



THE Greenerside

Official Publication of the Golf Course Superintendents Association of New Jersey

Rutgers Winter Program, a student's view

My name is Mark Hatala. I have been the assistant superintendent at Rose City Golf Course in Portland, Oregon, for the last 14 years. I decided to go to Rutgers because it was becoming apparent I wasn't going to get a decent superintendent's position without an education.

I thought I was prepared for school; I wasn't prepared for what was in store for me. The last real college experience I had was back in 1976 when I thought I wanted to be a sports journalist. I have taken a few college courses the last few years. I was not prepared for the first day of orientation and Mr. Buckley.

My first impression of Buck was that he was a very intense individual. He sure knows turf diseases, and if you can keep up with him, you can learn a lot. Taking notes was one of the toughest things to adjust to. Some instructors went at a moderate pace while others, like Buckley and Deana Main in Botany, were very quick.

One of the biggest adjustments to college life was living with a roommate. I'm 42 and have been married for 4 1/2 years, and my wife Dorothy and I are expecting our first child this August. Greg Munson went through the program last year and talked me into going this year. It was real beneficial to get to know the second year guys (they knew where most of the tree ID plants were).

Being 3,000 miles away and having a pregnant wife at home while you are gone for 10 weeks can be very stressful. The first couple of weeks were the worst, she felt all alone and she was doing all the work. I informed her that it was no picnic at school either.

I learned from the second year guys that the first week or two was about the only slack time we would have. So, the first weekend I went to New York City with some guys from North Dakota, Minnesota and Greg. We did all the tourist stuff—very impressive.

After the second week, school started getting more intense—more quizzes, more studying, more memorization. God, I hate memorization.

There is also a lot of personal turmoil going on for some people. Ted's grandmother died the first week. Keith got his truck stolen in week six. My roommate had his wife tell him she wanted a divorce, and I'm dealing with a pregnant wife

3,000 miles away.

Time seems to go so slowly the first few weeks, but after midterms it seems to go faster. One of the best feelings,

**My roommate had his wife tell him
she wanted a divorce, and I'm
dealing with a pregnant wife
3,000 miles away.**

though, is getting to that last week of classes and getting Buckley's final over with. Brutal!

One of the best things about the school is the friends you meet. That first day, everybody is in a daze and it lasts about

Continued on page 4

In this issue

Editorial	2
President's Message	3
GCSANJ News	5
GCSAA News	14
Cadence	15
The truth leaks out	18
Employment contracts provide added protection.....	20
Preparing painless presentations from intro to ending	22
Professional photos help you put your best foot forward.....	24
Assistan Superintendent joins GCSANJ Board	26
Patron Directory	27

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Ken Krausz, **Editor**
Newsletter Business Staff
Ken Krausz, CGCS

201 599-8301 • FAX 201 447-0301

Contributing Writers
Douglas Vogel, Brian M. Remo,
Edward Walsh, CGCS, Shaun Barry
Steven Malikowski, CGCS

Please address inquiries to:
Editor, **The Greenside**
125 Crain Road, Paramus, NJ 07652
For Ad Placement: Judy Policastro
(973) 379-1100

Art and Typography by
Trend Multimedia
732-787-0786 • FAX 732-787-7212

Golf Course Superintendents
Association of New Jersey
66 Morris Ave., Suite 2A
Springfield, New Jersey 07081
973-379-1100 • FAX 973-379-6507

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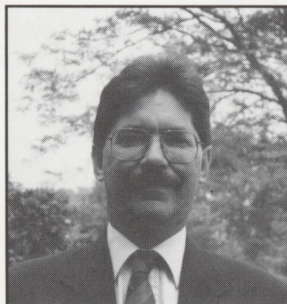
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Editorial by Ken Krausz, CGCS



Let's not go as far as a group hug

Golf course employees: are they appreciated as much as they should be? Probably not! We all know how much we as superintendents put into the job, and we all know that sometimes our efforts are not understood or appreciated. I am not writing about superintendents, I am thinking about the rest of the staff.

This past week I had a leak in my pump house, 2 1/2 feet of water shorted out my pump motors which gave me no water on the course. I was in court (a whole other topic) and received a page from my maintenance facility. This is the first time I was ever paged by my shop, so I knew it was important. My foreman, Lou, advised me of the lack of pumps and asked what to do. "Call the well people" was my reply. Lou said he would and had planned to do that if I had not returned the page soon.



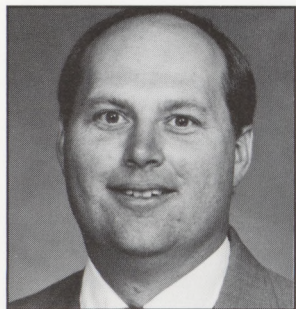
By the time I got back from court (we won), the motors were being removed and on their way to being checked out. Three days later (Friday afternoon), one motor was back and the irrigation system needed to be recharged. It is a job that had Lou and me in the pump house from 2:30 p.m. I forgot how loud a pump house can be. At 10:30 p.m. I knew this was going to be an all night job and that Lou was scheduled to be in work at 5:00 a.m., so I told him I was going to try and get one hour's sleep in my office and for him to wake me at 11:30 so he could get some sleep. Let me tell you, it was a strange feeling when Lou woke me up: sleeping in my office with a man's voice telling me it was time to get up!

I sent Lou home and at 3:20 a.m. the irrigation system was working. During that night I got to appreciate what Lou goes through every spring during the start up of the irrigation system. Two days in that noisy pump house is not one of those jobs you look forward to!

My point is, the job has to get done, but let's try and appreciate the people who do it. Pulling syringe hoses, spraying the course, changing the cups and all those tedious tasks are the things that our staff does all the time.

Let's take a moment once in a while to thank the staff and tell them we appreciate what they do. After all, if they don't do it right, no one will appreciate us!

President's Message



Changes on the Board of GCSANJ

In the last issue of *The Greenside*, I announced the resignation of Board members **Joe Kennedy** (secretary) and **Doug Larson** (District IV director). **Gregg Armbruster**, Medford Lakes C.C., was elected to District IV. The secretary's position was filled by **Mike Mongon**, Arcola C.C., which left the treasurer's position open. The treasurer's position was filled by **Ed Mellor**, Jumping Brook C.C., which created an opening for a District III director. **Bruce Peeples**, Spring Lake G.C., was recently elected as director for District III.

Unfortunately, at our May 19, 1998, Board of Directors meeting we had to accept the resignations of two more Board members. **Ron Luepke**, Charleston Springs, resigned as District III director and **Vince Bracken**, Fairmount C.C., resigned as District II director. As I write this message I have learned that **Wayne P. Remo**, Rock Spring Club, is running unopposed for District II, and **Mark Kriews**, Old Orchard C.C., is also running unopposed for District III.

