"Green is Beautiful"

Ontario Golf Superintendents Association

P.O. BOX 312, ETOBICOKE, ONTARIO M9C 4V3 TELEPHONE 622-9929

OCTOBER 1983

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EVENTS' 83/84

"William Sanson Day"
November 24 Lions Den Woodbridge

O.G.S.A. Annual Meeting
December 1 Wyldewood Golf Club

Christmas Party
December 3 Galt Country Club

55th International Turfgrass Conference and Show
January 29-February 3 Las Vegas, Nevada

Canadian Turfgrass Pre-Conference Golf Tournament
March 10 Board of Trade South Course

35th Canadian Turfgrass Conference
March 11-14 Toronto

New Members

Kenneth D. Green — North Bay Golf & Country Club, North Bay ..... Class A
Gavin W. Kellogg — The Briar's Golf Club, Jackson Point ..... Class F
Mar Mac Hydraulics, Larry Brassard, Toronto ..... Class E
Grainger Irrigation, Robert Grainger, Toronto ..... Class E
Hartwell Associates, Ted Hartwell, Toronto ..... Class E

Button up! Winter's on its chilly way.

We're in for a "snowier than usual" winter in Toronto, according to the Old Farmer's Almanac.

Here's what we can expect:

☐ **November** – above-average snowfall.

☐ **December** – "severe cold wave" the first part of the month but otherwise normal temperatures; above-average snowfall.

☐ **January** – above-average snowfall.

☐ **February** – average temperatures; snowstorms early and late in the month.

☐ **March** – above-average snowfall; cold snaps at the beginning and end of the month.

The Old Farmer's Almanac, published by Rob Trowbridge of Dublin, N.H., has published weather forecasts since 1793.

Hole-In-One

Using a 6 iron, Gord Witteveen got a hole in one on the 155 yard 16th, at the Board of Trade, August 16th.

Congratulations

Best wishes to Ron Hessen and Bob Brewster who were married in early October. **Ed. Note:** Not to each other.

60th Anniversary

1984 is the *60th anniversary* of the Ontario Golf Superintendents Association. If you have any photos, newsletters or other golf memorabilia, especially from the 30's and the 40's, please forward to Thom Charters.

Get Well Soon Ken.

OGSA members would like to send their best wishes and we hope that you have a speedy recovery. Ken Nelson entered the hospital on October 3rd to arrest his recent illness. The operation was successful and he will be home on October 15th. We should all adopt the positive attitude that you have shown us Ken in the past year.

O.G.S.A. Iron On Crests

$2.50 each

Contact: Thom Charters

Monthly Meeting

Cherry Downs Golf Club,
Brougham, Ont.
Wednesday, October 12th
Host: Bob Cherry

Despite the rain 18 people showed up for golf and 24 for dinner. A 3 man scramble was played in groups of six. The team of Bruce Calhoun, David Goutlay and John Lavis and the team of Tom Simpson, Bill Bradbury and Thom Charters both tied at 3 under par. The golf course was in great shape and an excellent dinner was provided. Many thanks to Bob Cherry and his family for their great hospitality.

Weather In Review

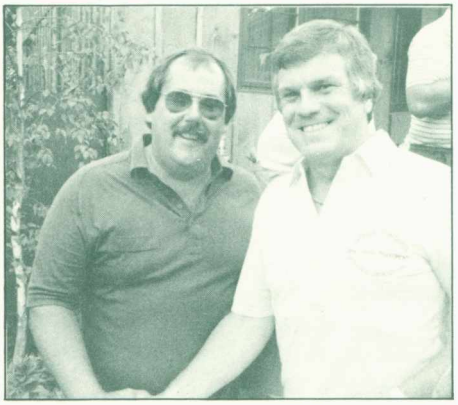
	July	August	September
Average Daily Low Temperature	15.6 C	16 C	11.1 C
Average Daily High Temperature	28.7 C	26.8 C	23 C
Mean Temperature	22.2 C	21.4 C	17.1 C
Normal Temperature	21.9 C	21.2 C	17.1 C
Precipitation	85 mm (75 mm July 30)	79.6 mm	43 mm

Environment Canada
Toronto International Airport

Ontario Turfgrass Research Foundation

The Ontario Turfgrass Research Foundation held the fourth Annual Invitational Golf Tournament on August 5, 1983. Response was just overwhelming. A full card of ninety-six golfers teed off at the National Golf Club compliments of Mr. Gil Blechman on a beautifully conditioned course thanks to the efforts of course superintendent Ken Wright.

After the Tournament Gordon Witteveen hosted over one hundred and twenty five participants and visitors at the Board of Trade Turf Care Center. We all enjoyed the comaradery of our fellow golfers and research supporters while dining on bar BQ steak and fresh roasted corn.



Jim Tanner presenting Bruce Calhoun with low gross prize at the OTRF tournament held at the National Golf Club.

After dinner the OTRF President Paul Dermott announced that thanks to the great support of our Turf Industry suppliers over eight thousand dollars was raised for our continuing work in Turf Research.

Winner of the low gross with 75 was Bruce Calhoun of Glen Eagles. Other winners included Byron Rossborough, Burlington (76), Frank Pinder, Bay of Quinte (78), Bill Glashaw, Niagara Falls (79), President of CGSA Jack Fairhurst all the way from Ashburn CC Nova Scotia with 81, and David Tweedly, Meadowbrook, also with an 81.

