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"Green is Beautiful"

Ontario Golf Superintendents Association

12, ETOBICOKE, ONTARIO M9C 4V3

TELEPHONE 622-9929



OCTOBER 1982



SERIALS

NOV 23 1982

MICHIGAN STATE UNIVERSITY

Meeting Oshawa Golf Club

Golf - Team Best Ball

October 15

RUSTY WARKMAN

Superintendent

Oshawa Golf Club

EDITOR'S NOTE

Another season has come and gone. The time has come to put the course to bed, repair the equipment and re-organize, in preparation for the '83 season. It is also the time of year to budget for upcoming turf conferences and symposiums that are available to us during the winter. This is also an ideal time to become educators by writing and submitting articles to "Green Is Beautiful". If you have any information, pass it along. I would like to thank all persons who have supported "Green Is Beautiful" during the past season making my job an easy and successful one.

Barry Endicott



EVENTS' 82-83

Drainage Course

November 22-23 — Green Hills Golf Club

Annual Meeting

December 1 — Wyldewood Golf Club

Christmas Party

December 3 — Galt Country Club

Symposium

January 11 — University of Guelph





ONTARIO GOLF SUPERINTENDENTS ASSOCIATION

BOARD OF DIRECTORS FOR 1982

PRESIDENT

Bob Brewster
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Oshawa Golf Club

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NEWSLETTER EDITOR

Barry Endicott

Chinguacousy Country Club, R.R. No. 1, Inglewood, Ontario L0N 1K0, Phone: Bus. (416) 457-2949 Home (416) 838-2724

NEWSLETTER CORRESPONDENTS

John Hutchinson

Bill Fach

Robert Kennedy

New Members

Graham LaBelle

Dave W. Gourlay

Norm McCollum

Bob Rivard

Mike Kahn

John Gall

Steven Raymer

Bob Harwood

— Midland Golf Club, Class B

— Hamilton Golf Club, Class F

— University of Guelph, Class DD

— Liftlock Golfland, Peterborough, Class B

— Liftlock Golfland, Peterborough, Class D

— Sault Ste. Marie Golf Club, Class B

— Newcastle Golf Course Ltd., Class F

— Westmount Golf & Country Club, Kitchener, Class F

Ontario Turfgrass Research Foundation Invitational Tournament National Golf Club

August 6, 1982

As usual, this tournament was another huge success. Ken Wright, Superintendent of the National, provided a golf course which was in superb shape. Cutting fairways with riding greensmowers has produced fairways that would not take a back seat to any fairways found in North America. Gord Witteveen, Superintendent of The Board Of Trade Country Club, provided an ideal setting for the steak barbecue and informal gathering which followed. \$7500 was raised for the Ontario Turfgrass Research Foundation from the event.

The prize winners were as follows;

Low Net

1st	Bob Ogilvie
2nd	Bill Hynd Barry Endicott
3rd	Ken Nelson Ron Craig Bob Brewster Peter Smith

Low Gross

Russ Howard Bruce Calhoun Alex Walker John McKee Bob Cherry

Closest to Hole on the 10th — Ken Nelson

Longest Drive on the 16th — John Allen

Superintendent -Pro Tournament Weston Golf Club

Friday, August 13, 1982

Bob Brewster was the host as well as the chief organizer of this tournament. The golf course was in great shape and

although thunderstorms were threatening the weather added to our enjoyment. If you didn't win out on the golf course, you

couldn't help but win at the buffet table. The food was good and the supply was plentiful.

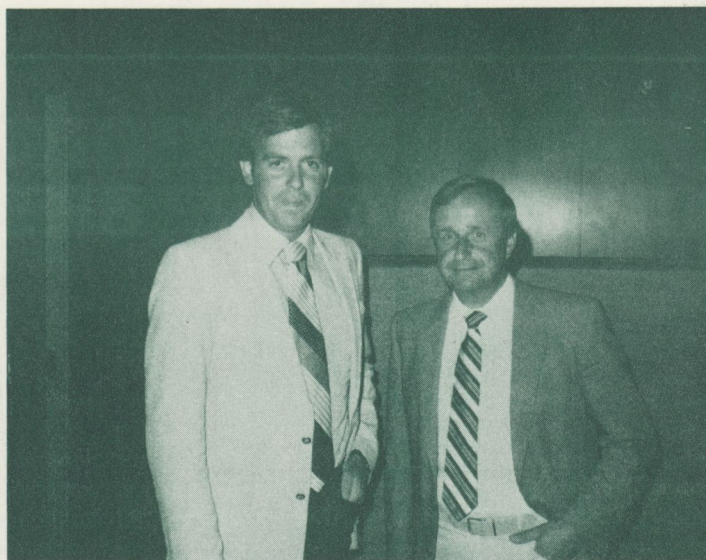
The tournament winners were;