Although it is unfortunate when we lose good quality Board members, it is comforting to know that we have members willing to step forward and get involved when needed. I know that as golf course superintendents, it is difficult for us

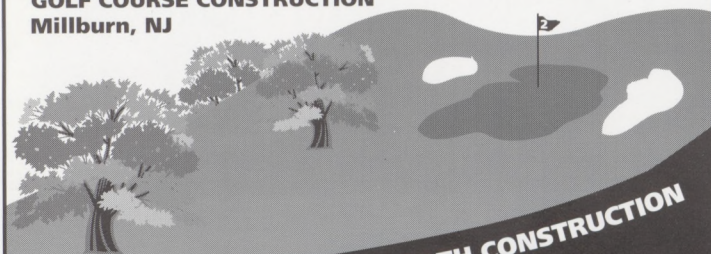
to find spare time in our busy schedules to volunteer our services for the benefit of the Association, especially during the season. I would like to take this opportunity to thank those who have come forward over the years and made this Association what it is today. Over the past 13 years I have met and worked closely with many members of this Association, and I have learned a great deal. GCSANJ is a strong chapter of the GCSAA and is growing stronger every day. We are moving forward in a direction that will provide better service to our members and improve our image by taking an active role in research and opening the lines of communication with other associations in the turf industry. If any member has questions about the GCSANJ, feel free to contact me or your district director.

Glenn A. Miller

Calendar

- July 20** **July Monthly Meeting,** Montammy C.C. Host: Michael Miner. 3rd round of the Leslie Cup. Match play vs par. Low gross, low net, gross skins and a challenge match of the GCSANJ and Met Boards (tentative). Contact Judy Policastro, 973-379-1100
- August 6** **Rutgers Turfgrass Field Day,** 12:30 p.m. start.
- August** **District Meetings**
- Sept. 28** **Invitational,** Manasquan River G.C. Host: Glenn Miller. Contact Judy Policastro, 973-379-1100
- Oct. 13** **GCSANJ Championship,** Olde York C.C. Host: Mark Stallone. Contact Judy Policastro, 973-379-1100
- Nov. 10** **Annual Meeting,** Hollywood G.C. Host: Jan Kasyjanski. Gross skins. Contact Judy Policastro, 973-379-1100

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Rutgers Winter Program, a student's view

Continued from page 1

a week. After a while it starts to wear off, and you become more comfortable with it. It amazed me the diversity of the backgrounds and cultures people come from. We had guys from Germany, Russia, Alaska, Washington, Montana, Nevada, Texas, Ohio and many more places. About half the class was from the local area, so they were a good resource to find out about driving laws, where the nearest liquor store was, and where we were going to play golf that weekend.

Looking back now, I see how much you depend on your friends, like for rides, to study with, to commiserate with, to drink with—it's definitely some heavy duty male bonding.

I have always been a traveler, so whenever anyone was going anywhere, I was willing to go—be it the grocery store, the laundromat, the library, whatever. I flew out with Greg and had no transportation. We stayed at Fresh Ponds Village, and I hooked up a ride to school with Matt Leseman from Alaska. It sure cut down on expenses.

Speaking of expenses, it *was* expensive; counting school, lodging, books, food, plane fare and all the other sundries, it probably cost me about \$7,500. I paid for all of it; my employer didn't pick up anything. I know some guys had full rides—that would have been nice. I sure envied them. I also envied the local guys; they got to go back home on the weekends, to sleep in a familiar bed, get a home-cooked meal and all the other goodies. I know the weekends were the toughest for me. Time seemed to stand still, so whenever there was a chance to do something on the weekend, I jumped at it.

One weekend we got to visit Baltusrol, thanks to Mark DeNoble and his father. It was very impressive. We also got the pleasure of visiting Pine Valley. What a treat! I've played some of the greatest courses, now I see why they are rated so high. I must say, every course we went to either as a class trip

or individually to play golf, we were always treated with the utmost courtesy and, speaking for my classmates, we truly appreciated it. There are so many fine courses in the area, it is such a shame that we are here when most of them are closed.

***We had guys from Germany,
Russia, Alaska, Washington,
Montana, Nevada, Texas, Ohio and
many more places.***

Back to school—the Holly House probably hasn't changed much since some of you attended. Steve Langlois was a fun guy to learn from; Fred Brown always had a joke. Initially I didn't know what to think of Steve Kristopf for Tree ID. After a while, I really respected him, he really knows his plants. Actually, all the instructors were excellent, it all boils down to you get out of it what you put into it. If you want to come to school to party, you can do that; if you come to learn you can do that too. Some people can actually do both quite well. I wasn't one of them. It was a very rewarding experience, and I can't wait to come back next year to finish the program.

Editor's Note: I met Mark Hatala on the last day of the winter course last year. I, along with other graduates of Rutgers, was invited to a question and answer period. Mark volunteered to write this, and I was happy to accept. After reading this, I decided that it would be a good thing for local superintendents to get together with the students. I will be organizing a "Pot Luck Dinner" in the beginning of the year and maybe something at the end of the 10 weeks. I think it would be a goodwill gesture and a good time to boot.



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LIFE MEMBER HEADS WEST

Dr. Paul Sartoretto and his wife, Mary, have decided to pack their bags and move to California. Dr. Paul has been a great friend to our industry for over 50 years and would love to hear from the members of GCSANJ. Since it is too late to get into the directory, this is his new address: Paul and Mary Sartoretto, 30 B Calle Aragon, Laguna Hills, CA 92653; 714-855-3038. Good luck and stay healthy!

DISTRICTS III AND IV ELECT NEW DIRECTORS

Gregg Armbruster was recently elected as the District Director for District IV. Gregg has been at Medford Lakes Country Club since 1994. Before coming to Medford Lakes, Gregg worked at the Little Mill Country club for 12 years. He graduated from the Two-Year Turf Program at Rutgers

and also has an Associates Degree in Education at Chowan College. He and his wife Nancy have two children, Stephanie and David.

Bruce Peebles has returned as a District III Director. Bruce attended The Stockbridge School of Agriculture at The University of Massachusetts, where he received an Associates Degree in Turfgrass Management. Summer placement training was done at The Country Club of Pittsfield, Massachusetts, under Dick Bator. Bruce worked at a few golf courses in Berkshire County and Cape Cod, as well as Naples, Florida. He was hired by Steve Finamore in 1978 as assistant superintendent at Hominy Hill G.C. After a brief stint in irrigation sales at Storr Tractor, Bruce was named superintendent at Pine Brook G.C., then Howell Park G.C. under Dave Pease. In late 1985, Bruce became golf course superintendent at Spring Lake Golf Club, a position he currently holds. Bruce married Janet Spears and they have two children, Robert and Ellen.

Gregg and Bruce will be an asset to GCSANJ, and *The Greenside* welcomes them both!

