

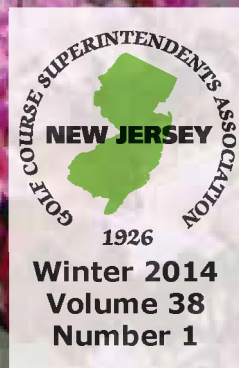
THE

GREENERSIDE

OFFICIAL PUBLICATION OF THE GOLF COURSE SUPERINTENDENTS ASSOCIATION OF NEW JERSEY



Tom Grimac CGCS
Superintendent
Tavistock Country Club



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The Environmental Institute for Golf is the philanthropic organization of GCSAA.

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Please email your facility logo and/or photographs of your facility to rounds4research@gcsaa.org.

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GCSA of New Jersey

Name of GCSAA Chapter or Turfgrass Foundation

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GCSANJ Newsletter is published
four times a year by the Golf Course Superintendents
Association of New Jersey

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COVER Courtesy of
Tavistock Country Club, 16th Hole

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Welcome

New Members!

John Marshall, Class C
Neshanic Valley Golf Course

Kyle Denuys, Class C
North Jersey Country Club

President's Message

Jim Cadott, Pebble Creek Golf Club



Hopefully by the time you read this issue of the *Greenerside*, the weather in New Jersey has taken a turn for the better. Actually, if you are sick and tired of the winter weather and are chomping at the bit and can not wait to get outside, you are in the right frame of mind. Wanting the season to begin is a much healthier outlook to have than not looking forward to the season beginning. A fresh season and a fresh state of mind!

It seems that more and more, we are asked to give more and more. In New Jersey, we lay claim to the overall highest tax rate in the country...yea! If you are like me, you do not mind paying your fair share if you know where your money is going and if it is going to a worthwhile cause, and if our government should be involved in that cause to begin with. I will not go any farther about government waste as this may turn into a conservative blog, but I wanted to compare money you have to pay versus money you give voluntarily to causes you believe in that will benefit you and your family. When you pay extra money for a class trip or a sport team, you pay because you know, or can ask, how that money is going to be spent. If you agree, you feel satisfied.

In your professional life, you have been asked to pay dues, donate to charities, and fund outings for certain causes. For some of you, these monies are supplied by your employer and you manage them. And as a committed employee, you use discretion on where these requests land. For those of you who pay your own way to most of these events, you are in an extraordinary generous class of professional.

Are you satisfied with where you or your club's money is being spent on philanthropic causes? If not, have you asked the right questions: Can you give more? Do you have a research funding line item? If so, have you increased that line item even a little over the years? All these questions I have been asking myself lately.

The GCSANJ and Foundation have asked (and sent) a request to every golf club for a foursome donation towards the Rounds For Research. No money needed...just a foursome. As a state, our courses will

participate in a bidding process open to the public nationwide, and after the auction, 80% of all proceeds come back to the GCSANJ Foundation. The Foundation, in turn, has to direct the monies toward turf research or turf research related projects. In 2013, Dr. Albrecht Koppenhofer received a \$2,500 grant from GCSANJ Foundation on Hyperodes research. This money was directly from Rounds For Research proceeds. You can not get any more specific on where your donation went and is working towards.....try asking Trenton and Washington where your tax money is going!

So, as you receive requests in the mail from your alumni fund, the GCSANJ, Rutgers Turf Research Center, the Tri-State Research fund, and others, please take the time to inquire about what each one does and what the results can do for you and your golf course. It is up to all of us to ask the right questions so our money is well spent and you can feel satisfied about giving to a worthwhile cause.

The golf committee has put together three impressive meeting venues for play this year. We will start the year off at **Tavistock Country Club on April 14**. *Tom Grimaldi*, a member reaching legendary status, has been a perennial winner at GCSANJ events and now will host the War at the Shore. On **May 22, we head north to Newton Country Club** with *Les Carpenter Jr.* as host. Situated in a beautiful part of our state, I understand you have a better chance of spotting a real eagle in the trees than on your score card. The **GCSANJ Championship** will be held at **Spring Lake Golf Club** in late **September**, simply a great time of year to visit the shore. *Josh Reiger* has done a wonderful job for the membership at Spring Lake, and now wants to share his hard work with all of us. Whether you are from the South (Tavistock), North (Newton), or Central (Spring Lake), the golf committee has you covered. And stay tuned for your District get-together dates and various nine and dine events that will be planned and promoted soon.

Enjoy your Spring and thanks for reading the *Greenerside* !!

A Goal to Seek - CGCS Certification

by Cece Peabody



We all need goals in our professional lives, and one of those coveted goals as a Golf Course Superintendent is to go through the rigorous process of becoming a Certified Golf Course Superintendent (CGCS), with the distinction of using those letters after your name. Check this page to find out specifics: <http://www.gcsaa.org/Education/Certification/Certification-program-intro.aspx>

The New Jersey Chapter has close to 60 CGCS members. We reached out to those CGCS members to share their perspective on attaining this certification. Specifically, we asked:

- What does being a CGCS mean to you?
- How has being a CGCS helped your career?
- Would you recommend superintendents seek this designation?
- How can younger superintendents best prepare to earn this designation?

Scott Carpenter, CGCS,

Brooklake Country Club, Florham Park NJ

Being certified affirms our commitment to your industry. It also is an additional tool for success within our ever changing industry.

Being certified has helped my career in a very unique way. I've been at my course a long time and been through 2 ownerships. The certification gave my current owners a sense that I was the right person and came with qualifications. Our members also feel the same way about my certification.

I would highly recommend a superintendent go through the process as it became clear to me that the value of certification added to my skill set and the programs I had in place at the course.

Young superintendents can prepare by some obvious ways...get the package and study. However, reaching out to peers and creating dialogue regarding BMP's and how the certification journey went would be extremely helpful.

Bruce Peeples, CGCS

Tanglewood Grounds Supervisor, Lenox MA

Being a CGCS means I have attained a high level of professionalism within the association and industry and is something I can be proud of having achieved since it is a challenging goal. It does not mean 'better than' -- it means "accepted the challenge to learn as much as possible in our chosen profession."