1st Gross Team	— Ron Silver (pro)	— Bruce Vollett (super)
2nd Gross Team	— Ben Kern	— Ken Wright
3rd Gross Team	— John Davis	— Steve Miller
Bruce Vollett won the Keith Nesbit Trophy by retrogression		
1st Low Net Team	— Graham Gunn (pro)	— Bruce Summers (super)
2nd Low Net Team	— Steve Kowez	— Bill Stevens
3rd Low Net Team	— Bob Panasiuk	— Nick Panasiuk
1st Low Pro	— Ken Girad	
2nd Low Pro	— Robert Mason	
3rd Low Pro	— Bruce Atkins	

1st Low Superintendent	— Bruce Vollet	
1st Gross Superintendent	— Warren Vout	
2nd Gross Superintendent	— Thom Charters	
3rd Gross Superintendent	— Rick Cylka	
1st Net Superintendent	— Doug Hoskins	
2nd Net Superintendent	— Paul Dremott	
3rd Net Superintendent	— Bob Cherry	
Closest to the hole No. 4	— Paul Dove	— Brent McCaffrey
No. 8	— Dave Wood	— Don Crumble
No. 11	— Bill Smith	— Dave Gourlay
No. 15	— Bill Bevington	— George Garner



Keith Nesbit presenting Bruce Vollet with the low gross trophy at the Pro-Super tournament at Weston



1st Low Gross — Bruce Vollet — Ron Silver

Tyandaga Regionalization Meeting

September 8, 1982

Thirty members attended this late summer meeting. Bob Brewster was the chairman of the meeting and he answered questions from the floor. How will Regionalization affect local associations? Should each area be represented by equal numbers of directors when there is a difference in the number of golf courses in each area? Should we have a president from each area alternating every year? These questions will no doubt be further discussed at the annual meeting at Wyldewood on December 1. Bob hopes that there will be a better attendance record from regionalizing meetings.

An attendance points system is being developed by the board of directors.

Points will be awarded to attending members and these points will be used, for example, toward entry into the President, Greens Chairman, Superintendent Tournament as opposed to using the inconsistent mailing system. This system will help to improve attendance as well as eliminating disappointing refusals into this tournament.

The Pro-Superintendent Tournament will be held at Islington Golf Club in 1983 and the President, Greens Chairman, Superintendent Tournament is tentatively slated for the Toronto Golf Club in 1983 pending a November Toronto Golf Club Director's meeting.

Blake McMaster, Ontario Director of the Canadian Golf Superintendents Association, reminded everyone about the Canadian Fall Field Day being held at Elm Ridge Country Club, Ile Bizard, Quebec and also noted that there was an opening for the Ontario Director post in the CGSA at the Edmonton Conference (Blake will still be on the CGSA board).

Most of the members attending the meeting took to the golf course. Hugh Kirkpatrick was the low shooter. Barry Briton stands to be commended on the fine shape of the golf course and the excellent lunch and dinner which was enjoyed by all.

Ontario Team Wins Top Prize at C.G.S.A. Fall Field Day

The Ontario team of Hugh Kirkpatrick, Blake McMaster, Bruce Burger and Dennis Pellrene won the Quebec Golf Superintendents Association Trophy at the Elm Ridge Country Club Ile. Bizard, Que. on September 23, 1982. Hugh Kirkpatrick, Westmount Golf and Coun-

try Club, and Brian Houston, Shaughnessy Golf and Country Club Vancouver B.C., both shot 79's but Brian won 1st Low Gross by retrogression. Doug Meyers, Cederbrook Golf and Country Club Ste. Sophia Que., won the 1st low net prize. The weather was soggy,

the course was lush and trim and the dinner dance was excellent.