Southwestern/OGSA Region 1 Joint Meetings

by Gord Nimmo

On July 19 the Southwestern and Ontario Superintendents held their monthly meeting at Indian Hills Golf Club near Forest. Host Donald Johnson had his course in good shape and both he and owner Dennis Leonard showed us some great hospitality. Thanks goes to Nutrite, Otec, Holland Hitch and Bonnerman Equipment for sponsoring some prizes. Low Gross for the day was Mark Sutherland a visitor from Scotland working this summer at Greenwood Golf Club, he had a 75. Second low gross was Ted Ellis from Greenwood with a 78. Low net was Grant Fish of McRitchie Distributing, followed by Roy Sharpe of St. Clair Parkway. Low lady was Linda Badder of Greenwood.

Indian Creek Golf Club and Jim Burlington hosted the Southwestern and Ontario Golf Superintendents on Wed. Aug. 17. A good day was had by everyone and thanks must be given to our suppliers Rae Murray CIL, Paul Gillen Holland Hitch, Tom Bell OTEC, Grant Fish McRitchies, and Roger Garbutt Green Cross for sponsoring some prizes. The winner of the day was host Jim Burlington who had a 75, tied for second was Ab Clements of Egremont and Bruce Calhoun of Bannerman Equipment with 78. First net winner was St. Clair Parkway assistant Greg Wagner followed by Jack Condon of Lydenshire.

After dinner Bill Fach, superintendent at Essex Golf Club in Windsor, gave an informative slide demonstration on how he handles his summer disease problems.

Jim Burlinton, Superintendent of Indian Creek Golf Club and golf winner for the day with a 75.

Mark Sutherland visiting from Scotland and working at Greenwood Golf Club.

Canadian General Weather Predictions for 1983

OCTOBER, 1983—*1st, to 3rd.* Waves of rain roll across entire Canada with short clear periods. Real cold air from British Columbia-Alberta moves east late in period. *4th to 7th.* West Coast gales into Alberta. Cold and partly cloudy Quebec into Maritimes then showers. *8th to 11th.* Milder temperatures West and East, but cold Central. Increasing winds then gales Nova Scotia. Rain and snow in British Columbia Polar cold air, a freeze, then showers or snow Manitoba and Quebec. Unsettled Saskatchewan. *12th to 15th,* Clear, cold air British Columbia into western Ontario. Seasonally cool, some cloudiness eastern Ontario thru Quebec. Rain or snow showers, diminishing winds, Newfoundland into Nova Scotia. *16th to 19th.* Some clearing skies after brief showers British Columbia into Manitoba move east. Clear, frost at night Ontario and Quebec. Clouds and showers in Maritimes, *20th to 23rd.* Clear British Columbia. Snow Alberta and western Saskatchewan. Cloudy then snow Manitoba. Windy, squally Ontario and Quebec. Cloudy and cool Maritimes. *24th to 27th.* Stormy then clear, cold. Heavy storm Manitoba and Ontario, then clear cold with frosts Manitoba east into Quebec. *28th to 31st.* Stormy in West. Clear cold in Manitoba and Ontario. Decreasing storminess Quebec and Atlantic Coast.

NOVEMBER, 1983—*1st to 3rd.* It is Autumn. Coast rain and snow British Columbia. Less cloudiness eastern British Columbia and Alberta. Clear, frosty, then clouds Saskatchewan and Manitoba. Showers are scattered Ontario and Quebec. Unsettled then a gathering storm in Maritimes. *4th to 7th.* Changeable days. Constant West Coast storm sends waves of clouds and showers east. Clear to partly cloudy eastern Quebec. A dissipating storm northeast of Nova Scotia continues northeast with slow clearing skies. *8th to 11th.* Clear, cold West; clouds East. Clear, cold British Columbia and Alberta. Cloudy, milder Saskatchewan into Quebec. More gales also rain or snow Maritimes. *12th to 15th.* West in West, cool East, Heavy rain, even snow. British Columbia east into Saskatchewan. Showers Manitoba. Cloudy, then showers Ontario and Quebec. Unsettled Maritimes. *16th to 19th.* Many showers Manitoba east thru Maritimes, then sharply colder. Rain or snow West Coast, Clear colder Saskatchewan. *20th to 23rd.* Cold to warm days. Indian summer, maybe. Cloudiness and somewhat warmer air from south Saskatchewan east thru Ontario. Short session of clear crisp weather British Columbia and Alberta also in Maritimes. *24th to 27th.* There is a change now. Waves of storminess West Coast move east, then colder. Brief storms, then real cold Labrador south into Nova Scotia. *28th to 30th.* Strong storms West Coast. Odd weather days everywhere because cloudiness is short and sunny time follows. Not at all too cold but nippy. More rain and snow northern British Columbia into Saskatchewan.