I believe being a CGCS has become a respected designation within the turf industry, and employers are proud to have a certified employee on their staff. It was duly noted throughout the golf club at the time of achieving the goal, and I believe contributed to being better financially compensated over time.

I would recommend others seek this certification. It is a difficult achievement initially and challenging to maintain, as it should be. It is a confidence booster and an accomplishment to be proud of by yourself and will gain respect among your peers.

Never stop learning from any source available...college only scratches the surface...be involved with your peers through personal contact, attending university seminars and be involved with industry associations, both local and national.

Lance Rogers, CGCS

Colonia Country Club, Colonia NJ

I received my designation in 2003. It was a proud moment for me and the club. It was a great personal achievement because the process is difficult but rewarding. Being certified doesn't prove that I am better than someone who isn't certified, but it does prove to your employer that you are committed to continued education.

My salary is higher because I'm certified, and I actually had put in my contract prior to receiving a substantial bonus if I got certified. The GCSAA provides a great support and recognizes recipients through the media, and sends letters to the club. I highly recommend this process to all. The rewards are substantial.

Robert Dickison, CGCS (Retired)

I attained my certification in 1976, and felt it gave me a level playing field with those superintendents who had the opportunity to get a college degree. Since only about 10% of superintendents are certified, it recognized me at the top of my profession.

Has it helped my career? Sure...it gave me access to tools that many others didn't have.

I would encourage all superintendents to seek out certification. Education is never a loss with or without certification.

Continued on page 6

A Goal to Seek - CGCS Certification- *continued from page 5*

Thomas Dale, CGCS

The Links at Brigantine Beach, Brigantine NJ

I became a Certified Golf Course Superintendent in 1990. When I decided to go for certification, I felt it was a way to show my devotion towards being a Superintendent. I also felt it would show my employers that I did have the knowledge to stand out among other Superintendents. My former mentor-boss was certified; I was his Second Assistant but I could see he was extremely proud of his accomplishment. It made me feel that I would strive for that, if and when I became a Superintendent.

When I became a CGCS, my employers told me they were proud to have a CGCS as their Superintendent. They also gave me a good raise, even before raises were normally issued. When I lost my job, I found it was easier to get an interview with prospective clubs by being a CGCS. One club even told me that.

I think it is totally up to the individual if they want to pursue becoming a CGCS, but I would recommend it highly. It does not make you better than another Superintendent, because there are plenty of great ones who do not have CGCS after their names. I think it just gives you a better standing with your employer, and any future employer. In this industry, there are no guarantees that you will stay at the same golf course your whole career.

Work hard at your job, and keep as educated as you are able. There are always new and better ways to do your job. You need to stay on top of it. When the time comes that you can apply for Certification, do it right away. There are plenty of study materials you can obtain to help you prepare for the test. Make sure you start looking at them well before it's time to take the test. Learn and follow the GCSAA and the local Chapter's Code of Ethics. You'll need to stay on top of environmental issues. Read your application over several times before sending it, and even have someone else proofread it. It doesn't look good to see spelling and grammatical mistakes on the application.

Thomas Tuttle, CGCS

Davisson Golf, Inc.

I have been a CGCS since 2000 and am still working towards my third renewal in 2015 despite the fact that I am now a sales representative in the industry and not employed as a golf course superintendent. I am working towards maintaining my CGCS status purely as a professional and individual goal. I don't feel that having the CGCS status

has helped my career advancement in any way. It did not promote my ability to secure better superintendent positions than the one I had. With that being said, I have no regrets in achieving that status.



My advice to anyone considering it -- do it because it is something you personally want to achieve as a superintendent but don't expect it to open up any significant avenues of advancement in your career. Hard work, dedication to your craft and your ability are what will help advance your career. I am not diminishing in any way what the designation represents to each individual. But if it is something that you as a professional strive for, then by all means go for it.

Todd Raisch, CGCS

The Ridgewood Countr Club, Paramus NJ

When I first began thinking about certification, in the late 90's, I wasn't entirely sold on the concept. I viewed it as too easy to accomplish and something that would not necessarily separate me from those who chose not to pursue the designation.

Eventually, in 2002, I began the process. In all honesty, I originally did it for financial gain. I had a stipulation in my contract (requested by me) that I would receive a bonus for gaining the CGCS title.

As I went through the process I quickly realized that my original perceptions had been incorrect. I found that a great deal of work was needed to get through the process. When I walked out of the testing room in February 2003 in Atlanta, having just taken the exam, I felt an enormous amount of pride in what I had accomplished. It was a hard and thorough examination. I was the first to leave the room during the six hour exam and yet there were only 20 minutes left. I had been challenged and definitely felt the title had not just been handed to me.

While there are definitely peers of mine who couldn't care less that I have such a designation, it does mean something to many of my peers and certainly to my club's members. Most of the club members don't understand what was involved in getting the designation, but I have been referenced many times by chairmen and other board members to the membership as having been certified, so I know how proud they are of the title.

As for those peers who couldn't care less...well, I can't necessarily blame them. I once believed as they did. However, you know what you have achieved and will feel a great sense of accomplishment. I highly recommend the process.

Continued on next page

MEMBER SPOTLIGHT

Michael Brunelle, CGCS Golf Course Superintendent Upper Montclair Country Club Clifton, NJ

27 Holes

Originally designed by A.W. Tillinghast
in the early 20's and redesigned
by Robert Trent Jones in the 1950's.

CGCS Certification -

continued from page 6

Steve Finamore, CGCS

Alpine Country Club, Demarest NJ
Earning my CGCS means I have made a commitment to keep current with the numerous education opportunities.

It has helped my career by improving my awareness of changes in the profession.

I recommend earning the CGCS because it shows your employer or future employer your commitment to your profession.

Thank you for sharing your thoughts....GCSANJ is proud to have you as CGCS members!