—BUT WHEN HE CALLED YOU A HOOKER, HE WAS TALKING ABOUT YOUR GOLF SWING!!



Membership Update

- 159 Superintendents
- 37 Associate Members
- 12 Class F - Assistant Superintendents
- 2 Class DD
- lost 9 members this year
- gained 14 new Superintendent members and 3 new Associate members this year

The Ontario Golf Superintendents Association is alive and well. Come out and support it at the annual meeting on December 1 at Wyldewood Golf Club.

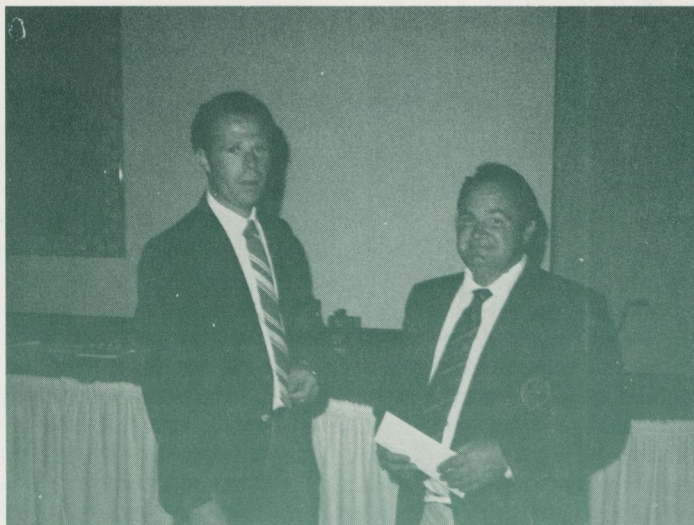
Alex McClumpha Memorial Golf Tournament

This annual fun day was held at the Aurora Highlands Golf and Country Club on Monday October the 4th. Paul Dodson had the course in great shape and the weather was ideal. Over 100

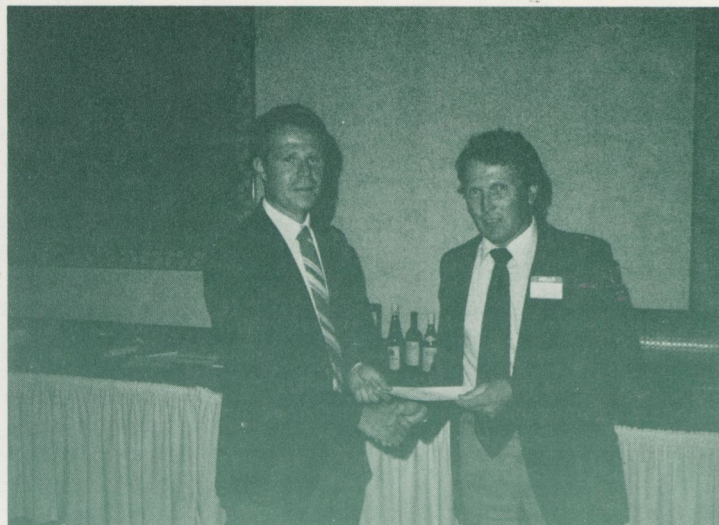
superintendents, assistants and guests attended this event.

Kimmo Solonem was the low net winner with a 68 and Hugh Kirkpatrick was the low gross winner with a 78. Whitey

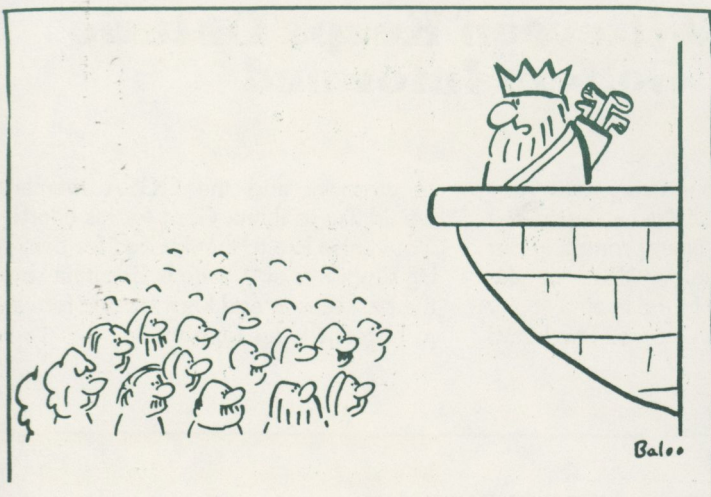
Jones won the senior trophy with a 93 and the low assistant was Dave Gourlay with a 77. Next years tournament will be held at the Lampton Golf Club.



