It's happening in every department; and so I'm told, in almost every other industry in Ontario. Is this a symptom of some greater social issue? A lack of respect for other people's time? Is this a function of the internet age? A generational thing? There's an epidemic of people applying for jobs, setting up an interview time for that job, and then not showing up for said interview. Any attempt to contact the applicant after the fact, results in what the young people call "ghosting".

This happened to me about three times in my first thirty years of trying to hire people. Now it happens three out of every ten interviews. God help you, if you're trying to hire someone to work in a kitchen! Advertising for cooking staff usually yields a paltry dozen resumes, even if you use every online/newspaper/job board option available to you. Four of those applicants will be from outside the Western Hemisphere, two will be papered chefs with an attitude to match, and only one of the remaining four will actually show up for the interview. Chances are, that person will have watched too many *Celebrity Chef* shows on the Food Network; and think that screaming at servers and dishwashers while throwing potatoes around the kitchen will be acceptable.

In the turf world, it's no better. Apart from the 25% who won't show up, at least one will have a parent who wants to sit in on the interview, two will have an objection to being outside, and another will be allergic to cut grass (or the sun) (or both). Most will be surprised to find out that the job involves standing, "Don't we just ride the mowers?" They'll tell you that they need money for school, so they'll take as many hours as you



If the interview is over, I'd like to get a couple selfies.

can give them – as long as those hours don't add up to more than 30 per week, or are after 3:00pm, or fall on weekends.

A few weeks ago, our office was trying to hire for an entry level accounting position. Four interviews were scheduled, three showed up, while the fourth apparently evaporated and left the planet. The interview involved a basic accounting aptitude exam, which seems reasonable for an accounting position – but not to one of the applicants, who left the building halfway through writing it. One of the remaining two was caught cheating on the exam, and the last remaining applicant failed it.

But let me be clear – interviewing poor candidates isn't new. Unmotivated student labour isn't new. But simply failing to show up for a scheduled interview – that's a new phenomenon. As a card-carrying embittered member of Generation X, I'd love to pin this on Millennials and blame their Baby Boomer parents for raising them with an elevated sense of entitlement – but it isn't a generational thing. We've had people of all ages ditch us. When people over fifty start taking part in a social trend – it's transgenerational.

There are plenty of thinkers who blame

the internet for numbing us socially. When we sit and type into screens all day, as opposed to having real conversations with people and looking them in the eye – it is gradually making us more and more rude. There is no question, that people will pound things into a keyboard, that they would NEVER, EVER say to you in real life. The comments section on any social media platform are a dehumanizing cesspool. Many sociologists have been predicting for some time, that our online habits would eventually become real world habits. Perhaps the relative anonymity of a phone call to schedule an interview, is close enough to the complete

anonymity of the internet – that leaving an interview panel waiting (and looking at an empty chair) seems acceptable. I mean, no one really knows who you are yet.

I recently spoke to a course who does their first round of interviews in groups of a half dozen or more. It allows them to see how applicants interact with each other, while ensuring that the time isn't wasted, even if half of the interviewees don't show up. Generally, they'll come back for the second round, once they've met face to face – but whenever possible, the second interview is done that day as well. There are pockets of Ontario, where unemployment often dips below 1% – so you'd best make an offer right away. Although – there have been some folks who got the job, but never showed up for their orientation or first shift.






I'm not sure what to blame for this new phenomenon. Perhaps it's one of the causes listed above. Perhaps it's some combination of all of them. Either way, it's an epidemic which is spreading like wildfire, and it's my hope that it's a passing fad. If it passes quickly (like the pet rock) that would be outstanding. If it hangs around and becomes the new normal, we're all going to waste a lot of time each spring. ■





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