Congratulations Mike Brunelle on being one of the newest Superintendents to earn the CGCS!
Picture below -- Mike receiving his award at the Golf Industry Show



1. Wife? Kids? Both, I have been married to my wife Jenni for 2 ½ years and we have a 6 month old daughter named Gracie.

2. How did you get started in this career? I started working on a golf course when I was 13 years old up in Massachusetts. I was getting into too much trouble and costing my mom too much money. She was a member at a very small club, and asked the owner if I could start working there.

3. Who has had the biggest impact on your career? There are two people that instantly come to mind. Bob Nielsen, CGCS (Bedford Golf & Tennis Club, NY) really taught me that you have to

do whatever it takes and how to do a lot, with a little. Also, Greg Nicoll, CGCS (Vice-President Harrell's) taught me how to trust in others and to be successful you must assemble a team around you.

4. What is one thing Upper Montclair is most known for? Upper Montclair has historically been a tournament layout and is one of only a few country clubs world-wide known to have hosted tournaments for all three Professional Golf Associations. Hall of Famers Gene Littler, Arnold Palmer, Nancy Lopez, Pat Bradley, Lee Trevino and Ray Floyd have all won titles at UMCC.

5. Favorite drink following 18-holes of golf? Kettle One and Club Soda with a lemon

6. First car? A black 1984 Pontiac Grand-Am with the paint peeling off of the hood.

7. What is your preferred radio/sat radio station? ESPN Radio or Pearl Jam Radio

8. Besides maintain turf, tell me something you are particularly good at? Bowling

9. What are you not so good at? Talking about myself, lol!!

10. Favorite sports team? Boston Red Sox and New England Patriots

11. Everyone should take time to read _____? What you wrote before you push send!!!!

12. Favorite restaurant/food? I am a sucker for a good veal chop or a nice veal osso buco.

13. What category on Jeopardy would you be best at? Sports

14. Favorite Movie? Boiler Room

15. Favorite tv show past or present? Homeland

16. What's in your bag? Titleist driver, Adams rescues, Mizuno irons, and a Scotty Cameron putter

2014 CALENDAR

Check calendar for updates and signup info.

www.gcsanj.org

Monday, April 14, 2014

War at the Shore

Tavistock Country Club

Haddonfield, NJ

Monday, May 5, 2014

Rutgers Turfgrass Research Golf Classic

Fiddler's Elbow Country Club

Far Hills, NJ

Tuesday, May 20, 2014

May Golf Event

Newton Country Club

Newton, NJ

Wednesday, August 13, 2014

August Golf Event

Hamilton Farm Golf Club

Hickory Course

Gladstone, NJ

Thursday, August 14, 2014

District III Golf Event

Toms River Country Club

Toms River, NJ

Tuesday - Thursday

December 9 - 11, 2014

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From Your Exec Director

Cece Peabody, M.A.T., C.M.P., Executive Director

The Golf Industry Show is one of the highlights of the year, and I spent part of the week with other Chapter Executives from across the country.

One of the important items of our 'Chapter Executives Day' is hearing the business updates from GCSAA, including the legislative updates, initiatives, and actions taken on all the chapters' behalf. CEO, *J. Rhett Evans*, started the meeting with a recap of the Show numbers, all of which showed a positive increase from last year.

He was followed by *Chava McKeel*, Government Relations Assoc. Director, and *Kaelyn Seymour*, Government Relations Specialist. It is great to meet the faces behind the names in such an informal atmosphere that affords plenty of time for questions and answers.

These presentations were followed by Round Table Discussions about the Top Challenges of 2013 and the Looking Ahead to 2014. Ideas for membership retention and recruitment were shared. I have to say that the NJ chapter ranks high in both areas. A committed and active board of directors makes a difference in the participation of its members. The morning completed with open discussions for all in attendance.

Chapter Editors met in the afternoon. All are invited to bring and share copies of their chapter's newsletter. The redesign of GCM was reviewed with a power point presentation as *Scott Hollister* went through all the sections, highlighting the changes to the Cover, Table of Contents, and other sections, and the thinking behind it. It is recommended that every 3-5 years a change in the format of a newsletter/magazine be reviewed and revamped.

Following this presentation, *Kelly Neis*, Senior Manager Graphic Services, met with anyone who wanted to review their magazine for revamping ideas. This was an exciting opportunity which I jumped on, and there are some subtle changes in this issue...from the front cover design and logo location to the font change to moving column locations. Kelly even met me on the trade show floor to show me some tips and tricks in the graphic program. Thanks Kelly!

The entire trip to Orlando was informational and fun. We received rave reviews about our Hospitality reception at the Tilted Kilt. Over 100 members, spouses, and guests came. The education, trade show, and social events made the week a thumbs up! Hope yours was as well.

The Christmas Party Brings Old Friends Together

by Shaun Barry

Our official schedule of events ended with the annual GCSANJ Christmas Party. It always takes place at "Bill's Place" which is really Bar Anticipation. The *Bill* is our own *Mr. Murray* and like CHEERS, everyone knows his name. If they gave out titles, he would be mayor.