Hugh Kirkpatrick accepts low gross prize from Paul Dodson at McClumpha Tournament.



Paul Dodson presents low net prize to Kimmo Solonem at McClumpha Tournament.



"Got to run, staff-big director's meeting."



Jack Austin of Turf Care Products Ltd. presents trophy to low senior winner Whitey Jones at McClumpha Tournament.

Meeting at Oshawa Golf Club Team Best Ball October 15

About 25 Superintendents attended this meeting. They say that if it hadn't of been for the wind, the rain and the hail it would have been an ideal day for golf.

The winning team was Paul White and Hugh Kirkpatrick. Thanks Rusty for the use of the fine golf course and the good meals.

System Developed to Control Canada Goose Nuisance

Method proven effective after five years of Field testing; Is now commercially available.

Golf Superintendent Pat Lucas of Old Greenwich, Conn., Tel: 203-637-3939, has recently developed what he describes as the first really effective system for controlling the problem of Canada Geese on the Golf Course.

Perfected after five years of intensive field testing at the Innis Arden Golf Club in Old Greenwich, Lucas' method, which he calls the "Sentinel Swan Family System", is now being marketed commercially for the first time. Prospective customers include golf courses, parks, and ground superintendents at locations where the president presence of Canada Geese has become a continuous nuisance.

According to Lucas, the Sentinel Swan Family System works where other

methods fail because it uses replicas of entire family groups of extremely life-like, full-size swans made of bouyant foamed polystyrene.

"Research has shown that Canada Geese are not easily fooled by any number of physical, scarecrow-like devices, including some crudely designed and placed swan replicas", said Lucas. "But we have proven that geese are smart enough to respect the threat posed by what they see as greedy and vicious swan family groups."

Complete documentation of the Sentinel Swan Family System's effectiveness is provided in a feature article by-lined by Lucas that appears in the September, 1982 issue of GOLF COURSE MANAGEMENT magazine. In it he cites many of the more obnoxious aspects of unwelcome resident flocks of Canada

Geese on golf course ponds, waterways and fairways - including the clean-up of unhealthy droppings, packed mower rollers, feather-clogged irrigation suction strainers, and, on an even more personal level, having to deal with complaints from club members.

The commercial version of the Sentinel Swan Family System includes a set of five realistic, life-size swan replicas that represent both adult and young swans. The "swans" readily float and require no complex mountings or installation procedures.

A single Sentinel Swan Family System is available for \$130.00, and orders of from two to four Family Systems cost \$125.00 per System. Five or more sets ordered at one time are available at \$120.00 per System. Each order includes a six page instructional guide prepared by Pat.

Credit — Hudson Valley Foreground

The Not So Super, Super

Our next speaker will talk about the 12-gauge method of geese control.



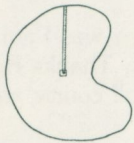
Gord Witteveen Keeps Ontario Golfers Informed

Gord Witteveen has been writing articles for Ontario Golf News during the past season. He has been promoting our profession in his article "Rub of the Green" which can be found in almost any pro shop throughout Ontario. The board

of directors and the OGSA members would like to thank Gord for his efforts. I would also like to thank Gord for being a big supporter of "Green Is Beautiful" over the past season and I am looking forward to his continuing support.

MAPLES METHOD FOR MEASURING GREENS

By Palmer Maples, Jr., CGCS



Example:

1. Sum of 36 measurements 1,440 feet.
2. $1,440 \div 36 = 40$ ft. average.
3. $40 \times 40 = 1600$ Sq. Ft.
4. $1600 \times 3.1416 = 5026.56$ Sq. Ft.

Greens Superintendents can get into serious difficulties if they do not apply proper and specific amounts of seed, fertilizer and fungicides to their greens. In order to apply proper amounts, however, they must know the exact square footage to which the items will be applied.

My method of calculating the greens area is easy and accurate. Materials required are a two-foot square of plywood, a 100-foot tape, and some graph paper.