HARBOR PINES IS A PERFECT HOST

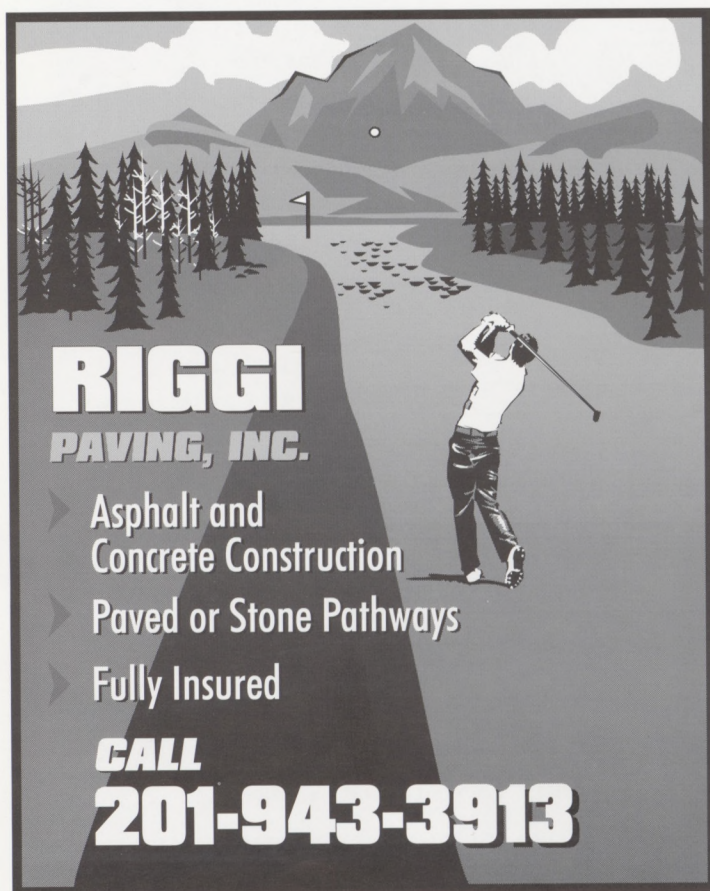
by Shaun Barry

Our 1998 monthly meeting schedule started at Harbor Pines C.C. **Rick Broome**, CGCS, and former GCSANJ member Dick Grant were pleased that we would consider their course for our meeting. Their calendar was almost full, but April 21, 1998, was a perfect fit. Things are a bit less hectic during this month at the shore. Weather is the factor that keeps play low, and it is always one of our concerns. Rick promised good weather, and he was absolutely correct. The day was beautiful. A great way to start the season!

The day was also very informative with Dr. Jim Murphy giving us a Rutgers research update. We are very lucky to have so much going on in our state. Having Jim as our speaker seems to attract a full field (140 players), so we are thinking of having him speak at all of our meetings. (It is also possible that Galloway National and Harbor Pines had something to do with attendance, but let's not tell Jim.)

After a great lunch we headed out to the course. Most of us did not know what to expect. This Stephen Kay design had gotten rave reviews, but now it was our chance to see what it had to offer. Having spoken to Rick earlier in the day, I knew that he and his staff had spent many long hours preparing for us. Seeing Rick's cheerful face with his normal

Continued on page 6



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Continued from page 5

1000 watt smile told me that he and the course were ready. None of us were disappointed. This course offers wonderful challenges for all skill levels, and not a blade of grass was out of place (well before we started, anyway). It really was an enjoyable experience.

Our scores were not the best, but nobody seemed to mind. **Matt Ceplo** made the long drive down from Rockland C.C. and still shot a 75. He edged out **Jay Antonelli** by a single shot. **Steve Hesser** from Lawn & Golf invited Jim Carville to be his guest. Jim came across the river from Pennsylvania, and he placed first in the net tournament with a 69 (both Matt and Jim will now have to start paying New Jersey taxes). Right behind Jim in second place was **Pat Wall** with a 71.

Some of our commercial members have chosen to sponsor our skills competition this year. This has added to the prize levels for the winners. I will note their names after the hole they sponsored.

Phil (OK, I was lucky) **O'Brien** hit it to 8 inches on the 3rd hole (**Finch/ET Equipment**) and to 4 ft. 10 in. on the 8th (**Alpine Tree**), **Rob Finnesey** stuck it in to 3 ft. at the 11th (**Wilfred MacDonald**), and **Jim Morrison** took the 15th (**Vic Gerard**) with a shot to 45 inches. The long drive at #7 (**Koonz Sprinkler**) was won by **Jim Waniak**, who was still recovering from a recent hernia operation (his second—I think I know what the problem is. Swing easier, Jim.). **John Farrell** took the **Chipco/Rhone Poulenc** prize at the 17th, but he must have used a cannon!

Jeff Wetterling led the way in our net skins tournament. His 3 net eagles were all winners (they were all gross birds, which is not bad for a 14 handicap player). With only 1 net skin were **Bill Baumert**, J. Carville, **Bob Fields**, **Gary Loupassakis** and **Adam Mis**. Our gross skin winners were J. Antonelli, **Joe Connors**, **Angelo Petraglia** and **Phil Scott**. They had one each. Our day could not have been better. I just

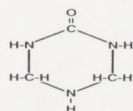
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GCSANJ news

Continued from page 6

hope that when Rick reads this article it will remind him to let everyone know again how much we appreciated what they did for us. It was fun.

SPRING LAKE G.C. LIVES UP TO ITS NAME

by Shaun Barry

At the April meeting, the weather was on our side. Unfortunately, "El Niño" was not so kind to us for May. Thirteen straight days of rain saturated Spring Lake G.C. The day before and the day of our meeting found **Bruce Peeples** and his staff pumping fairways (yes, I did say fairways) and bunkers. None of the 140 scheduled attendees would have been surprised to see this meeting canceled. Three days earlier, our Rutgers Turfgrass Golf Class at Fiddlers Elbow C.C. was postponed (rescheduled for August 24, 1998), and it had continued to rain after this, so we were prepared.

I also knew that Spring Lake G.C. is celebrating its 100th birthday this year, and it is hosting the NJSGA Open Championship in July. Two very important events in the life of a golf club, and two very good reasons to cancel. Bruce looked at the weather forecast. He considered what his course could take, and he chose to let us play with one stipulation. There could be no carts. He knew that there would be a limited number of caddies. Would this be OK? With a lot of concern for our hosts, but with a sigh of relief, we decided to go on

with the day. Using **Steve Chirip** and the Golf Committee, all 140 players were notified. Even though many superintendents had to take advantage of the dry weather, 120 people were able to attend. Everyone marveled at the condition of the course. Even with all of the extra demands put on the crew, they were still able to present U.S. Open conditions. Bruce, Bill McAteer, Bill Baumert and the entire staff earned the respect we felt for their efforts.