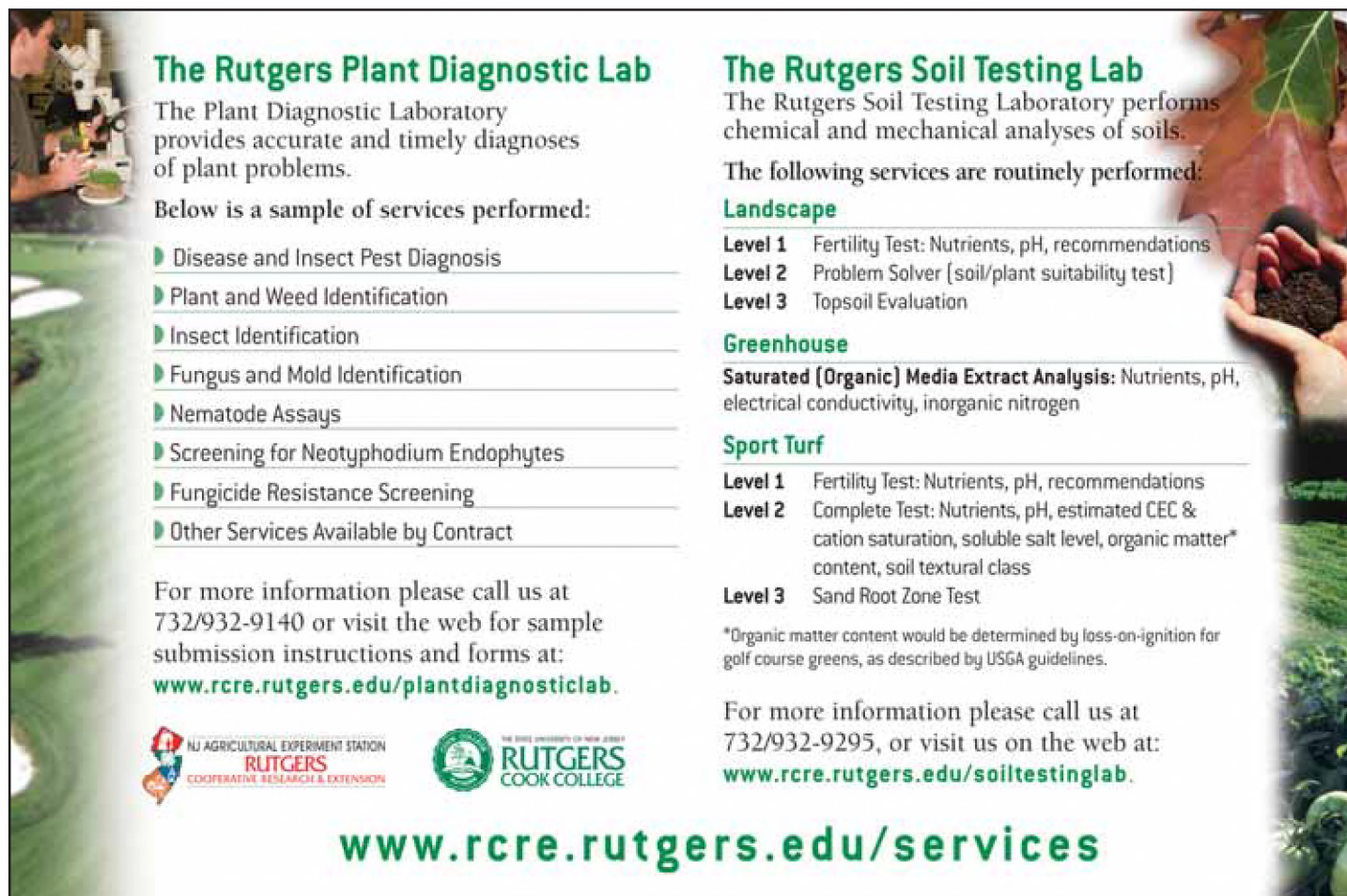
Bill was adamant that he wasn't running this event but he fooled me and everybody else there. He does all of the groundwork to secure the date and the back room so we are in our own private setting. He asked for our food choices and gave the most popular choices to their chef and we were set to go. Bill gets there early and he greets everyone and signs them in. The only thing that he doesn't do is to sell the 50/50 tickets. That job goes to the biggest guy there and as usual *John Kirkpatrick* is that guy.

Our party was a bit later on the calendar this year and that kept the attendance down but we did get 40 people and that is a good number. One of the great things about this party is that we often get some people attending that we haven't seen in years.

The first couple that I saw was one of those surprises. *Gene and Jean Mack* were front and center. I haven't seen Gene since he retired from Monmouth County and went to work at Deal. He hasn't changed at all and he was warmly greeted by all of his friends. One of those friends was another wonderful surprise. That was *Angelo Petraglia* who no longer works in the industry but his soul is still connected with his friends and his former industry. In addition to Angelo we were so pleased to see *Linda Petraglia*. As you remember she was seriously injured when a car crossed the center line and hit her car head-on. It was a horrible accident and her future was uncertain. Linda still suffers intense pain from that accident but she looks tremendous and her smile was inspiring.

Karen and Ron Luepke never miss this event if possible and this year was no exception. Karen's smile also lit up the room even though she was dealing with health issues. The women in our lives are pretty inspirational. The only guy who seemed to be dealing with a health issue was *Chalin Malbari*. He was on crutches due to an ankle issue but he forced

Continued on pg 10



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Greenhouse

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Sport Turf

- Level 1** Fertility Test: Nutrients, pH, recommendations
- Level 2** Complete Test: Nutrients, pH, estimated CEC & cation saturation, soluble salt level, organic matter* content, soil textural class
- Level 3** Sand Root Zone Test

*Organic matter content would be determined by loss-on-ignition for golf course greens, as described by USGA guidelines.

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Christmas Party ...continued from pg 9

himself to attend because he wanted to win the 50/50 2 years in a row and he was successful. We also saw our young newlyweds AKA the *Kinlins*. What a nice couple.



As usual, the function is filled with much laughter and I think I heard Cece singing along with the music. It really is a terrific time and

everyone there understands that we really are one big happy family.

This event is always open to the entire association so next year plan on attending and prepare to enjoy yourself.

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ARCHITECT'S BEFORE

*We're starting a new column called **Architect's Corner**....your course may be in the planning stages of changes and we want to share great information from the architect members in our chapter.*

The first article is from Stephen Kay, ASGCA

I've been asked to write an article to help educate GCSANJ members on a technique to get renovations approved. After practicing golf course architecture for over thirty years, I believe the following will work best.

First of all, small (\$50,000 to \$75,000) projects are not that difficult to get approved. It is the large and very large ones which can be difficult -- especially since 2008 when the economy hit the, you know what. The best way to explain this idea is with two stories: one Club that implemented the idea and the other Club that did not.

