

"Green is Beautiful"

Ontario Golf Superintendents Association

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JUNE 1975

PRESIDENT'S MESSAGE

As everyone is preparing to meet the challenge of another golf season, it seems only a short time ago that we closed the courses for winter. By now, many of your plans for the coming year have been formulated. As everyone realizes the planning and budgeting for the coming seasons seems to become more difficult each year. The labour shortage has been with us for a few years and now shortages in many of our supplies are a very real problem. Products used widely in this area such as Daconil, Meco-prop. are not available for purchase. Not only are they unavailable but the costs when they do become available will more than double in some instances. Parts for many pieces of equipment that were once readily available now necessitate two or three month delays for delivery. These problems are testing the ingenuity and management skills of Superintendents at a time when clubs are very aware of the economic factors affecting the business community. We as a group must explore every avenue available in maintaining the high quality of our courses, and at the same time keep maintenance costs in check.

One area most of us can improve is in the area of purchasing, quite often we buy in small quantities as the need arises. With proper planning we can purchase our supplies for the year in one order. Good business practise also dictates that as many quotes as practical be obtained before purchasing your material.

Times, such as these while very testing also provide the opportunity for us to prove our worth to our clubs. As the old saying goes, "Necessity is the mother of invention", and we as the saying goes will overcome these hardships while maintaining and improving the playability of our courses.

Paul Dermott

BARRIE COUNTRY CLUB — HOSTS ONTARIO OPEN

The year 1975 will be a milestone in the history of the Barrie Country Club. Although the course is less than six years old, the fact it was selected for this year's Peter Jackson Ontario Open speaks highly of its condition and maturity.

John Stoughton has been the Course Superintendent since its inception, a member of the O.G.S.A. since 1951, and although the unseasonable weather has deterred growth, the fairways and particularly the greens have come through the winter in fine shape. Frankly, John says he has never seen the greens in better condition so early in the season.

During the Ontario Open on June 13, 14 & 15, the top Canadian and some U.S. Pros will find the course one of the most challenging 18-holes in Ontario.

The Barrie Course has larger than average greens, most of which are undulating, some very narrow fairways with enough yardage to test the best competition. (6818 yds.)

Two of the most scenic holes are the par 4 No. 10 and par 3 No. 16. We all wish, John best of luck in preparing for this premier event.

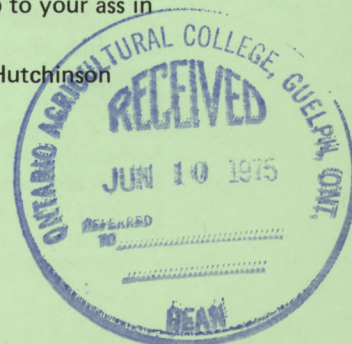
Best of Luck, John

THOUGHT FOR THE DAY

All employees should be trained, educated, interested and motivated to the point that they can foresee problems and think of possible solutions and answers before the problems arise.

It is easy to convince yourself that you should have drained the swamp, when you are up to your ass in alligators.

John Hutchinson



WHAT IS HAPPENING IN THE AREA RELATIVE TO THE GOLF COURSE SUPERINTENDENTS' FUTURE?

By Robert M. Williams, Supt. Bob O'Link G. C.
Medinah Clinic
December 3, 1974

If I were to answer this question in a nutshell, I'd refer to that old cliché that we have some good news and some bad news. First, the good news: Today's superintendents are better qualified, more talented, more articulate, more efficient and producing better results than ever before in the history of golf. Now for the bad news: The clubs can't afford them.

My report is based upon a combination of my own observations over the past 48 years and a recent opinion survey of a number of representative superintendents within the area. The data revealed complete agreement as to the changing trends in our profession.

Let us divide this subject into 3 general categories:

1. The Superintendent. (A personal profile)
2. The position of the Superintendent.
3. The profession of the Superintendent.

So, what changes do we see in today's superintendents relative to our counterparts of 20, 30 and even 40 years ago? First, he is much younger. We have only a handful of active supers today age 60 or over. In fact, we have relatively few in their 40's and 50's. The predominance is in the 25 to 35 year age bracket. Next, he has a better technical and general education. The majority of the "NEW BREED" are graduates of our University Programs such as Penn. State, Michigan State, Purdue, Rutgers and others. In addition to these, our Community Colleges are getting more active in Turfgrass Management training.

In line with his better education, today's superintendent is demonstrating better business management practices and executive ability. More records are being kept, more attention is given to costs, budgeting and prudent purchasing.

We find today's superintendent doing a much better job of communication. Both with his fellow superintendents and with his club officials and the golfers.