Before lunch, **Dennis Watkins** gave us a presentation on Turfsite and how to include this service into an IPM program. Dennis is the superintendent at Lord's Valley C.C., and his talk is another example of how far our industry is moving in a positive direction.

With our bags on our shoulders (a new experience for some of our players), we went out to play golf the way it was played when Spring Lake G.C. was founded. What a nice experience (maybe we should do this once a year).

This is such a wonderful course that you have to enjoy the day even if you are not playing well (and I know that from personal experience). In my end of the business, a good CEP (career exit path) starts by beating your boss at golf. Obviously this is not the case at Deal Golf & C.C. **Kevin Giles** shot 76 to take low gross honors. With this score he beat a smiling **Angelo Petraglia** by two shots. You would not know that they had spent many long hours preparing for the recent NJSGA Mid-Amateur Championship. Our net winner obviously plays better when he is exhausted, or maybe because he started on the 1st tee, or maybe because he was playing with some U. Mass. Classmates. Whatever the rea-

Continued on page 8



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GCSANJ news

Continued from page 7

son, our host, Bruce Peebles, had a career round (second such round this month) for a net 69. He just edged out **Rob Finnessey's** 70.

Bob Prickett was the closest to the pin on the 6th hole (**Alpine Tree**) at 34 ft. 6 in. I believe that he was the only person to hit the green! At the 8th hole (**Pennink Arrimour**), there was a tie. Both A. Petraglia and **Bob Fields** hit it 3 ft. 2 in. away. Instead of splitting the prize, Angelo gave it to Bob. (Later on in the evening, Bob was able to return the favor with a split of his 50/50 winnings.) **Ken Duggan** hit it to 68 inches at the 10th (**Wilfred MacDonald**), and **Craig Kinsey's** 10 ft. 5 in. effort claimed the prize at the 16th (**Finch/ET Equipment**). Mr. Petraglia and Mr. Prickett won the **Chipco/Rhone Poulenc** and **Koonz Sprinkler** prizes for the longest drives. Skin winners were **John Alexander**, **Jay Antonelli**, **Dick LaFlamme** and **Craig Theibault** with one skin each.

If you missed this day, you missed a super time. Our hosts

could not have been more gracious. Our thanks go out to everyone at the club who gave us their full attention, and we offer congratulations to the club as they celebrate their 100th birthday. May there be many more.

LESLIE CUP UPDATE

by Shaun Barry

Due to some extraordinary circumstances, the 1997 finals of the Leslie Cup were played on April 17, 1998, at the Manasquan River G.C. Conditions were excellent and this was reflected by the great play of **Craig** and **Jeff Theibault**. I am not sure how to explain the play of the losing team. **Dave Pease** really did play well, but, once again, his partner seemed to have bet on the opponents. Finally, after 17 holes

Continued on page 10

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of sweaty palms but no thrown clubs, the Theibaults took the title. **Mr. Barry** and Mr. Pease were bridesmaids once again.

The 1998 competition started with qualifying at Harbor Pines C.C. There were enough teams this year to have a second flight. Losing teams from the first matches will compete against the teams that had not qualified in April.

Many first round matches have yet to be played, but these are the results so far. Our defending champs, the Theibaults, lost to **Harry Harsin-Phil Scott**. Low qualifiers **Simpkins-Wall** had to go 21 holes to defeat the **Minemier-Rickenbach** team. **Cross-Woods** edged **Indyk** (Ken, not Henry)-**Rogers**, and **Barry-Pease** got back on track with a tough match against **Driscoll-O'Brien**. **Hyland-Toto** managed to outlast **Bracken-Martin** (Jim, not Jack). It looks like a great year of matches. Bob would be proud.

PICK YOUR OWN TITLE

by Shaun Barry

As you can see, I cannot come up with a proper title for this little article. I want to keep you informed about the good play that our members have during the year, just in case you missed the notice in the sports sections of your local papers. I am torn between two titles and they are: "Bandits are in your midst" or "Get these people for partners." Since both quality, I will let you pick.

John Farrell came in third at the first NJPGO Mid-Amateur Championship. He shot a 74. We also find that **Jeff Wetterling** continues to enjoy a hot streak with his game. He was on a team that finished tied for first in a pro-am event at Forest Hills.

Congratulations to both, and keep me informed so I can abuse you in print.

HOW DO YOU SAY THANKS?

by Shaun Barry

On May 5, 1998, I had a unique experience. **Bruce Cadenelli** and **Herb Sambol** hosted an Appreciation Day for those commercial vendors who over the years have been helpful to Bruce, Steve and Metedeconk National G.C. When I received the invitation in the mail I thought that there must be a mistake. It should be the other way around. We were just doing our jobs. Then I remembered that Bruce had done this when he was at Caves Valley. The more that I thought about it, the more I liked the idea. We really are in this to-

Continued on page 11



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Vendor Appreciation Day was held May 5, 1998, at Metedeconk National G.C. It was hosted by Bruce Cadenelli (right). Two of the invited attendees were (left) Greg Hutch and Marty Futyma.

Continued from page 10

gether, and we really do our very best to help. We do it not just for a sale, but because we like our industry and we do like the people that we service. It seems that Bruce feels the same way. With this in mind, I called to confirm my attendance.

All guests were greeted by our host and each received a beautiful gift. What a nice touch. We then headed in for a great lunch, which was followed by an extended tour of the golf course. Following this five-hour turf inspection, we were once again eating. This time it was a delicious choice of hors d'oeuvres. Prizes were then presented to those who showed some talent during the tour. Eventually the day ended, as all days must end, but we knew that this day was special. Our thanks go out to Bruce and Herb because you did something that you did not have to do. We appreciate it, and we will remember. Thanks again from all of us.



Enjoying Bruce Cadenelli's hospitality are (from left) Mr. Pearlman, Mr. Pelrine and Mr. DeSanctis.

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GCSANJ EXECUTIVE BOARD MINUTES

The following is an overview of the minutes of the Executive Committee meeting held at Harbor Pines G.C. on April 21, 1998.

President Glenn Miller called the meeting to order at 8:30 a.m.

All Board members were present except Ron Luepke, who had another commitment.

Gregg Armbruster was introduced as the new Board member from District IV.

Glenn Miller appointed Mike Mongon as secretary to replace Joe Kennedy, and Ed Mellor as treasurer to fill Mike's position. Discussion followed.

We received a thank you for GCSANJ's donation to the Ed Lipman Sr. Scholarship Fund.

It was proposed and approved that GCSANJ donate \$2,000 per year for five years to the GCSAA Foundation.

It was also proposed and approved that GCSANJ donate

\$10,000 per year for five years toward the construction of the Rutgers Turf Research Center. This is the addition to the existing building that will allow Rutgers to consolidate their research and plant diagnostic centers.