While going through the process of developing a Master Plan for Llanerch Country Club in the Philly area (site of the 1958 PGA Championship), Brendan Byrne (GCSAA) and I suggested that the Board give us a budget of \$60,000 to renovate the bunkers on the 17th hole (par 3), rebuild the tees and soften the front slope of the green. We started the project in October and opened for play in late April. The project was done in budget, on time, and looked great.

Note: We needed to get the total confidence of the membership because we were going to propose to close the entire golf course from August to June so all the poa could be killed and reseeded with bents or blue/fescue mix in roughs.

A month after the 17th hole opened for play, we presented the Master Plan to the membership -- the meeting went well because they had confidence in us. The next fall we closed the entire golf course on August 9th (twenty other private clubs allowed the Llanerch members to play at their clubs). This very large project involved: applying Basamid to all tees, fairways, greens and 10 to 15 yards around them, the course, rebuilding 93 bunkers, building tee complexes on 4 holes, installing 30,000 lineal feet of drainage on wet fairways and redoing several cart

paths - a \$1.3 million dollar project we brought in \$100,000 under budget. The course reopened in June of 2006. By the way, before the big project started, the Club was on a down-slide losing members. After the 18 holes reopened, their membership was full by Labor Day with a waiting list and still has a waiting list.

Now after this very successful project, another Philly club (name held back to protect the incident, or should I say unwise) hired us to develop a Master Plan. Again, before the Master Plan was completed, the superintendent and I asked for \$50,000 to \$60,000 to do a small project. The Master Plan Chairman and board said "it was not needed; the Master Plan and its implementation would easily be approved". Well, at the membership meeting they asked all sorts of questions and pointed out how a Clubhouse project went way over budget and they cannot afford that to happen, so the implementation of the project was voted down. The club is now down 30% in membership and they are barely able to stay open.

To summarize, obviously I also need to say you should hire a qualified golf course architect, and then for the two of you to get the large project approved, first do a small project - get it done in budget and on time. And also pick a hole near the end of the round so that when they finish playing, they go into the clubhouse and talk about it. If you work say on the 4th hole, they will have forgotten that by the time they finish 18 holes; you will want them to talk about it when they get to the Clubhouse, so do one of the last 3 or 4 holes.

Submitted by Stephen Kay

Stephen Kay - Doug Smith Golf Course Design
American Society of Golf Course Architects
Bachelor of Landscape Architecture - Syracuse University
Turfgrass Management - Michigan State University
Egg Harbor City, NJ

**BEFORE and AFTER pictures
on the next page.**

17 - Llanerch Country Club, Par 3 - BEFORE



17 - Llanerch Country Club, Par 3 - AFTER



The GCSANJ Shines At The GCSAA National In Orlando

by Shaun Barry

Every 3 years the GCSAA calls Orlando home for its National Conference and 2014 was one of those years. According to all records this conference was a big success. The number of attendees was up and exhibitors took about 7% more floor space than last year. These are healthy signs but historically Orlando attracts more members and their families than any other location. Let's hope this trend continues in 2015 when San Antonio hosts the event. It is a great city with lots of history and a truly interesting "River Walk" that meanders through the downtown area.

This conference was one that I could not miss. The GCSANJ had nominated **Dr. Bruce Clarke** for The Col. John Morley Award and the GCSANJ Foundation had nominated **Steve Cadenelli CGCS** for the same award. Since the GCSAA often gives this award to multiple winners each year, we didn't think they would be competing against each other. To our joy both nominees were chosen for this DSA. Things couldn't have gone any better. With the diverse group of turfgrass gurus sending in letters of support, it showed that people from all over the world felt these candidates would be worthy winners. The GCSAA Board of Directors obviously agreed.

The Rutgers Center for Turfgrass Science was so pleased, they hosted an early breakfast before the Opening Session so everyone could meet Dr. Clarke and congratulate him in person. It was a really nice group of attendees even though this breakfast started at 6:00 am and Bruce had to leave by 7:00 am to get prepared. You could tell he was really pleased to see so many of his friends and contemporaries who were there for him.

The Opening Session was very well done and watching Bruce and Steve receive their awards was great, and both of these professionals gave beautiful and heartfelt speeches. They were limited to 4 minutes but without rushing these gentlemen said their thank yous and they truly made everyone in the audience know how proud they were of winning this award. These wonderful friends of our industry made my trip worth it with their professional acceptance speeches. They represented all of us very well.

We also had a former president of the GCSANJ receive an award and that was **Roger Stewart CGCS**. I am sure that every association that has an affiliation with Roger considers him one of their own. I know we do and so it was great to see Roger win The President's Award for Environmental Stewardship.

Mike Brunelle CGCS was also honored for becoming certified but there will be more in another article covering that achievement. (see article on page 7)

Congratulations to all and I hope you can make it to San Antonio.



Above: Dr. Bruce Clarke (center) receiving the Col. John Morley Distinguished Service Award.

Below: Steve Cadenelli, CGCS, (center) receives the Col. John Morley Distinguished Service Award.

Photos courtesy of GCSAA/Photographer.



The GCSANJ Hosts Another Great Hospitality Party

by Shaun Barry

A few years ago, the normal hospitality gathering at a GCSAA National was always held in some room in the conference center. It was a nice idea but it never really addressed the needs of our members. The food was always good but drinks were expensive and the rooms were so big it was easy to miss seeing people.

In 2010 Bill Murray decided to make a change. We would have an off-site location and food and drinks would be free. Other associations were shocked and upset. They couldn't understand why NJ was doing such a thing. As it turned out it was a great success. We had about 125 members and their spouses show up. Prior to that we would be lucky to have 10 members make an appearance.

Flash forward to 2014 and we were back at The Tilted Kilt with another 125 people in attendance. This year however another association took over the rest of the room and were expecting 175 people. The MET ran the Nor'Easter this year and they moved it from the conference center to B.B King's and it was by all accounts a great gathering.

Bill made a controversial decision but it proved to be the correct one for us and now for other associations. Way to go Bill, and from what I have heard, you are hard at work selecting another great location for San Antonio.