The younger men in the field display more aggressiveness and more independence than their predecessors. These two factors tend to impress me with the feeling that there is somewhat less of the old "Labor of Love" that was so outstanding in the "Old Timers."

My observation of the profile of today's superintendent is that he is:

- Young
 - Well educated
 - Technically trained
 - Efficient
 - Executive oriented
 - Well dressed
 - Capable of the social graces
 - Articulate
 - Aggressive
 - Uses a good balance of family and job interests
 - Self-confident
 - Respected and appreciated by both his employers and employees
 - And he has a great love of the game of golf.
- There are many to be thanked for the progress

that has been made. The schools, the teachers, on-the-job training programs, researchers, industry, the golf clubs and the local and international superintendents associations.

"THE POSITION OF THE SUPERINTENDENT"

Again, WHAT IS HAPPENING IN THE AREA? —

Let us look at the salary scale. We must admit that salaries are not bad, but they are barely keeping up with the rate of inflation. One superintendent contacted in the survey noted that many superintendents are not being paid as well as the truck drivers that deliver supplies to the club.

With an annual inflation rate of over 5% in recent years, our salary levels should have about doubled in the past 15 years, just to keep abreast and with no allowance for merit raises. I recall a salary survey we made here in the area about 1960. We found at the time that our range was approximately from \$10,000 to \$18,000, with a median of about \$12,000. Today, 15 years later, my sampling indicates that we are generally in the \$15,000 to \$30,000 bracket with a median of about \$20,000.

Quite a number of superintendents are now engaged in outside business ventures such as landscaping to supplement their incomes. Most all of these that I know of do so with the sanction and knowledge by their clubs and officials. Of Course, this was always a no-no with the old guard as they were fearful of being accused of a conflict of interest. Especially at times when their turfgrasses might be under undue stress.

In addition to the salary situation, the fringe benefits have not kept pace either. For instance, surprisingly few clubs have retirement programs. I believe we have to place a good deal of the blame here on ourselves, along with the club house managers and the golf professionals. We have not done a good enough job of selling the need for programs of retirement, medical benefits, hospitalization, life insurance, business expenses, transportation, etc. In my estimation, it is high time the GCSAA, PGA and the CMA organizations get together and offer package benefit programs for all personnel at golf clubs across the nation. In this vein, I was pleased to read GCSAA President Baskin's message in the recent issue of "The Superintendent" magazine wherein he appealed to club officials in regard to retirement programs.

Further on the subject of the superintendent's position. We must take note of the decisions being made by our clubs when they find it necessary to replace their superintendents. Generally speaking, clubs are bypassing consideration of experienced superintendents in favor of young relative newcomers to the profession. This indicates that club officials are attempting to save dollars. Personally, I'm pleased to see these young men being placed in these responsible positions for their own personal welfare, but at the same time, I'm concerned by the fact that some clubs are paying more attention to the price of a new superintendent, than they are towards his qualifications and his proven ability.

Perhaps the most significant factor affecting the superintendent's position today is the state of the economy which puts us in a business recession along with high inflation. Membership waiting lists are shrinking or wanting. Dues and costs are up, business expenses have been curtailed, the stock market is down and all of these factors hurt club activity and income. Undoubtedly we will see more belt

tightening by the clubs for 1975 and possibly even longer.

Another concern relative to the superintendent's position centers around the observation that we are seeing an increase of clubhouse managers using the title of General Manager. However, very few are functioning as such. I believe superintendents ought to take a long, objective look at this situation and collectively take a position either pro or con. This is really another subject in itself. With this thought in mind, our educational committee has placed the subject on our program later this afternoon so that we may have the benefit of additional insight into the situation.

THE PROFESSION — WHAT IS HAPPENING?

All of the superintendents that I interviewed on this subject were most optimistic towards the future of the Golf Course Superintendent.

Presently, job opportunities continue in golf and particularly in the allied fields such as:

- Landscaping
- Commercial representatives
- Parks Management
- Industrial grounds management
- Real Estate complexes
- Corporate superintendents
- Golf Course architecture
- and Cemetery Maintenance.

As we look into the future of our profession, we have to be aware of the old factor of supply and demand. Are we training enough or too many new men for the field? The National Golf Foundation tells us that we are constructing about 200 new courses per year, at this time, which is a slowdown from the past 10 year average. Not all of these would require new superintendents as some are additions to existing operations.

In addition to new positions at new courses, we will have to replace those superintendents who leave the profession for one reason or another. Judging from the mortality rate of GCSAA members, a projection of the entire field would mean a loss of some 120 men annually. So, between the new jobs and the replacements, we would estimate a demand for about 350 new superintendents a year.