Mike Mongon submitted copies of letters that he sent out regarding government relations.

There was discussion on 50-year awards, and it was decided that those awards would follow the format of the 25-year awards, specifically stating that the member must be on the rolls as an active member. There are a couple of 50-year members who are retired and not living in the state, and to administer this to retired members would be unmanageable.

There was more discussion as to the validity of adding an assistant superintendent to the Board. The position needs to be better defined or eliminated.

District III held a meeting at Charlton Springs and Knob Hill C.C.

It was suggested and approved that the Foundation take over the administration of the scholarships.

Continued on page 14

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At the Deal Golf & C.C. NJSGA Mid-Amateur Championship are (from left): Angelo Petraglia, Kevin Giles, Charlie Cadet and GCSANJ President Glenn Miller.



Ron Luepke (left) and Mike King, hosts of the District III golf tour.

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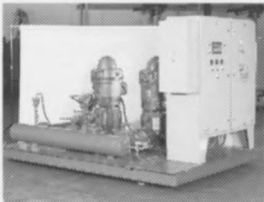
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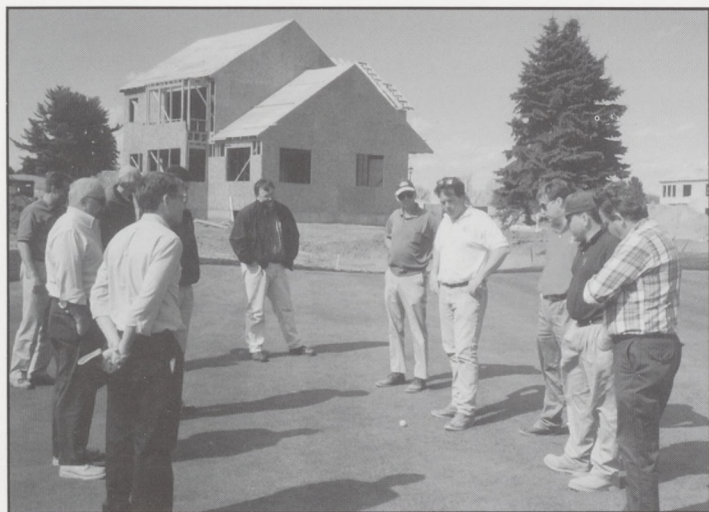
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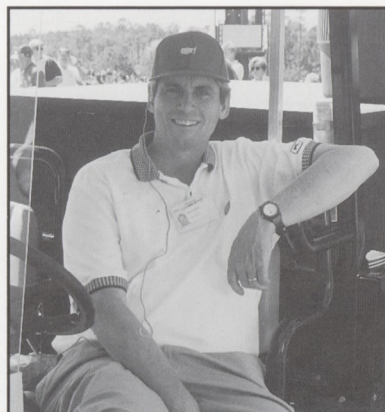
Continued from page 12



District III golf course tour of Knob Hill G.C. Mike King was the host.



Some of the participants in the District III golf course tour of Charleston Springs G.C. held April 2, 1998. The host was Ron Luepke.



Former GCSANJ member Matt Shaffer found working (?) at the Masters.

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GCSAA news

GCSAA is now accepting nominations from GCSAA members, affiliated chapters and qualified golf associations for the 1999 GCSAA Distinguished Service Award (DSA). The award is presented to an individual who has made an outstanding contribution to the advancement of the golf course superintendent's profession. The contribution must be significant in both substance and duration. The contribution may be, or have been, regional in nature. The nominee must not have been a recipient of this award in the preceding 10 years.

All nominations must be submitted by September 1, 1998, on the official nomination form. Contact the GCSAA Service Center at 800-472-7878 if you need forms.

The GCSAA Board of Directors will select the recipient(s) of the 1999 Distinguished Service Award during the Fall Board Meeting.

Cadence

by Brian M. Remo

I remember about two years ago being the assistant at Lake Mohawk G.C. under the superior tutelage of Eric J. Carlson. The years that I spent there at Mohawk were very memorable for me. It was my first assistant job. I had just graduated college, I just got engaged to my wife Fran, I had my own place, a new car, a dog and plenty of beer in the fridge. I learned a whole lot from Eric during that time as well (which is quite surprising since he's a Penn State grad from the sixties). Regardless, I remember when I had arrived in Sparta. Eric took me out for burgers and beers the night before my first day. I also remember asking him what his expectations were going to be for the upcoming season. Now, here I am, all of about 21 years old, dripping from the ears and wide-eyed with the intention of defying all common laws of agronomics to project myself into the New Jersey Turfgrass Hall of Fame by the time I reached 22. Eric looked at me and said, "Well, this is my first time being a super, and you're my first assistant, so I guess I'll keep on doing what I've always done . . . get up each morning and have a good time." Those

words impressed me, and made me remember . . . because it was fun. Eric was always fun to be around on the course and off. He would constantly joke around with the guys and could

***Life is a quick 18 holes, guys
and gals . . . enjoy the round!***

take it just as hard as he dished it out. He taught me that the easiest way to gain the respect of the crew as a manager was to gain their respect as a man. I hold that concept as a moral imperative in my present position and will always be grateful.

Just this past winter, in Anaheim, I had the pleasure of attending the President's Reception honoring the service of Paul McGinnis as GCSAA president for 1997. It was a beautiful reception, and I felt very honored to be included among the company that I was with. The buzz about the dining hall

Continued on page 16

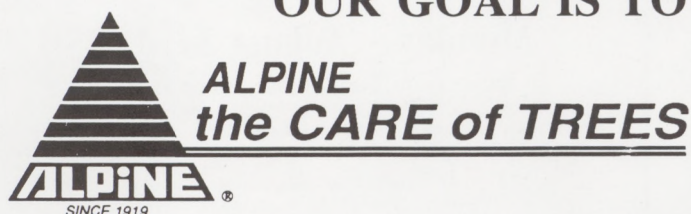
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Cadence

Continued from page 15

reflected the upcoming elections, the passing of new bylaws, budgeting and management issues, etc. I was right in the middle of an in-depth conversation with a nice couple from Wisconsin regarding the intricate structure of government they possess in Green Bay and how it might improve if Brett Favre were to be elected Governor, when Mike Mongon (Arcola C.C.) approached to say hello. Fifteen minutes later, the couple from Wisconsin were all but rolling on the floor from laughter. Mike and I turned a discussion on the weather patterns of New Jersey into a detailed argumentative regarding the life boat situation on the Titanic . . . "You mean to tell me that there were 20 architects on that tub and nobody could build a makeshift boat in an hour and a half? Did you see the size of those tables? Hello . . . ? That's wood Einstein, it floats!! Bob Vila would have had a field day with that dining hall. Three hundred kegs of beer on that thing and nobody thought to tie four empty ones to a table top? Come on, people, use your resources, this is 1912 already!!" Those who know Mike can no doubt picture the zany expressions he expounded during that conversation and, I'm sure, have also stood wit-

ness to the many voices and jokes he has been known to produce.