A large circle is drawn on the board and marked at 10-degree intervals. A small

screw in the center acts as a measuring point. Four small nails through the corners of the board will help hold it in place on the green. The board is placed near the center of the green with 0° pointing to the rear of the green and 180° pointing toward the fairway.

The tape is placed on the center screw and a measure is made to the edge of the green over the 0° mark and recorded. Next a measure is made over the 10° mark to the edge of the green and recorded. This procedure is repeated at each 10° interval, giving a total of 36 measurements.

If desirable, permanent sprinkler heads can be located and mapped by measuring to them and estimating the degree of their measuring line.

Measurements for each green are then recorded on graph paper, either 8 or 10 square graph paper does well.

A small circle is drawn in the middle of the graph paper with marks at 10° intervals, the same as the large circle on the board. Using the proper scale (1" equal 10 ft. or 1" equal 16 ft.) measure from the center of the circle in a line with each 10° mark and make a dot at the recorded distance.

After all measurements are recorded by dots on the graph paper, a line is drawn connecting the dots. This forms a true outline of the green. This outline could be used to record drain lines and cup positions.

To determine the area of the green, add the 36 measurements and divide the total by 36 to get an average of the measurements. This average figure is then multiplied by itself to get its square. This figure is then multiplied by 3.1416 and the answer is the total square feet in the green.

How to be a better supervisor

by Peter Dewhurst

Supervisory Shortcomings

Effective supervision is more important now than ever before. The technique of

motivating people to do their best is just as essential as technical knowledge. It's a fact that technical skill is no guarantee of managerial competence.

In dealing with staff members, a super-

visor must recognize the elementary but often overlooked fact that, to the employee, the supervisor is pretty important to his well being. It is a fundamental and costly error to think of individuals in a

mechanistic, rather than a humanistic way. To an employee, work is important not because it helps make a profit for the company but because it is his means of livelihood and because, if his relations with his superiors are right, he derives a real and personal satisfaction from his work.

The attitudes of employees towards their jobs depend in large measure on their attitude toward those who supervise their work. Whether or not employees take the right kind of interest in their jobs, whether or not they give unselfishly of their best efforts, is most often determined by the kind of leadership exercised by those who direct their work. With this fundamental concept as a foundation, the supervisor must construct a skeleton of proven supervisory principles which can be translated into day-to-day practice.

1. Day-to-day treatment of employees

- (a) Do I treat all employees alike, or do I have favorites?
- (b) Do I treat the employees who work with me in the same way that I treat the people with whom I am working?
- (c) Am I as courteous inside the office as I am to my friends and family outside the office?

2. My attitude

- (a) Do I avoid sarcasm?
- (b) Do I lose my temper?
- (c) Do my employees feel free to consult me at any time?

3. The work of my department or section

- (a) Does each employee know his job and what he is supposed to do?
- (b) Have I sat down with each employee recently and had a talk with him about himself and his work?
- (c) Does every employee know in which pay scale his position falls, and what the maximum of this scale is?

4. Self-control

- (a) Do I indulge in arguments with employees?
- (b) Do I ever let my personal feelings affect my manner of dealing with my people?
- (c) Can I exercise self-control under trying and unpleasant circumstances?

5. Promises

- (a) Do I make promises which, before they can be fulfilled, must receive approval of someone above me?
- (b) Do I make promises as an easy

way out, with the intention of finding some way of avoiding the promise before the time to keep it arrives?

- (c) Have I any unfilled promises to employees at this moment?

6. Patience

- (a) Do I become irritable when employees don't live up to my expectations?
- (b) Am I willing to repeat instructions to employees who are slow to grasp new ideas?
- (c) Am I annoyed by minor mistakes?

7. Impartiality

- (a) Am I honest and impartial under all circumstances?
- (b) Do I allow personal likes and dislikes to change my treatment of individuals?
- (c) Am I assigning unpleasant work to one or two people in my department?

8. Loyalty

- (a) Do I accept full responsibility for the mistakes of my department or do I, if only mentally, blame individuals under me?
- (b) Am I as loyal to my employees as I hope they are to me?
- (c) Do I put my personal interests ahead of the interest of my employees?