Incidentally, I looked at this from another viewpoint and came up with a relatively similar figure. Taking the 11,000 present courses and figuring that each superintendent will work at his job for 40 years, we would require 275 men a year to keep the jobs filled and perhaps 500 men if the number of clubs were to double in the next 40 years. So I believe 300 to 500 new men annually is a fair ballpark estimate.

Now to look and see how many men we are training. Dr. Daniel, of Purdue University, recently told the American Society of Agronomy that he surveyed 56 schools and came up with a total enrollment of approximately 1160 turfgrass students, with 445 graduates this past June. Some of these students will end up as commercial representatives, researchers, and teachers. Some others will leave the profession. Also, we will have additional men who will come into the field without formal university training. All-in-all, even with rather nebulous figures, it appears that we are currently training about 500 men annually for about 300 to 500 jobs.

It seems to me that we are just about keeping pace with supply and demand at this time. However,

GCSAA and the schools will need to keep up liaison so that graduating students will not be disappointed in job opportunities. Our scholarship program of GCSAA has been active in providing funds to encourage and assist students in Turfgrass Management. (approximately \$20,000.00 annually) Here too, prudent planning for the future is definitely needed.

To summarize, "What Is Happening In The Area"? I believe we will agree that we are doing quite well but we must keep alert to changing times and make adjustments accordingly. Additionally, we must not lose sight of the fact that industry and research has played a terrific role in upgrading our profession and maintenance standards for golfers. The sophistication of our modern tools, particularly automatic irrigation and mowers, has given us a whole new ballgame. Advancement in research is developing new horizons in the use of chemical controls for plant growth.

As to the "Outlook For The Future", I have a great deal of confidence in the new generation of superintendents. With continued dedication and cooperative effort by all of us, I'm sure the superintendents, the profession and the playing conditions will continue to show improvement in the years ahead.

"Taken from Weeds, Trees and Turf"





Paul Scenna - Host Superintendent for June 13th Meeting

AREA NEWS WEST

Congratulations to David Chapman on his new position at Victoria Park Course, Guelph and to Russ Thurston on his new position at Cambridge Country Club in Cambridge, Ontario.

The Cambridge area golf courses wintered very well, free of disease. By the 26th of April they all should be in full operation.

Regarding my club (Galt Golf Club). On the 19th of April the water was just 5 feet shy of the 19-1/2 feet of last year. This year we are free of damage as our new dike worked. The water was just 4 feet below the top of the dike.

Paul Scenna

Hope your course is ready, for the next meeting, as we again expect a large group.

NEXT MEETING — O.G.S.A.

Host: Paul Scenna
 Date: June 12, Thursday
 Place: Galt Golf Club, Cambridge, Ontario
 Time: Golf - 8-9:30 a.m.
 Lunch - 12:30-1:30 p.m.
 Turf Plots, University of Guelph
 2-4:30 p.m.
 Equipment Display, Refreshments
 5:30-6:30 p.m.
 Then Dinner

Paul hopes to see you all there.

AREA NEWS EAST

Most golf courses in the area came out of the winter in very good shape.

At the Dalewood Golf Club, Hugh Kirkpatrick brought the Penncross greens and tees out of the winter in super shape. He got 100 % control of grey and pink snow mold, but he left one strip at the back of one tee to find out the degree of control he was getting and to find out if he was wasting his money. The area was completely covered with pink snow mold. Congratulations Hugh.

The Trentontown Course has been open since Good Friday because of the nature of its topography, but for all other courses in the area it has been the last weekend in April or the first of May.

A good drainage system is obviously a good foundation and asset on which to build a golf course, if you are going to get maximum returns from your investment. However, if the system is to continue to be an asset a yearly maintenance program consisting of checking outlets in the spring and fall and flushing plugged lines with the irrigation system during the summer is necessary.

John Hutchinson

O.G.S.A. HOLDS DANCE

Summit Golf Club was the location of the Annual "Kiss the Girls Good-bye" (for the summer only) Dance. This dance had to be postponed due to a heavy April Snow Storm. Unfortunately, the response was not excessive, but the utmost credit is due Bob Hall and other organizers.

One of the highlights took place at the cribbage table with two Stag participants David Gourlay and Whitey Jones. They were playing the Manager Bob Carriere and his Assistant Carl Mocary when Bob secured a perfect hand, counting 29. This accomplishment is more unusual than a Hole-in-One.