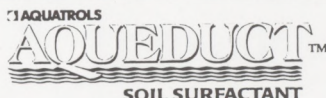
So often in this industry, we feel prone to stay closed minded to conversations that don't involve the words golf or turf. Think about some of the words that are used to describe the situations we encounter . . . STRESS, WILT DAMAGE, DISEASE, DROUGHT, WASH OUTS, RUTS, BREAKS, SYRINGE. To the untrained innocent bystander, we must sound like masochists! It is so hard sometimes to find the levity in the line of work we have chosen that its greatest asset is so often overlooked. Folks, you can have your greens stimping at 15.5, have mowing stripes that you could drop a chalk line on, with every piece of turf in its proper place, but if you're not having fun, you ain't doing it right. It's a game! It's a war game against Mother Nature, and she's gonna get ya in the end, nine times out of 10, cause she's been in this gig a heck of a lot longer than we have. I guess where I'm going with this rant from the underworld is this: What gets me out of bed each morning (besides my wife's right foot) is the plain and simple fact that I am still having fun. The day when that isn't the case is the day I hang up my duck boots and start flippin' beef at the pub and grub. Life is a quick 18 holes, guys and gals . . . enjoy the round!

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the golf courses unplayable.

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Monday ~ August 24, 1998
Same Time, Same Place, Same Format!

If, for some reason, you can't make that date, please advise us of your replacement, etc., ASAP!
Also, if you know of anyone who had a conflict with the May date and would like to join us in August, let us know!

Please complete the enclosed card for individuals or groups regardless of whether you have changes or not.
This will help in preparing final assignments for the rescheduled event.

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Thanks! See You In August!
The Committee

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The truth leaks out

by Steve Malikowski, CGCS
The Pines at Clermont Golf Club

THINK LIKE THE OWNER

How often have we all heard something like this from the owners, or the greens chairman or the general manager: "Do you need that new sprayer?" or, "Why do we need 15 walk behind greensmowers?" or, "You just sprayed last week, do you really need to spray again today?" Most times the answers to these questions are yes, because and yes. Certainly the reasons behind these answers can be rationalized by a competent golf course superintendent. Often the next question posed to us is, "Why?" Many times we can come up with a logical answer and end up getting what we want. But is it always what we need? I believe if you were paying for this stuff yourself, you may come up with an entirely different type of logic. It's different when you're on the other end of the budget. It's easy to say, "Well, this sprayer is now five years old, sir, and if something goes wrong we could lose all the greens," or the fairways could die, or some

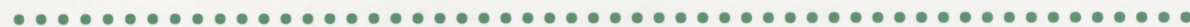
other logical explanation that makes sense to us why we need to spend another \$35,000 for that piece of equipment we "need." And then if that doesn't go real well there's this one.

We are now in the days of the million dollar budgets where we can buy anything we want. Why grow it when you can sod it.

"If you amortize that \$35,000 piece of equipment over five years, it's now worth nothing and therefore we should replace it." If this is true, then why is it someone will want to buy that same piece of equipment from Parker Biery or some other used iron person for \$18,500? Thinking like this, I guess I should throw away my Chevy van that's paid for but nine years old and runs great.

I guess my wife should get rid of her six-year-old Honda

Continued on page 19





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The truth leaks out

Continued from page 18

that's paid for and runs like new, and we should go in debt for \$800 per month for the next five years so we can have new stuff that works just like the old stuff. My point is, if you had to pay for it you would probably make it last. But you don't have to pay for it. The club, or the owners or the members do. And this is part of the reason why it costs anywhere from \$75 to \$200 or more to play 18 holes at an "upscale facility." Well, upscale this. Wake up out there, folks. It used to be that a good golf course superintendent was one who used common sense and a sensible amount of money to work the magic necessary to keep the golf course. Not any more! We are now in the days of the million dollar budgets where we can buy anything we want. Why grow it when you can sod it. Everyone knows that seed is always better than sod. But if you seed it and it rains, it will erode and then you have to fix the ruts and then seed it again. If you sod it, you don't have to worry about the rain. If you were paying for the sod, what would you do? Duh! Check the forecast. If you were paying for the fungicides, would you spray every 10 days? I don't think so, Tim. You would check the forecast so you could forecast. You would spend more time out in the field than in the office. Let the assistants stay in the office and do all the paperwork that you have created and get back out on the course.

Costs, costs, costs. When will it all end? Where is all the cost coming from? I see two areas, equipment and pesticides. Some would say labor also. I say not! When I began in the turf business 20 years ago, minimum wage was \$1.60/hour, a Toro Walkie cost \$462 and a case of fungicide that would give two weeks control cost \$75. Good quality seed cost probably \$.90/lb. What is the difference now? Labor has tripled, but it's not that bad. Seed has maybe doubled, but that's not that bad either. That same Toro mower is now 10 times more expensive. The fungicide now costs \$750 for the case that does the same amount of area, but now gives four weeks control, and yet we still spray it every two weeks and claim to use IPM. I say utilize IPM more and equipment and chemicals less. IPM becomes more important when you are paying for the stuff. If you reduced your chemical budget by 50 percent, would you lose 50 percent of your turf? If you did, you could use half of what you saved, buy the best slicer seeder on the market, buy enough seed to reseed your golf course twice and still have enough left over to give your entire staff a dollar per hour raise.

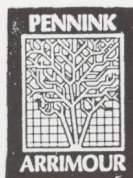
I know that this article will ruffle a lot of feathers and may offend some people, but sometimes when the truth leaks out, the truth hurts. If it does offend you, then maybe you should try to rationalize to yourself that I am wrong and then you will probably feel better. Just remember two things this month: 1. Apparently you have confused me with someone that gives a #\$\$%& and 2. That golf can be affordable again.

You can attempt to prove me wrong and contact me at nigelski@bellatlantic.net, and I will respond and see that your comments are published in the next "The Truth Leaks Out."

I know that this article will ruffle a lot of feathers and may offend some people, but sometimes when the truth leaks out, the truth hurts.

Also, beginning in the next issue will be a section on golf course management and construction techniques presented by the world renowned Dr. Nigel Wisskowski, CGCS, in a question and answer format. Simply direct any questions for the Doctor to me at the above Internet address and he will respond.

Editor's Note: Steve mailed me this article; I guess a fax machine is out of the question.



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Employment contracts provide added protection

by John Wake

GCSAA Copywriter/Promotions Specialist

One word sums up the benefits of having an employment contract: protection. An employment contract offers protection by balancing the playing field between employer and employee by acknowledging a superintendent's level of professionalism, forming an additional element of respect.