DECEMBER, 1983—*1st to 3rd.* Clear and cold days. Only western Quebec to the Maritimes has any snow and snow showers. Also immediate coast of British Columbia is cloudy and showery. Central Provinces covered by large clear and cold high pressure center. *4th to 11th.* Warmer days. Rain and snow move inland into Alberta. Less effective in Saskatchewan. Part cloudy Manitoba. Cloudy, only local showers Ontario east into Maritimes. *8th to 11th.* Decreasing rain West. Cloudy British Columbia and Alberta. Clear Saskatchewan into west Ontario. Many rain cells east thru Maritimes. *12th to 15th.* Burr, it is cold. Subzero now into East. Very cold following light snow Manitoba east. Late snow squalls British Columbia. *16th to 19th.* Generous snow East clear cold West. Cloudy coast British Columbia. Clear Alberta east into Manitoba. Snow in Quebec moving into Maritimes. Gales with snow late in Maritimes. *20th to 23rd.* Cold then stormy. Snow British Columbia into Saskatchewan spreads east as storm intensifies in north Ontario. Increasing clouds, warmer Quebec. Colder and clear skies in Maritimes. *24th to 27th.* Snow showers continue in Alberta east across Saskatchewan into Quebec. Unsettled British Columbia. Fresh southwesterly winds, rather mild in Maritimes. *26th to 31st.* Light snow. Winter snows in British Columbia and Alberta. Cloudy, local snow showers Saskatchewan east into Quebec. Gales continue in eastern Maritimes; clear, cold in western portion.

Credit: Farmers Almanac 1983

Fore

If you've ever wondered, in a fit of disgust or discouragement, what you were doing out on a golf course anyway, you may find perverse satisfaction in this diatribe about the game:

Golf is the easiest game in the world before you take it up, and the toughest after you have been at it for 10 or 12 years.

Golf is played with little white balls, and as many clubs as a player can afford. The course consists of 18-holes, 17 of them unnecessary but included simply to multiply frustration. A "hole" is a tin cup in the center of the green. A "green" is a small patch of grass costing $1.98 a blade, and usually located between a lake and a number of abandoned excavations called sand traps.

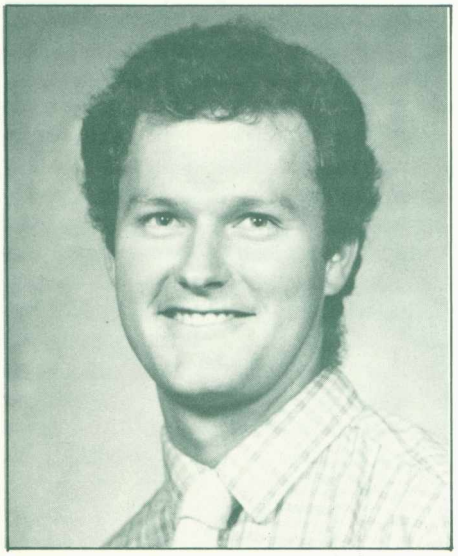
The idea is to hit the ball from a given point into each of the 18 holes, using the fewest strokes and the most words. The ball must be propelled by any one of a number of ridiculous-looking implements, cleverly designed to provoke the owner.

After each hole, the golfer counts his strokes, subtracts six, and says, "Made that in five, just one over par." After the 18th hole, he shakes hands with those he played with, and thanks them for helping him enjoy a wonderful afternoon of sportmanship, then goes home and takes it all out on his wife and children.

— Anon

Soil Tests - Using the Results

by Dave Gourlay



Dave Gourlay
Assistant Superintendent
Hamilton Golf & Country Club

Recent management trends concerning topdressing and green construction stresses the use of high sand proportions. The advantages seem all too clear to the Golf Course Superintendent. Improved soil aeration, better water infiltration, decreased compaction and economics are the most prevalent reasons. However, certain sand programs inevitably will lead to complex turf management. How can we as turf managers ensure that we are using the proper materials? I believe the answer lies in a better understanding of the physical properties of the soil and knowing how the properties influence the management of the turfgrass. However, before I enter into this discussion, I must go back in time and trace the agronomical practices and ideas used throughout the years, which have influenced our thinking concerning this topic.

Prior to the 1960's, topdressing materials consisted of equal proportions of sand, soil and organic matter. Long pain staking hours were spent hand mixing the root zone mixes to these ratios. The sophisticated mixing equipment of today was non existent at this time. Hand shovelling was a common practise. As a result, the application of the topdressing was very infrequent, perhaps one to two times per year.

Certain clear advantages were achieved using this heavy soil mix. First, the clay and organic matter served as a reservoir for chemical reactions in the soil. Micronutrient deficiences were unheard of. This type of mix also had an excellent moisture holding capacity, as the irrigation systems were a far cry from what golf courses have today. Unfortunately, the biggest disadvantage outweighed all the advantages. The tendency for compaction was severe, and the quality of the turf suffered.

In the following decade, the introduction of more sand in the root zone mixes was the trend. Superintendents experimented with higher proportions of sand every year until many were actually using straight sand. This trend is still spreading today. The value of sand in the reduction of compaction seems to be the vital concern of the turf manager. Certainly no one can disagree with this strategy. However, certain problems are created using straight sand.