9. Keeping employees posted

- (a) Do I explain new policies and procedures to my employees and keep them posted on the reasons for changes?
- (b) Do I help to spread gossip about the company and its affairs?
- (c) Do I back up the company on changes in procedures or the introduction of new systems?

10. Consistency

- (a) Do I ask too much work on some occasions and too little on others?
- (b) Are my requests consistent with the difficulty of the work, and are they consistent with the capacities of employees?
- (c) Do I ensure that my department does today that which should be done today?

11. Sympathy and empathy

- (a) Do my employees ask me for help with their personal problems; and do I know what they are thinking, without prying into their personal affairs?
- (b) When I learn of some difficulty in an employee's personal life, do I

keep it to myself and make allowances for it in the employee's handling of his job?

12. Goals

- (a) Do I have definite goals for my section or department? Are my people aware of them?
- (b) Do I expect them to get out a certain volume of work?
- (c) Do I try to develop my employees by a definite plan?

13. My brand of supervision

- (a) Do I work with my people? And are they working with me rather than for me?
- (b) Do I merely order people about, or do I show them how they can do their work with the maximum ease and satisfaction?
- (c) Am I as hard on myself as I am on my employees?

14. Suggestions

- (a) Am I glad to have my employees come to me with their suggestions?
- (b) Do I listen patiently and without annoyance when an employee presents an idea with which I disagree?
- (c) Am I impatient and stubborn about accepting the viewpoint of any of my employees?

15. Training

- (a) Are new employees in my division being properly welcomed, oriented and trained?
- (b) Am I carrying on my training of older employees?
- (c) Am I following up to ensure that my employees understand the work for which they are being trained?

Corrective Measures

Having made some attempt at identifying our supervisory shortcomings, what about some corrective measures?

It is said that good supervision and leadership begins with good organization. We need not plough through theoretical texts for an adequate example of organization for effective leadership. A verse from the book of Exodus says it well.

"And Moses chose able men out of all Israel, and made them heads over the people, rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens. And they judged the people of all seasons; the hard cases they brought unto Moses, but every small matter they judged themselves."

Once the organization structure is sound, good leadership and supervision becomes the responsibility of the appointed leaders.

The following list of principles is intended as an aid to better supervision. It is not enough that these principles be learned. Rather, they should be learned, and practiced. At this point, the supervisor would be wise to take a lesson from efficient sales personnel; namely, the reproduction of each principle on a separate card of portable size for ready reference.

1. Delegation

- (a) Delegate full responsibility for a definite piece of work to everyone.
- (b) For this responsibility, delegate commensurate authority — and accountability.

2. Responsibility

- (a) Accept full responsibility for successful completion of work supervised.

3. Discipline

- (a) Be kindly but forceful, quiet, efficient.
- (b) Expect and work for spontaneous natural discipline.
- (c) Develop decisive thinking and action.
- (d) Reprimand when necessary, but remember that the basic principle of supervision is to prevent recurrences of violations.

- (e) Make recommendations for firing the last step.
- (f) If an employee is in a position unsuited to his abilities, transfer him if he is not successful and after having given him every chance.

4. Work standards

- (a) Set high standards for your group, both in quantity and quality of work. But don't be a perfectionist. The goal here is to win the psychological rewards of achievement.
- (b) Reward good work by giving preferred assignments.
- (c) Make every attempt to give the employee the kind of job in which he can excel.
- (d) Give an employee an opportunity to satisfy his creative urge to do something worthwhile.

5. The team approach

- (a) Make everyone feel that he is a member of the team.
- (b) Explain the final use of the job, the reasons why, so as to stimulate interest.
- (c) Inspire loyalty to the team and to the company.
- (d) Maintain congenial personal and business relations with all members of the group.
- (e) Sincerely seek advice and assistance of group members and utilize their suggestions whenever feasible.

- (f) Beat a schedule to develop competitive team spirit.
- (g) Go to bat for the team on wage raises.
- (h) Maintain an objective, impersonal viewpoint and avoid showing favoritism to certain team members.
- (i) Rebuff the bootlickers and always be frank, honest and accurate.

6. Criticism and praise

- (a) Criticize privately and impersonally. (Criticize the mistakes, but not the person.)
- (b) For an excellent job, praise the employee publicly, but don't flatter him!
- (c) Try to unearth the real reason for carelessness, then take steps to correct the condition.