"What I see happening in the golf industry is that it is becoming more like a business—a stand-alone business," says Surfside Beach, S.C. attorney Dalton B. Floyd, Jr. "We are really in a changing work environment right now. Employees are looking for job security for life and a raise every year. But that's not what is happening nationally."

Floyd is the founder of Golf Rx Associates, a consulting firm addressing the unique legal needs of the golf industry. According to Floyd, professional golf course superintendents

need to understand the necessity of an employment contract and how it can affect the future of their careers.

An employment contract:

- Defines expectations
- Saves time second-guessing goals
- Protects the most important asset, the golf course
- Saves money by defining compensation
- Allows for better planning
- Removes fear and builds trust

Regardless of the specific situation, Floyd says the superintendent's employment contract should include some basic points.

"One thing I see a lot is that superintendents focus too much on the salary instead of benefits," Floyd says. "Superintendents should try to get more benefits."

Floyd adds that superintendents should also consider the term of the employment contract, specifying the contract's ending date, renewal date or its open-ended nature.

"I think more superintendents should ask for multi-year contracts," he says. "I find more employers are willing to offer multi-year contracts for key people—and superintendents are key people."

An employment contract should specify the superintendent's boundaries of authority and designate to whom the superintendent reports. It should also state the course of action that will be taken if the superintendent is voluntarily or involuntarily terminated, which Floyd says is a major area not to overlook.

"Especially from an employer's perspective, it is important to have a contract that includes a mandatory mediation and arbitration clause in case of wrongful termination," he says. "The mediation process is faster and relatively less expensive than court."

If an employer does not already provide an employment contract, it should be the superintendent's responsibility to propose one.

"Don't be bashful," Floyd says. "I think superintendents should be a little more aggressive. If you don't ask for it, you aren't going to get it."

An employment contract is an important document, and it is wise to seek legal counsel to assure that both parties' interests are protected.

Source: Dalton B. Floyd Jr., Esquire, The Floyd Law Firm PC, Surfside Beach, S.C.

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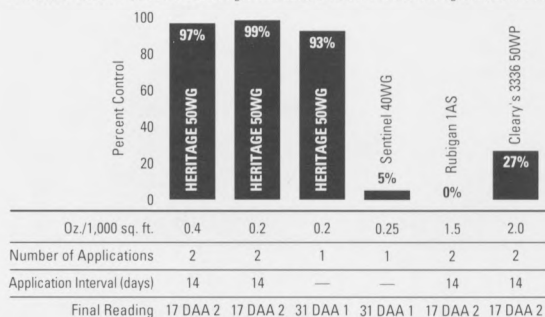
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Anthracnose¹ (*Colletotrichum graminicola*) on 80% Annual Bluegrass, 20% Perennial Ryegrass

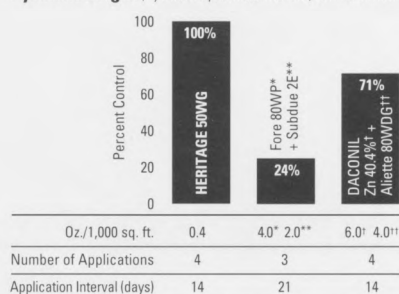


Dr. Don Scott, Purdue University, 1995

US 67-95-P354

¹ Also isolated from plots: 2 species *Rhizoctonia*; 3 species *Pythium*; and several species *Curvularia*.

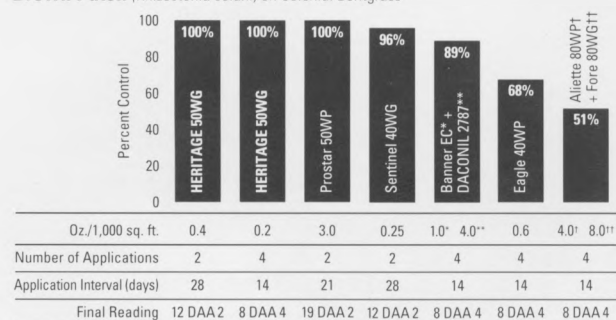
Pythium Blight (*Pythium aphanidermatum*) on Perennial Ryegrass



Dr. John Watkins, University of Nebraska, 1996

USNP-96-P030

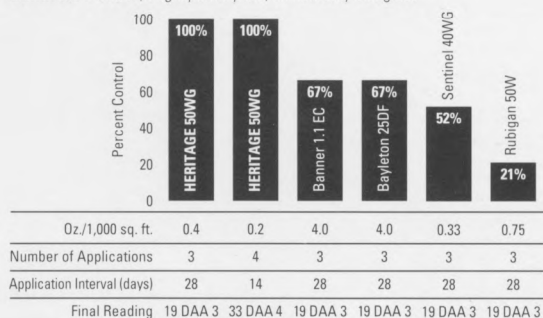
Brown Patch (*Rhizoctonia solani*) on Colonial Bentgrass



Dr. Pat Sanders, Penn State University, 1994

US 66-94-P356

Summer Patch (*Magnaporthe poae*) on Kentucky Bluegrass



Dr. Bruce Clarke, Cooke College, Rutgers University, 1994

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Preparing painless presentations from intro to ending

by John Wake

GCSAA Copywriter/Promotions Specialist

It's never easy to prepare a presentation for a group of people and stand before an audience and give it. With the key tools, though, you can become a more comfortable and confident speaker.

Bree A. Hayes, Ed.D., an instructor for GCSAA's regional seminar program, has taught seminars and short programs to the West Washington Golf Course Association, National Golf Foundation and the Northwest Turfgrass Association. Hayes says she knows that professional golf course superintendents are well trained in such areas as agronomy, chemistry and biology, but there is a need to communicate that knowledge on a more personal level.

"Golf course superintendents know how to make logical arguments," Hayes says. "I need to teach them how to per-

suade people on a more human or emotional level."

Hayes suggests some key issues for golf course superin-

"I think the No. 1 thing golf course superintendents have to do is to do their homework and know their audience"

tendents to consider when preparing for and giving presentations.

"I think the No. 1 thing golf course superintendents have to do is to do their homework and know their audience," Hayes

Continued on page 23

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Preparing painless presentations

Continued from page 22

says. "You can't give the same speech for lawmakers that you would for the local baking club."

Hayes recommends that presenters also be comfortable. A part of being comfortable, Hayes says, is "taking charge of the room." Whenever possible, presenters should take time in advance to arrange the room to best facilitate the message they want to convey. For example, it may be necessary to change the lighting or the seating arrangement.

Another aspect of being comfortable is how you feel physically. Hayes suggests that presenters do not consume alcohol—not even half a glass. She also warns against consuming carbonated beverages or eating a lot before a presentation. The carbonation can cause you to belch. Eating a big meal beforehand can make you feel "heavy" and uncomfortable.