Plan on being there if you get to the show in 2015.

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Don't Forget The Rutgers Turfgrass Golf Classic

by Shuan Barry

If you check your calendar and May 5, 2014, is open, please consider marking your calendar for the **Rutgers Turfgrass Research Golf Classic**. It has really become a major fundraiser in support of all of the great research being done by the scientists at Rutgers, The Center for Turfgrass Science. Without your help it becomes much more difficult for projects to be completed and others to get started.

Bruce Clarke, Bill Meyer, Jim Murphy, Stacy Bonos, Bingru Huang, and Albrecht Koppenhofer are some of the more familiar Rutgers faces, but they are only a small part of the whole staff. They are familiar because they are constantly looking to find new answers to your problems and they are adding new grass seed choices every year. They however don't work in a vacuum. They are traveling throughout the world looking for answers and they will travel to your course if you need something. If you ask they will respond.

You can reciprocate by responding to their request. That help can happen in many ways. There are several levels of sponsorship and some are quite possible for clubs. Consider being a par sponsor or maybe bring a team. There is also a chance to be a hole sponsor or a golf club research sponsor which is new this year. Those choices are yours alone. None of us know what you can do, but any help will be appreciated.

Thanks for listening and I hope to see you on the 5th.



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The VTGCSA Wins Inaugural Nor'easter Cup at The 2nd Annual Nor'easter Ski Day at Killington

Nine superintendent associations from as far away as Pennsylvania competed at the 2nd Annual Nor'easter Cup at Killington Ski Resort in Killington, VT on January 16th, 2014. Once again, golf course superintendents and industry representatives, along with their families came together for a day of camaraderie, great skiing and competition on the slopes of Vermont. Ironically enough in 2013, due to too much snow, the race had to be canceled for safety reasons.

This year however, despite a little fog, conditions were great for the 2-run giant slalom race held at the top of Killington! Teams totaled their fastest four racers for both runs and by the slimmest of margins, just 0.65 seconds; the team from Vermont won this year's Nor'easter Cup over the Northeastern Association of NY! Vermont also successfully defended their title over the Northeastern group in the VT Cup, a rivalry that dates back to 1993!

The turnout was fantastic for the second annual event as over 100 members from the Northeast made the trek to Killington for the day's festivities. Despite Mother Nature's slow start to winter this year, Killington's snowmaking provided world class skiing!

Trophies and prizes were awarded to the "Kings and Queens" of the Mountain as follows:

Fastest Male Skier: Eric McGuire from the NEGCSA

Fastest Female Skier: Lea Cure from the NEGCSA

Fastest Male Snowboarder: Jesse Shannon from the METGCSA

Fastest Female Snowboarder: Nicole Krieger from the VTGCSA

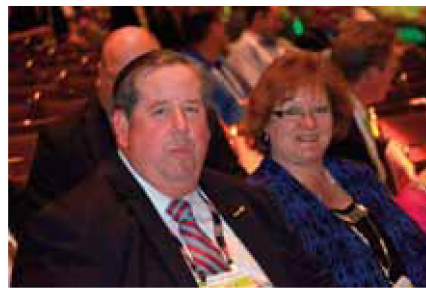
*Photos of the race day can be viewed at
<http://www.flickr.com/photos/115122615@N07/>.*

Generous support from sponsors made possible the Après Ski party at the Wobbly Barn on the Killington access road. Great food and drinks along with a DJ provided entertainment for a few hours after skiing, and Killington provided highly discounted ski passes for the long Martin Luther King weekend and affordable pricing on lodging! This is fast becoming a "can't miss" event, so be sure to watch for dates for 2015 and bring the family!!

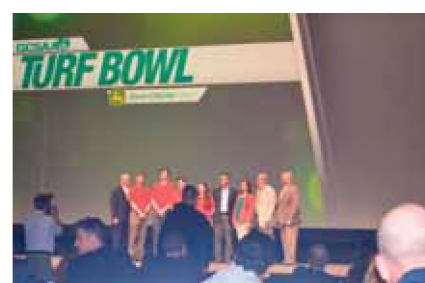
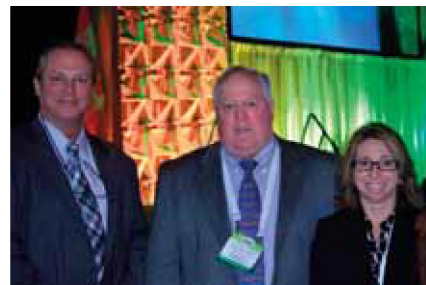
Continuing in the tradition of supporting our own, this year's Nor'easter Ski Day also served as a fundraising event for fellow superintendent Jason Van Buskirk at Stow Acres Country Club in Stow, MA. Jason's wife Gloria, affectionately known as "Glo" was in an induced coma due to an unexplained illness which was causing seizures. Jason has been providing daily heart-felt blogs about Glo's progress at <http://bidmcgvb.wordpress.com/> if you'd like to read more. Glo is blessed to have a husband like Jason and we are all wishing her a speedy recovery.

This year's Nor'easter Ski Day was able to raise \$2,500 to support Jason and Glo's medical bills that have been quickly piling up. In an incredibly kind-hearted gesture, last's year's recipient, Matt Dutremble of Ardsley C.C., who was seriously injured in a tree accident after Hurricane Sandy hit, called the committee and donated \$500 to Jason in a "pay it forward" gesture. We are all fortunate to be associated with such great folks and we encourage all of you to join us next year as we continue to use the event as a means to help our own. Thanks to all that donated so generously and special thanks to Augie Young of Sipcam who generously donated skis and apparel to the raffle!

Note: Jeremy Hreben and Dennis DeSanctis Jr. were the only two attendees from the NJ Chapter. They found the event to be well-done, fun, and they hope that next year more members of NJ will join them.