7. Grievances

- (a) Gripping is not always destructive to morale, but merely a way of letting off steam (a healthy sign).
- (b) Grievance handling: Listen, look. Back up employees if complaints are legitimate. Above all take action!

8. Getting results

- (a) The best way to get results is to request them.
- (b) If work is not done upon request, the next best action is to "tell" the worker what to do.

Reprinted from Canadian Business Magazine

34th Annual Canadian Turfgrass Show

March 13-16, 1983

**The Edmonton Inn
Edmonton, Alberta.**

The CANADIAN GOLF SUPERINTENDENTS ASSOCIATION is working closely with the NORTHERN ALBERTA TURFGRASS ASSOCIATION to sponsor the best Canadian Turfgrass show ever.

International experts such as Dr. Joseph Vargas, Dr. Roy L. Goss and Dr.

G.T. Fisher will address topics of particular relevance to the turfgrass manager working in a moderate climate. They're part of the 3 day speakers program.

Well known CBC sportscaster Ernie Afaganis will be the Keynote Speaker, and conference organizers have planned a full ladies program, a child care program

and a lively round of social events with lots of old fashioned Western hospitality.

The trade show, the largest of its kind in Canada, will offer every attendee the opportunity to inspect the latest in turf maintenance equipment and products, and to visit with industry suppliers in a relaxed and congenial atmosphere.

Pre Conference Ski Package

Take advantage of this terrific opportunity to ski the Rockies!!

For less than \$400. the package includes six nights hotel accomodation, two breakfasts, bus transportation from Calgary, and four days of great skiing.

Bus departs Calgary airport Sunday afternoon, March 6th, at approximately 3:00 p.m., and heads for Banff, Lake Louise and Jasper, arriving in Edmonton, Saturday, March 12 in time for the Canadian Turfgrass Show. Send your reservation, with a deposit of \$100

payable to:

Dean Morrison, Alberta Director CGSA
Willow Park Golf and Country Club
639 Willow Park Dr. S.E.
Calgary, Alberta T2J 0L6

Reservations must be received by Dec. 21, 1982, and the balance is due by January 31, 1983.

Double occupancy, \$390. per person
Single occupancy, \$540. per person

Job Opening

Golf Course Superintendent wanted for a newly expanded golf course. The successful applicant must be knowledgeable in the maintenance of an 18 hole golf course. Please submit resume and salary expectations to;

Mr. Fred Jardine,
115 Katherine St.,
Collingwood, Ontario
L9Y 3R6

O.G.S.A. Survey & Drainage Course Nov. 22, 23 1982

Instructors:

J.P. Myslik P. Eng.
Franklin Kains P. Eng.

Location:

Greenhills Golf & Tennis Club,
London, Ontario

Cost:

\$100.00

Includes:

- Lunch on both days.
- All necessary paper and pencils.
- Manual and Level Book.

If you have a Survey Rod
and Level please bring them.

For Sale:

- 1 — Toro Hydraulic Parkmaster
7 gang unit
- 1 — Cushman Truckster
- 1 — John Bean 100 gallon sprayer
- 2 — National Tri-plexes
- 1 — Goodall rotary, self propelled
- 1 — Jac 321 rotary

Miscellaneous irrigation equipment

CONTACT:

Dennis Pellrene
Scarboro Golf & Country Club
321 Scarborough Golf Club Road
Scarborough, Ontario M1J 3H1
Phone: (416) 261-3558

Christmas Party

DATE: Friday, December 3, 1982
PLACE: Galt Golf & Country Club
HOST: Paul & Diane Scenna
TIME: 6:30 P.M. — Cocktail hour — Punch Bowl & Hors-d'oeuvres
7:30 — Dinner Salad
French onion soup
Strip Sirloin & Lobster
"Dessert Buffet"
9:00 P.M. — Dancing

COST: \$40 / couple
FIRST 50 Couples

DIRECTIONS: From Toronto take Hwy 401 to Hwy 24 South, then take Hwy 8 West (right turn), go 1/2 to 3/4 mile, golf course on left side.

PRIZES
GUESTS WELCOME *CORSAGES FOR THE LADIES*
SPOT DANCES
RESERVATIONS ONLY



"Green is Beautiful"
Ontario Golf Superintendents Association