The most severe problem in the use of straight sand is its lack of moisture holding capacity. This is the sands capacity to hold available water for plant growth. As a result, frequent irrigation is needed to prevent wilt conditions. Along with the reduced moisture holding capacity is the tendency for hard greens. Golf shots just don't hold as they should. This characteristic property is represented in the bulk density value of the soil. Not mentioning the possibilities of micronutrient deficiences, there is little doubt, that the art of turf management will be extremely complex, using this method for topdressing and building of greens. For those using straight sand without extensive research on the sand, it will be a nightmare. What eventually happens as a result of these problems is a reversion back to a heavier soil mixture. But what can one expect from an untested sand! The turf manager will then become inconsistent in his views on topdressing and green mixes from year to year. He will become dissatisfied and unsuccessful with both methods, as he simply switches back and forth. Inevitably turf quality will be directly affected. This is the position the turf manager of today finds himself in.

Let's go back a moment and ask ourselves what we really need from a soil mixture. It is evident that certain soil characteristics are desirable for a good turfgrass rootzone. Included in these characteristics are: minimum compaction tendency, good soil water infiltration and percolation rates, adequate aeration for deep rooting, freedom from toxic chemicals, an active microorganism population, a certain degree of resiliency, high cation exchange capacity and adequate water retention (Beard pg. 348). By far the most important factor in the root zone mix is the ability to minimize soil compaction (Beard pg. 349). The best method to ensure that the compaction due to trampling, mowers and other equipment in reducing the size of pore spaces, is in the incorporation of a high sand content, in the greens mix. One of the best golf green specification mixes that employs a high percentage of sand is that set out by the United States Golf Association Greens Section.

The root zone soil mixture has been developed by extensive research by the USGA Greens Section. This mixture must meet very exact specifications in order to be a U.S.G.A. soil mixture.

The U.S.G.A.'s Greens Section has listed certain criteria in determining a satisfactory root zone soil mixture. The infiltration rate must fall between four and ten inches per hour. This rate will decrease by at least 50% with the establishment of the turfgrass. The soil should have a total pore space between 40 and 55 percent at a tension of 40 centimeters of water. The pore space is divided into two categories. The first is termed non capillary pore space. These are the pores in the root zone mix that contain air after free drainage has occurred. A minimum of 15 percent of the pores in the soil mix must be those of non capillary. The second type of pore is classified as capillary pore spaces. These represent the pores in the soil mix that are filled with water after free drainage has occured.

Bulk density is a term used to describe the arrangement of particles in the soil mix. The closer the particles are arranged to each other the harder the soil mix will be. The bulk density value should range between 1.2 g/cm^{-3} and 1.6 g/cm^{-3} to ensure that the green will be neither too hard nor too soft. The larger the bulk density value the harder the root zone mix becomes.

One of the most important criteria that the soil mix should conform to is particle size. The mix should ideally contain no particle larger than 2

millimeters in diameter and should not contain more than 10 percent particles larger than 1 millimeter. No more than 25 percent of the particles should be smaller than 0.25 millimeters. In addition to these restrictions, the root zone mixture should contain less than 5 percent silt and 3 percent clay.

The enclosed Physical Analysis Summation Table shows the four most commonly used sands in Southern Ontario. Each sand has been analysed as prescribed by the U.S.G.A. Greens Section.

All four sands meet the U.S.G.A. specifications for percent silt, clay and gravel. However, the physical properties of each sand varies considerably from each other. One of the most noticeable differences is shown in the infiltration rates. Sample 4 shows a rate of only 3.7 inches per hour. Compare this value with that found in Sample 2 of 25.8 inches per hour. All the sands are relatively hard, as expected, having bulk density values in excess of 1.50 g/cm^{-3}.

The percentages of pore spaces vary in the four sands which in turn has a direct relationship with the moisture retention values. The higher the capillary pore space value the higher the moisture retention value. Sample 3 shows the highest capillary pore space value of 27.7% and also exhibits the highest moisture retention of 18.1%.

It is evident now to see that all sands are not the same, as many think. Particle sizes vary greatly from region to region, county to county, and even within the pit itself. Infiltration rates vary according to particle shape, size and their distribution within the sample. Bulk density values vary. Have you ever built a hard green using what you considered a good sand mix? Even moisture retention of the sands vary dramatically. Some sands can be used with special management practices but many can not, it is more the exception than the rule.

Different proportions of sand, soil and organic matter can now be tested to help facilitate the proper choice of a root zone mix. The use of high sand rates along with the addition of soil and/or organic matter in the mix will allow for the proper physical characteristics to exist.

As golf continues to increase in popularity, compaction will continue to be of primary importance in the root zone mix. The percentage of sand in the mix will have to remain high in order to help cope with the foot traffic. The art of turf management is becoming increasingly complex from year to year, without the added frustration of poor sand or poor sand mixes. The choice is now yours.

Sample Number: _____

Club or Sender: _____

Address: _____

_____

_____

Date: _____ Phone: _____

STANDARD SOIL CONSULTANTS

39 MILL STREET
THORNHILL, ONTARIO
Phone Dave Gourlay B. Sc.
Agronomist
(416) 889-2735

PHYSICAL ANALYSIS SUMMATION

SOIL COMPONENTS	SAND SIZE BREAKDOWN					TOTAL SAND %	SILT %	CLAY %	GRAVEL %	ORGANIC MATTER %
	VERY COARSE 1 - 2mm %	COARSE 0.5 - 1mm %	MEDIUM 0.25 - 0.5mm %	FINE 0.1 - 0.25mm %	VERY FINE 0.05 - 0.1mm %					
SAMPLE 1	1.0	9.0	38.1	43.5	6.7	98.3	0.0	1.6	0.1	
SAMPLE 2	0.5	4.1	36.5	51.1	5.7	97.7	1.6	0.6	0.1	
SAMPLE 3	1.3	12.4	45.0	28.3	8.0	95.0	2.4	1.5	1.1	
SAMPLE 4	2.7	9.3	41.2	33.3	8.0	94.5	4.5	1.0	0.0	