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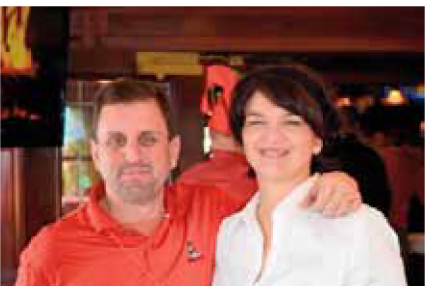
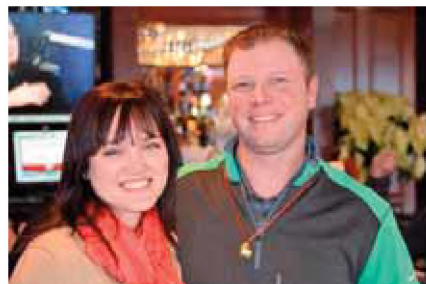
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Hospitality Reception at the Tilted Kilt, Orlando FL - February 5th...over 100 joined the NJ Chapter.



Christmas Party at Bar A ... A good time was had by all!



Audubon Taps Ceplo for Board Post

Feb 26, 2014 | John Reitman | TurfNet

Just 15 minutes from Manhattan is a bastion of environmental stewardship that defies its proximity to the world's financial capital. And **Matt Ceplo, CGCS**, has worked hard to make certain that *Rockland Country Club in Sparkill, N.Y.*, is a place where acting as a steward for the environment and providing a great golf experience for members and guests can work hand in hand.

Over the years, Ceplo has earned numerous awards and accolades for his work synchronizing Rockland and its members with the environment. His most recent honor came when he was elected to serve a four-year term on Audubon International's board of directors.

Ceplo, 54, replaces Dan Dinelli, CGCS at North Shore Country Club in Glenview, Ill.

Ceplo guided Rockland to Audubon Cooperative Sanctuary Status in 1999. Serving on the group's board of directors is, for him, akin to public service.

"It's an opportunity for me to give back to an organization that helped me learn and grow," Ceplo said. "Back in the day, if anyone had told me to take a class in ecology in college, I would have asked them why. Now, it would be the first thing I'd tell someone. I think it can't hurt to take some classes in ecology and minor in business. What I've always loved about Audubon is that it taught me what to do and what to look for so I could say we were managing the property in an environmental way. And it does so without a set of rules that are so strict you can't work with them. It allows you to do what you can with the property you have and the customers you have, because it recognizes that you first have to keep your customers happy.

"There is no way I can do as much for Audubon as it has done for me."

Since guiding Rockland to status as a Cooperative Sanctuary, Ceplo has expanded his involvement with Audubon International to become a member of the Audubon Steward Network and has been an advocate for various environmental initiatives, especially

among fellow members of the Metropolitan Golf Course Superintendents Association and the Metropolitan Golf Association. Rockland Country Club was named a member of the New York State environmental leader's program in 2013.

"Matt is well-respected throughout the golf industry and recognized by his peers as a leader in environmental sustainability on the golf course," said Ryan Aylesworth, president and chief executive officer of Audubon International. "As a superintendent, he was an early-adopter of the Audubon Cooperative Sanctuary Program for Golf Courses, and under his leadership the course earned certification over a decade and has been successfully re-certified seven times. Matt has also generously volunteered his time over the years to mentor other superintendents by serving as a member of the Audubon Steward Network. As a valued certified member of our program, Audubon Steward, and highly regarded golf industry professional, Audubon International has been benefiting from Matt's knowledge and experience for years. It is very exciting to have him join our Board, and I am confident our organization will benefit considerably from the well-informed perspectives he offers in this new role."

Ceplo conducts an annual bird count at Rockland, and recently, with the help of local naturalist and butterfly expert John Lampkin, completed the club's first butterfly count. At least 42 species of birds and 15 species of butterflies have been found at Rockland.

In 2012, two local Girls Scout troops conducted a Monarch butterfly tagging day as part of a University of Kansas butterfly-tracking study, an annual fishing derby not only allows local children to have some fun, but also gives Ceplo a chance to teach others about the importance of water quality.

Those efforts helped him win the 2013 GCSAA President's Award for Environmental Stewardship.

He has installed areas with native plantings, areas he now calls "God's gardens" rather than native or natural

Continued on pg 23



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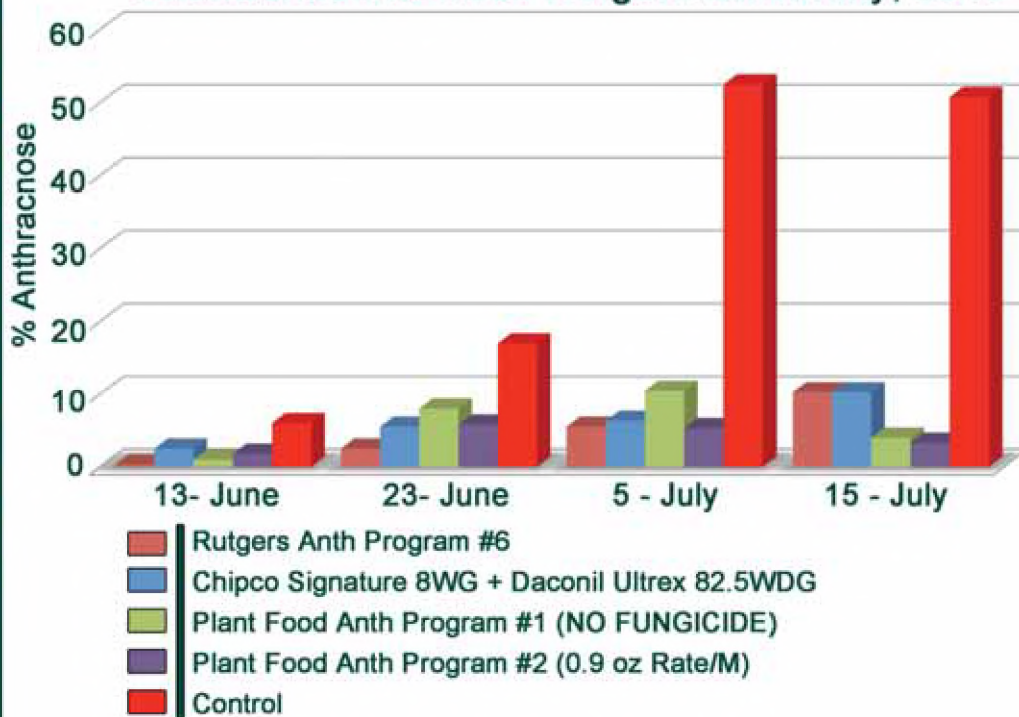
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Audubon Taps Ceplo

...continued from pg 21

areas, that help minimize inputs and also save in labor costs.