Anxiety can be the killer of any good presenter, but Hayes says you need to attack your stage fright.

"We all have imaginary critical audiences whether they are teachers, clergy or parents," Hayes says. "I always imagine to myself that everyone out there (in the audience) wants me to succeed. And if you think about it, they do. Otherwise, you are wasting their time."

According to Hayes, a certain amount of anxiety is good. But the anxiety shouldn't be paralyzing. A happy medium should be found. To help curb excess anxiety, Hayes recommends breathing exercises or taking some time before the presentation to compose yourself in a room separate from where you will give the presentation.

Once you step onto the stage or up to the podium, Hayes also suggests taking time to overlook the audience.

"I call it 'dramatic pause'," Hayes says. "It's a way to focus on the audience, and it locks the audience right onto you."

Now you are ready to begin your presentation. You should be well rehearsed on the material you will present and have every necessary tool you need. You should have checked any necessary equipment such as a slide projector or videocassette recorder in advance. It is helpful, when possible, to have an assistant help operate such equipment for you, allowing you to concentrate solely on giving an excellent presentation.

Hayes says it is important not to go over your allotted time. Going over time may lose the audience's attention, distracting from your overall desired effect. When starting your presentation, Hayes suggests opening with a startling comment, a joke, a story or a provocative question.

"Never open by telling who you are," Hayes says. "The audience knows that, it was printed in the program. So start with something different."

No matter how much preparation you have put into your

presentation, Hayes says it is important to be willing to accept mistakes.

"Everybody should realize that stuff happens," Hayes says. "I never continually apologize for situations in a speech."

According to Hayes, a certain amount of anxiety is good. But the anxiety shouldn't be paralyzing.

Not that apologies aren't necessary. But if you start apologizing for everything, then the audience begins to believe you don't know what you are doing, and they begin to feel cheated. I think it is the responsibility of the presenter to make the audience feel comfortable."

Source: Bree A. Hayes, Ed.D.

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Professional photos help you put your best foot forward

by John Wake

GCSAA Copywriter/Promotions Specialist

A well-maintained golf course is a visual sell to golfers, and photographs can help market your facility. To help market their golf courses, some owners have solicited the skills of professional photographers who specialize in photographing golf courses. Golf course photography has evolved into an extremely powerful media for promoting real estate, hotels and a variety of golf related businesses and services.

"To me, the most important thing about doing this (photographing golf courses) is because a golf course isn't something that you can wrap up and put in your pocket to pull out and show someone," says photographer Mike Klemme.

Klemme has been a professional golf course photographer for 15 years, having photographed over 650 golf courses in 30 countries.

After budgeting millions of dollars and thousands of hours developing a new golf course or renovating an existing course, Klemme says an investment of fine photography seems infinitesimally small compared to the overall cost of the project, and should be an integral part of every marketing plan.

But there are a lot of photographers in business for themselves, and Klemme says it is important that golf course owners consider some guidelines when selecting a photographer to photograph the golf course. According to Klemme, the photographer should:

- Present a professional portfolio of his or her work.

- Be certain the golf facility has an understanding up front about the rights to the photos.
- Have an understanding of the game of golf.
- Have an understanding of the role a golf course superintendent plays in maintaining the course's aesthetic appeal and be able to work well with the superintendent to prepare the course for the desired look.
- Be very sensitive to portraying the golf course in a way that is flattering to the golf course superintendent and the facility.
- Understand natural lighting and how it works to create excellent photos.

Determine your golf course's signature hole. The signature hole can be as important as a logo. It should invite the frequent golfer into the photo and whet his or her appetite to play the hole and ultimately the rest of the course.

"When people see these pictures, I want them to get up and grab their clubs and want to go golfing," Klemme says. "I want them to get into the image and not just glance at it. If I can hold them that long, then I've done my job."

Besides serving as "the hook" for golfers or buyers of property, the signature hole appeals to editors of national and regional golf publications. It can also attract local business journals, national in-flight magazines, local newspapers and golf trade journals. All of these media help to enhance your reputation and spread the word—free of charge—to travel agents, potential members or just avid golfers.

To market your signature hole, consider printing it on your scorecards, yardage books, bag tags, posters and postcards. Or, frame prints of it to sell in your shop. In addition to just featuring your signature hole, you can display several popular holes on your golf course by producing a calendar that would showcase 12 different holes throughout the year. Ask your superintendent to provide interesting facts about each hole. Fun facts may tell the age of the trees, wildlife seen in the area, unique soil situations caused by the land's prior use, etc.

With the growing number of new golf courses, competition has become more fierce on all levels—daily fee, private, resort and municipal golf courses. Attitudes about marketing golf facilities have changed as well. No longer can golf course owners rely on a "build it and they will come" attitude.

Source: Mike Klemme, president, Golfoto, Inc., Enid, Oklahoma

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Assistant superintendent joins GCSANJ Board

A few months ago, a motion was presented to the board of GCSANJ regarding the possibility of establishing a position on the board to be held by an assistant superintendent. The arguments in favor of this motion were to allow assistants to become more involved with the total aspect of the association, by providing an avenue to interact with the board on a regular basis. This Class "C" Delegate would not have voting privileges, but would have the opportunity to contribute to the association and learn from the experiences he or she would gather from the meetings. On June 16th, at the monthly board meeting at Royce Brook G.C., this motion was accepted, and the board elected Brian M. Remo (Rock Spring Club) as GCSANJ's Class "C" Delegate. Brian's responsibility will be to establish the terms and conditions of this new position (with GCSANJ's approval) along with Bruce Peeples (spring Lake G.C.) who will act as liaison to Brian.

Brian's first action as Class "C" Delegate was to form a committee to aid him in various programs and involve more assistants in the association. This committee consists of four District Class "C" Representatives along with the Class "C" Delegate who sits as chair.

CLASS "C" COMMITTEE:

Brian M. Remo, Class "C" Delegate, (Chair)
(Rock Spring Club)

James Swiatlowski, District 1 Class "C" Representative
(Montammy G.C.)

Joe Kinlin, District 2 Class "C" Representative
(Metedeconk National G.C.)

James Acheson, District 4 Class "C" Representative
(Tavistock C.C.)

The potential for success looks promising for many programs that will benefit the Class "C" members of GCSANJ. Some of those already in progress are: A New Jersey State Assistant Superintendent Golf Championship, college seminars set up for turf students to meet assistant superintendents and learn more about the industry, and Inter-district Class "C" member support for newly accepted assistants.

The first official Class "C" Committee meeting will be held on July 7th, at Rock Spring Club to discuss these and many more potential motions. Assistant superintendents should be urged to familiarize yourself with your district representative, and feel free to contact them with any input that could prove beneficial to the committee.

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