NEW MEMBERS

Mr. David Chapman	Cambridge Golf & Country Club
Mr. Dick Ingram	Lido Golf Course
Mr. Stephen Miller	Dundas Valley Golf & Country Club
Mr. Alan Mills	South Muskoka Golf & Curling Club
Mr. Gordon Orr	Kleinburg Golf Club
Mr. Walter Hach	Conestoga Golf & Country Club
Mr. A. M. J. Murphy	Indusmin Limited



Norm McCallum and Jack Eggens (with drink) organize tour of Turf Plots.



1974 — Tour of Research Plots

Left to right (front row): Paul Dermott, President O.G.S.A.; John Stoughton, Host Superintendent 1975 Ontario Open; Whitey Jones, (involved in perfect hand at recent dance)

HOW TO MAINTAIN OR IMPROVE THE QUALITY OF OUR PRODUCT IN AN INFLATIONARY CLIMATE

Only by increased efficiency and better utilization of our resources (men, equipment, irrigation systems, pesticides, 2 way radios, materials, educational facilities, symposiums, research results, etc.) at hand, can we hope to maintain and/or improve the quality of our product for the golfer, in the face of the rising costs of labour and materials. The failure to do so will produce an inferior product, loss of play, job and/or bankruptcy.

For example, when using pesticides, use the minimum rate that will consistently give you good results and utilize all the techniques available that will give you accurate application and even distribution. Every weed, fungus and pest can be controlled by a minimum rate that will consistently give you optimum results. Find out what it is and you can decrease the chances of injuring other plants and animals etc., in the ecosystem and save money.

If your turf lacks density, analyse the situation and list your limiting factors of production in order of importance from the greatest limiting factor to the smallest limiting factor of production. Some limiting factors of production you can look for are poor drainage, overwatering, compaction, pests, improper height of cut, disease micro nutrient deficiency or excess, and macro nutrient deficiency or excess.

The most efficient and economical way to solve the problem would be to spend your time and resources correcting the most limiting factors and forget about the others until you have the money available to correct them.

However, there is more to the job then producing a good product, you also have to market that product to your members and to the public or green fee players and this is where good public relations are more important in a tight money situation than at any other time.

John Hutchinson

FOR SALE — John Hutchinson

I have a limited quantity of bicycle racks for sale, which I had the men making in the winter months. I hope to sell enough to buy my fertilizer.

OPTION TURF MANAGEMENT

Negotiations are taking place with Humber College for the addition of Turfgrass Management Option, which would more specifically assist golf course employees. Inclusion of the Turf Management Option, into the Horticultural Apprenticeship Program could become reality by next November. The program is sponsored by the Canadian Manpower Office and prospective students could take the Course during the winter months, and if they qualify, would receive a living allowance that matches or exceeds Unemployment Insurance, while attending the Course.

The Steering Committee feel the course is needed and re-inforcement from prospective employers would assist our decisions. A letter to the Ministry of Colleges and Universities Manpower Branch, c/o Humber College, indicating a need for this apprenticeship program would be greatly appreciated.

Further information may be received from; Paul Dermott, Dave Gourlay, Cam Cairncross, Gord Witteveen, Ted Hartwell or Bob Heron.

C.G.S.A. NEWS FROM JIM WYLLIE

This is to inform you of the results of a meeting held on Friday, April 11, 1975, between the C.G.S.A. executive and the Royal Canadian Golf Association.

The meeting was requested by our membership at the Annual Meeting held on March 18, 1975, to discuss the possibilities of our association taking over the administration and operation of the Turf Conference and Show. The results were encouraging and are as follows:

- we will organize our own show in 1976 and will have the blessing and co-operation of the R.C.G.A.
- the R.C.G.A. will continue to have its Green Section and will accept the assistance of the C.G.S.A. members consultations requested from R.C.G.A. member clubs.
- we plan to meet again in the near future to discuss the possibilities of our association joining the R.C.G.A. Golf House located at the Glen Abbey Golf Club.

I know that we all realize what a great step forward our association is taking. If we are to continue to progress as a viable association, it will take the hard work, support and co-operation of each member.

COMING EVENTS

1. June 12 — Monthly Meeting, at University Guelph Turf Plots, Hespler, Ontario
Golf at Galt Country Club, Cambridge, Ontario
Host Paul Scenna
 2. August 1 — 2nd Annual President-Greenschairman-Superintendent Tournament
Golf at The Weston Golf Club
Host Bob Brewster
 3. August 7 — Pro-Superintendent Tournament
Golf at the New Dundee Golf Club
 4. August 19 — Bus trip to Buffalo, Golf, Dinner, Dance, with Western New York Superintendents Association
 5. Sept. — Credit Valley, Host Doug Suter, more details in next newsletter.
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MISCELLANY

Paul Scenna reports he is setting up a golf score book for the J. K. Campbell Trophy, the best 3 games (at our monthly meetings, or special events) will determine the winner. This will assist the golf committee to establish handicaps and limit the Sand Baggers? ? ? ? .