MIXES ANALYSED			INFILTRATION RATE	BULK DENSITY	% PORE SPACE		MOISTURE RETENTION	pH	LIME REQUIREMENT
SAND %	SOIL %	ORGANIC MATTER %	inches/hour	g/cm^3	CAPILLARY	NON CAPILLARY	40 cm of H_2O		
SAMPLE 1			15.0	1.67	18.7	18.1	11.2	8.5	calcareous
SAMPLE 2			25.8	1.61	22.2	17.1	13.7	8.5	calcareous
SAMPLE 3			9.1	1.53	27.7	14.6	18.1	8.6	calcareous
SAMPLE 4			3.7	1.60	22.0	17.5	13.7	8.2	calcareous

Do You Have A Contract?

How many golf course superintendents have a proper contract which is written down on paper and revised and signed every year? If you don't, you should. All benefits and responsibilities should be clearly listed because memories fade, board of directors change and economic and personal factors are constantly changing.

The main benefit of a contract is that it legally protects an employer and a superintendent, an asset for both parties.

Generally, the main day to day benefit of a contract is that it clears the air. The employer and the superintendent know exactly his obligations and his responsibilities. Benefits are clearly pointed out. Maybe there are some benefits that you should be getting and you don't, or some benefits that you do get but you never realized you did or some benefits that you have been getting but no longer need. Also your responsibilities to the club are stated. Maybe there are some responsibilities that you have been responsible for and not being paid for or some duties that you are being paid for and are not doing.

The following sample contracts are taken from the GCSAA booklet "Guidelines for Selecting a Superintendent". No two situations are the same, so the contracts will have to be altered to fit your needs.

Sample Employment Contract II

SAMPLE CONTRACT

LETTER OF UNDERSTANDING AND AGREEMENT BETWEEN _____

AND _____ COUNTRY CLUB

Mr _____ is engaged as golf course superintendent for a period of _____ years beginning approximately _____ 19____

Remuneration will be at the rate of _____ for the first year and _____ for the second year

The Club s and Mr _____ s objective is to mutually bring about and maintain a top quality golf course

CHAIN OF COMMAND AND RESPONSIBILITIES

1. Mr _____ will be responsible only to the Grounds and Greens Committee and its chairman.
2. All purchases for the maintenance of the golf course, including equipment and supplies, shall be the responsibility of Mr _____ after previous approval of a budget through regular channels of the committee.
3. Mr _____ has the entire responsibility of hiring, firing, and directing all personnel on grounds and greens maintenance.
4. Mr _____ and the committee will be responsible for the direction and policing of golf carts on the golf course.

PRIVILEGES

1. Mr _____ has the privileges of the courses and the club house, including guests, in good tasted.
2. Meals are available to Mr _____ at his discretion.
3. A month s vacation is allowed, timed in conjunction with the committee.
4. The club will pay Mr _____ expenses for educational meetings, not to exceed $_____ in one year.

It is the combined thinking of Mr _____ and the committee that the course maintenance be brought to top condition and maintained as such.

_____ (President)

_____ (Superintendent)

Sample Employment Contract I

SAMPLE CONTRACT

FOR AGREEMENT BETWEEN GOLF COURSE SUPERINTENDENTS AND THEIR EMPLOYERS

THIS AGREEMENT MADE AND ENTERED INTO on this the ____ day of _____ 19 ____

by and between

hereinafter called the Employer, and

hereinafter called the Superintendent, WITNESSETH:

That for and in the considerations of mutual advantages the parties hereto have and do hereby agree that the Employer shall hire the services of the Superintendent upon the following terms and conditions:

1. DUTIES. The Employer herewith employs as golf course superintendent of the Company his powers and duties in that capacity to be as follows:
   a. To directly supervise the maintenance of said course in accordance with accepted standards and practices in his locality.
2. COMPENSATION. The Compensation to be paid the superintendent shall be the total annual sum of $ _____
3. TERM. The Term of the employment of the superintendent shall be for a period of _____ years from _____ 19 _____. This contract may be renewed or extended by the agreement of both parties, however, in the event the Employer does not desire to renew or extend this contract he shall advise the superintendent at least 90 days prior to its expiration by giving written notice by certified mail. The superintendent shall give a similar notice in the event he desires to terminate this contract.
4. VACATION. During the term of employment, the Employer shall give the superintendent four (4) weeks of vacation with pay each year of employment.
5. RESTRICTIVE COVENANTS. During the term of this agreement the superintendent shall devote his best efforts and entire working time to advance the interests of the Employer, and he shall not directly or indirectly be engaged with any business which conducts a business in competition with the business of his Employer.
6. REIMBURSEMENT FOR EXPENSES. The Superintendent shall during the term of this agreement be reimbursed in full for his expenses incurred while attending educational meetings both local and national.
7. ARBITRATION. Any claim or controversy arising out of or relating to this agreement or the breach thereof shall be settled by arbitration by a committee of four (4) turf grass experts, two (2) of which are to be appointed by the Superintendent, and two (2) of which are to be appointed by the Employer, and any judgment or award rendered by said committee acting as arbitrators may be entered in any court having jurisdiction thereof.
8. NOTICE. Any Notice to be given pursuant to the provisions of this agreement shall be in writing and by registered mail and mailed to the parties at the following addresses:

   (Employer) (Address)

   (Superintendent) (Address)

9. ASSIGNMENT. This agreement shall insure to the benefit of and shall be binding upon the Employer, its successors and assigns.
10. MISCELLANEOUS. The Employer shall pay the superintendent s dues to said local and national turfgrass organizations in the following sums: $ _____ per year to local organizations and $ _____ per year to national organizations.
    b. The superintendent shall be responsible for the hiring, with the Employer s consent, of adequate assistants and labor to properly carry out his duties. The salaries to be paid these men shall be agreed upon by the parties hereto.
    c. The superintendent shall be furnished at the expense of the Employer a pickup truck to more expeditiously carry out his duties. However, if the superintendent is required to furnish his own transportation for Employer s business, he shall be compensated at the rate of _____ per mile for the use of his automobile.
    d. Employer shall reimburse the superintendent for all items of traveling, entertaining and miscellaneous expense incurred while away on business on behalf of the Employer from the principal office of the Employer, but payment shall be made only against a signed itemization listing of such expenditures.
    e. Employer shall provide superintendent with adequate housing and utilities for himself, wife and/or children.
    f. Employer shall provide superintendent with health and accident insurance, including the immediate members of his family also.
    g. Employer shall provide superintendent with life insurance to equal amount of compensation received in yearly agreement.
    h. Employer shall provide superintendent meals at his discretion.
    i. Superintendent shall be supplied with a moving van at the expense of the Employer to move his personal belongings and equipment from his present place of employment to the Employer s place of employment known as the _____.
    j. Superintendent shall be extended the privileges of the golf course and the clubhouse, including guests, in good taste.
    k. Employer shall provide superintendent with club retirement plan or the equivalent thereto as set up by Employer.
    l. Superintendent shall at all times conduct himself in a manner which will not discredit nor reflect on the Employer, and shall perform his duties in accordance with the accepted standards of his particular employment.

IN WITNESS WHEREOF, the parties hereto have signed this agreement the day and year first above written.

(Employer)

By _____

(President)

(Superintendent)

The Superintendent's responsibilities

Because of widely differing circumstances in which the golf course superintendent works, it is difficult to fully itemize his professional responsibilities.

Local conditions and factors ranging from the geographic-climatic location and number of holes to the history and organization of each course must be considered whenever a golf course superintendent's responsibilities are discussed. Naturally, there are many common areas of responsibility for all superintendents, but there are also many localized aspects.

On most courses there will be committees establishing policy as it pertains to each segment of the total facility operation. Thus, the golf course superintendent would respond to the general policy, guidance and suggestions of the "green committee." In addition, the superintendent's areas of responsibility might include:

1. Golf Course Management (the entire playing surface of the course, to include all tees, fairways, roughs, greens and surrounding areas).
2. Area Management (entrance roads, parking lots, practice putting green and driving range).
3. Landscaping (planning, planting, maintenance and removal).
4. Structures (buildings, fences, bridges and shelters).
5. Equipment (purchase, storage, inventory and maintenance).
6. Personnel (working staff, procurement, training and supervising).
7. Materials (purchase, storage, inventory and application).
8. Budget (preparation, explanation and execution).
9. Record Keeping (expenses, weather, material application and inventories).
10. Knowledge of golf (participation, rules and regulations).
11. Reporting and Advising (periodic contact with "green committee" and golfers).
12. Serve in an advisory capacity to the long-range planning committee.

As stated before, the specific responsibilities of a golf course superintendent will vary greatly; however, in general terms, it is the superintendent's main responsibility to ensure the golfer is provided the finest possible playing conditions and surroundings. The methods utilized may differ, but the common goal will not.

McClumpha Tournament
Lambton Golf Club

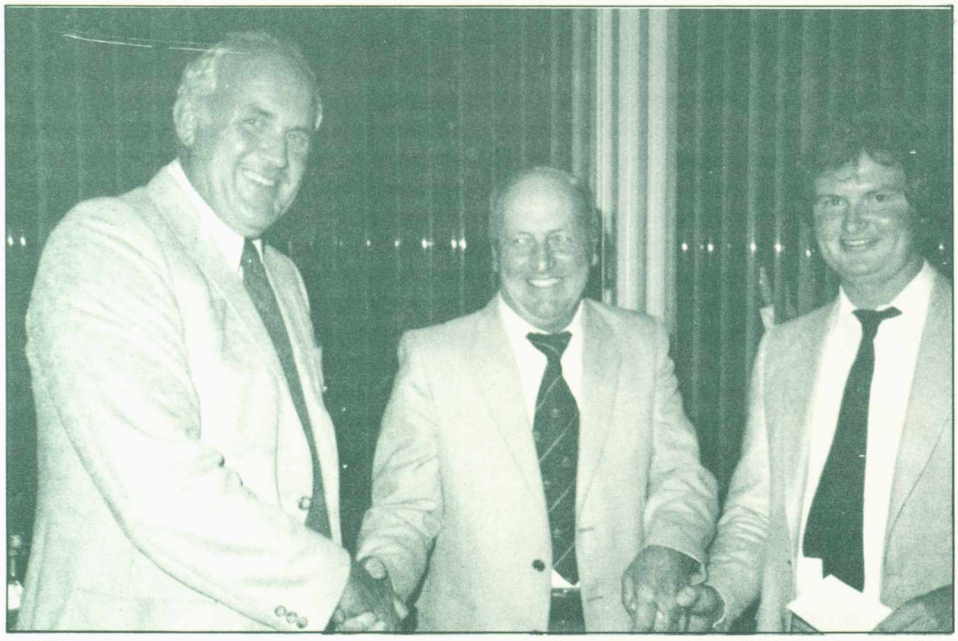
Host: Paul White

131 superintendents, assistants and guests participated in this annual fall event. The course was in great shape despite the fact that we have just been through one of the most demanding summers in years. Winners for the day were;

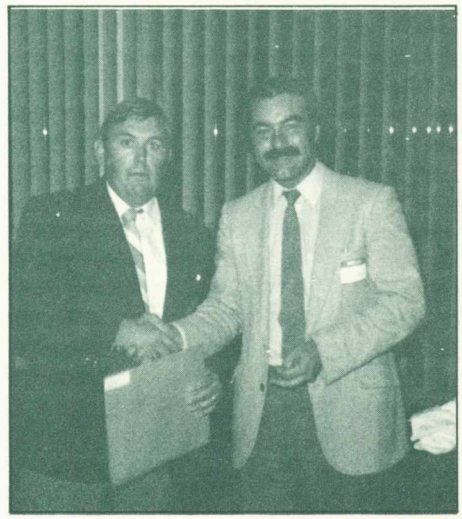
Superintendents:	low net	1. Peter Creighton	68
		2. John Harris	68
		3. Bill Glahen	69
	low gross	1. Bob Lebbett	77
		2. Bruce Burger	78
		3. Bob Heron	79
Assistants:	low net	1. Leo Daigle	70
		2. Terry Heatherington	70
		3. Eric Williamson	71
	low gross	1. Randy Higgens	79
		2. R. Pattison	87
		3. Roger Macklen	91
Guests:	low net	Bernard Marsdon	68
	low gross	Hal Schrader	76

George Darou Trophy (low net Superintendent over 50) Bill Calhoun.

Bill Calhoun receiving the George Darou trophy from Ron Craig, Turf Care Products, for low net Superintendent over 50.



Whitey Jones presenting prizes to low gross Superintendent Bob Lebbett (left) and low net Superintendent Peter Creighton (right).



Ted Hartwell of Hartwell Consulting and Marketing Services presenting host Paul White with a home automatic watering system.

The reason that golf and taxes have something in common is; it doesn't matter how hard you try, you'll always end up in the hole.

Five Years Ago Today

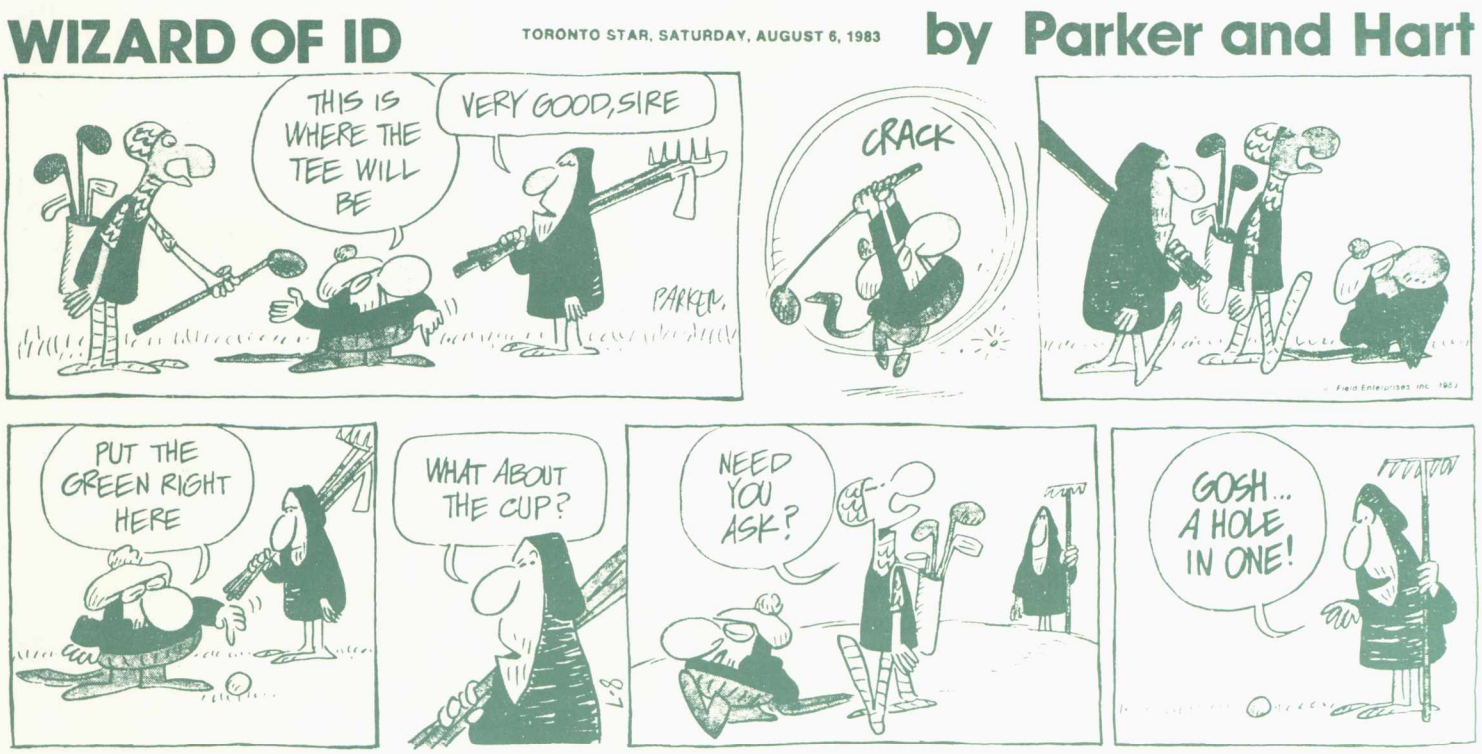
The Ontario Golf Superintendents Association executive for 1978 was Paul Scenna (pres.), Stew Mills (vice.), Paul White (sec.), Ken Nelson (tres.), Al Beeney (past pres.), Bill Bowen, Blake McMaster, John Smith, Rusty Warkman, Bill Hynd and Paul Dermott.