Paul Dermott has his new automatic watering system working, and reports it provides excellent coverage.

Bob Moote, at Oakville Golf Club, is putting the finishing touches on his new automatic system.

Bob Hall is doing more work on his river banks.

50th Anniversary Pins are finally being processed, look for them soon.

The 1975 Issue of the Membership Roster will also be printed shortly.

Association Jackets will be available soon.

Reports from the G.C.S.A.A. indicates there Certification Program now requires only two years Class A Membership, rather than three years.

REPORT ON MONTHLY MEETINGS

March 26, 1975, North Halton Golf Club, 41 members present

Mr. Douglas Kelly from the Ministry of Labour discussed minimum standards, and how they effect golf courses. I will briefly mention some of the points that were discussed, under the Employment Standards Act, course labourers are classed with landscape gardening.

1. unlimited hours, can be worked in seasonal employment
2. equal opportunity for women
3. public holidays do not apply to "greenskeepers"
4. no official requirement to pay labourers sick leave

All these items are the minimums, and I am sure most courses do not adhere to such stringent guidelines.

If there are questions, you should get a copy of the Employment Standards Act, from the Ministry of Labour.

April 22, 1975, Essex Golf & Country Club

A combined meeting with the Michigan Border Cities group was held. There were 125 for dinner, and golf. An excellent turnout as most of the Supers were or just had opened their courses.

A ball sweep was held for the golfing participants of which the following won prizes, calculated by the Calloway system.

Supers —	1st Low Net - P. Scenna	70
	2nd Low Net - C. Johnson	71
	3rd Low Net - D. Gourlay	72
	1st Low Gross - J. Mericka	76
	2nd Low Gross - R. Cylka	78
	3rd Low Gross - K. Nisbit	78
Guest and Suppliers —	Low Gross	77
	Low Net	72
Most Honest Golfer —	E. Johanningsmeier	126

After a very enjoyable meal both Associations dispensed with the business portions of their meeting's and listened to a very timely presentation by Golf Professional Mr. G. Bone on Golf Superintendent and Professional relationships at golf clubs.

Everyone present appreciated the hospitality of Essex Golf and Country Club. Mr. Dave Moote and Mr. Helmut Kopp were congratulated on the fine condition of the golf course.

Best wishes to Essex for a most successful Canadian Open in 1976.



Monthly Meeting at Essex Golf Club. Left to right: Tom Bell; Ed Henderson; Ted Charman and Whitey Jones.

EDITOR'S NOTE:

So far this year we are experiencing great extremes in weather. After a very mild winter, a major storm with 9-15" of snow fell in early April. This storm was followed by the coldest April in living memory. Then May comes along and we have record heat waves and little or no rain.

Dandelions had gone to seed by the second week of May, Tent caterpillars were in evidence three weeks early, and were all forced into earlier than normal watering procedures.

Complete staffs have not yet been formed and we are all confronted with summer type conditions in May.

The greatest problem seems to be the province-wide "poa annua" seed production which are affecting maintenance programs. The old timers indicate the above average winter weather greatly affected this seed head production.

Are the seasons changing? Is the ice age coming?

P.S. Our thanks to Dave Gourlay for his contribution of the 4 photos in this issue of "Green is Beautiful"

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The Metric System will greatly affect course maintenance.

Table of Metric-English Equivalents

1 cm = 0.39 inch	1 inch = 2.54 cm
1 m = 3.28 feet	1 foot = 0.305 m
1 m = 1.09 yards	1 yard = 0.91 m
1 km = 0.62 miles	1 mile = 1.61 km
1 hectare = 2.5 acres	1 acre = 0.4 hectare
1 ml = 0.2 tsp	1 tsp = 5 ml
1 ml = 0.07 tbs	1 tbs = 15 ml
1 liter = 33.8 fl oz	1 fl oz = 29.6 ml
1 liter = 2.1 pts	1 pt = 0.47 liter
1 liter = 1.06 qt	1 qt = 0.95 liter
1 liter = 0.26 gal	1 gal = 3.79 liter
1 gram = 0.035 oz	1 oz = 28.3 g
1 kg = 2.2 lb	1 lb = 0.45 kg
1 tonne = 2205 lb	1 ton = 907.2 kg

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