The Eighth Annual Turf Management Symposium was held at the Hamilton Golf Club hosted by Stew Mills. Paul Scenna opened the Symposium which was chaired by Norm McCallum and Al Beeney. The speakers for the day were Terry Dwyer, meterological officer Mount Hope Airport, George Cumming, Royal Botanical Gardens, Dr. Jack Eggens, University of Guelph, Ken Nelson, Steve Miller, Jim Wyllie, Rusty Warkman, Doug Suter and John Smith. Paul White was the symposium chairman and over 70 superintendents, assistants and associates attended.

Monthly meetings were held during the off-season at Glendale Golf Club, Paul White, Bayview Golf Club, Ed Ortleib and Essex Golf Club, Bill Fach. The Canadian Golf Superintendents Association Conference was held on March 5-8 at the Hotel Toronto. The President-Greens Chairman-Superintendent Tournament was held at the Hamilton Golf Club on July 28. The team of Harry Ritson, pres., Frank Pope, G.C., and Bob Heron, superintendent won first prize. Bill Hynd hosted the Ladies Peter Jackson Classic, Dennis Pellrene hosted the Canadian Open and Bob Brewster hosted the Ontario Amateur. Paul Scenna hosted another great Galt Field Day on June 8. Low superintendents were Bill Bowen (76), Bill Glashan (77), Jack Fairhurst (78) and Graham Sholdice (78). After golf everyone went over to the Cambridge Turf Plots. Gord Witteveen hosted a meeting on August 16 at the Board of Trade Country Club. It was a rain delayed round and the low gross winners were Bill Bowen (74), Bill Glashan (77) and Barry Endicott (78). The theme was "America Day" and U.S. guests included Dr. Jim Watson, Ted Smith, Ned Brinkman, Bob Moore, Jim Latham, Andy Bertoni, Norman Leising and Mel Lucas. Mel Lucas, director of the GCSAA gave a demonstration of the new speed stick which was developed by the USGA to measure putting speed on greens. The McClumpha tournament was held at Glendale Golf Club. Genstar Chemicals hosted superintendents at Glen Abbey and the CGSA held their Fall Field Day at Lachute Golf Club which was won by George Garner with a 78.

The Pro-Superintendent Tournament was held at Dalewood and George Garner (79) and Pro Dave Clayton (71) won top prize. Thom Charters won low superintendent prize with a 78. Kimmo Solonen won the Taylor Barnes trophy at Cherry Hill Country Club.

James H. Roberts passed away on January 1. Mr. Roberts retired in 1972 following 20 years as superintendent at Sunningdale Golf Club. Henry Gertin accepted the job at Beachgrove in Windsor and Barry Endicott moved to Chinguacousy Country Club from Glen Shields Golf Club. Stew Picken moved on as superintendent at Glen Shields Golf Club. Al Draper accepted the job at Greenhills Golf Club. Doug Heron of O.M. Scot became regional manager for Ontario, Quebec, Ohio, Michigan and parts of New York and Dave Dick, formerley from Sleepy Hollow took over the Toronto territory. Ron Craig became manager of the Rexdale branch for Spraymotor. Hugh Kirkpatrick moved from Dalewood Golf Club to Westmount County Club in Kitchener. Clay Switzer, Dean of O.A.C. was made Honourary Member of the OGSA.



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CHRISTMAS PARTY

SATURDAY, DECEMBER 3rd, 1983
GALT COUNTRY CLUB
HOSTS: PAUL AND DIANNE SCENNA
6 P.M. COCKTAIL HOUR
8 P.M. DINNER
9 P.M. - 1 A.M. DANCING
GUESTS WELCOME
COST: $45.00 PER COUPLE

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Ontario Golf Superintendents Association