A new pumphouse that will open this spring will have a green roof that will be topped with drought-tolerant fescue rather than heat-absorbing asphalt shingles.

Ceplo sees his role as an environmental steward charged with managing a greenspace much the same way an artist would view a canvas.

"You have the ability and the open space to do so many things," he said. "Who has 20 acres top provide a butterfly habitat? How many other businesses can say 'we can help your flooding problems downstream by doing this, or doing that?' Nobody can. To manage this much land and property opens up a huge opportunity that few people or businesses have."

Ceplo spends a great deal of time educating Rockland's members on the possibilities that come with owning such a piece of property. He has formed an Audubon committee at the club, which includes at least one board member as well as representatives from outside Rockland's membership.

"You have to have an allegiance to your members," he said. "It's hard sometimes when you have an idea of what you want to do, but you have to go to the owners and tell them that what you want to do is going to cost them more money."

"But you still work in a profession where you have to have an allegiance to golf and to your profession."

Often education of members also is a refresher in economics.

When Ceplo converts part of the property to a native area, there are those who appreciate and those who do not.

"In fact, there are some who would be happier if you just mowed it all down," he said. "I tell them that's fine, but it's more expensive to do that, and here is how much it is going to cost you. That argument goes a long way. But if someone loses a \$2.50 Titleist in an area that we just say is for butterflies, that's a hard argument to make."

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The GCSANJ Performs Well at the GCSAA National Championship

by Shaun Barry

The National Conference was held in Orlando and that was a great success, and the GCSAA Golf Championships were centered at Grand Cypress. I didn't play but I know that their courses can present quite a challenge under normal conditions. When you factor in a very rough winter and the pressure of playing for a National Championship without much practice, not much should be expected other than having some fun. Things turned out a little differently for some of our current and past members.

The competition opened with a Shamble. This is a fun way to get started because you get to meet lots of new people and you have 3 partners who will be there to help you if you hit a bump in the road with your game. Two of our guys did well. *Jim Devaney and Dan Kilpatrick* were part of a team that finished in 7th. *John O'Keefe's* team did not play quite as well and they finished 16th.

Classic I Gross: Former (and hopefully future) member *Ryan Oliver* tied for 5th with our neighbor and good friend from Long Island. That was *John Carlone*. Their 2 day totals were only 6 points behind the winners. *Rich Lane and Ian Kunesch* made the first page but were tied in 32nd place. In the net tournament Ryan and John were also tied and in 5th spot.

Classic II Gross: *Chris Boyle and John Alexander* tied for 11th and *Jim Swiatlowski* was 25th. Their net scores put Chris in a tie for 11th, John was tied for 15th and Jim was 25th.

Classic III Gross is where *Jeff Wetterling* showed off his skills. He came in tied for 3rd. He also was third alone in the net division and that got him a prize. *Dave Dudones* played hard and ended up tied for 27th.

continued on next page



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GCSAA Championship

continued from previous page

Four Ball II Gross: *John Alexander and Jeff Wetterling* came in 14th and Mr Dudones's team was 35th. On the net side John and Jeff were tied for 20th. Dave and his partner finished tied for 24th and right behind them were *Mike Brunelle and Tom Weinert* who were tied for 33rd.

Four Ball III Gross is where *Rich Lane* joined up with *Jim Scott* from Indiana to tie for 4th. *Jim Devaney and Dan Kilpatrick* tied for 11th and GCSAA President *Ihms and Vice-President O'Keefe* tied for 23rd. The net results were quite different. The O'Keefe team finished tied for 27th. Rich's team had a tie for 11th and the team from Baltusrol (*Devaney & Kilpatrick*) became National Champions. Neither of these two fellows get to play much but both are good athletes and it appears they came through when the pressure was on. Congratulations gentlemen on playing so well. I hope you have the same success next year in San Antonio.

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News from the NE Regional Director, Kevin Doyle

Soon the phone will begin ringing with seasonal employees checking in to verify their positions for the upcoming season and ads will need to be placed for open spots on the crew. Before long the staff will descend on your maintenance facility and fill the winter void with life.

Ponder for a moment, what will this year's staff be like? I am sure your staff makes such an indelible mark on your season that you can rattle off the good and bad as easily as the end of the year results of your favorite sports teams. Championship year, high potential with disastrous results, good free agents (new hires) and bad deals, and the dreaded trip to the ER (injuries or accidents on the job are never a good thing, and rarely forgotten). That is what superintendents see and remember, but what does your staff see? What do they remember?



What would your staff say the culture is like at your facility? I get a chance to visit many facilities; what would I see when I enter your facility? What is the vibe like? Workplace culture can aid with staff motivation, level of engagement, productivity, and can help minimize employee conflicts. Simple physical cues can aid in a positive culture. Is your shop clean and organized? Is your equipment clean and maintained? Do you place a priority on care of equipment no matter how old it is? If your employees respect the equipment and their environment, they will transfer that respect to their jobs.

Is there an emphasis on being on time? When I was a superintendent, my motto was: "Early is on time, on time is late, and late is unacceptable." However, mottos are no good without accountability. Is there a policy for tardiness, and is it adhered to? A lack of accountability can undo every good effort to build a culture.

Continued on page 28

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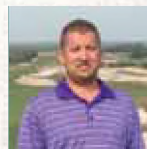
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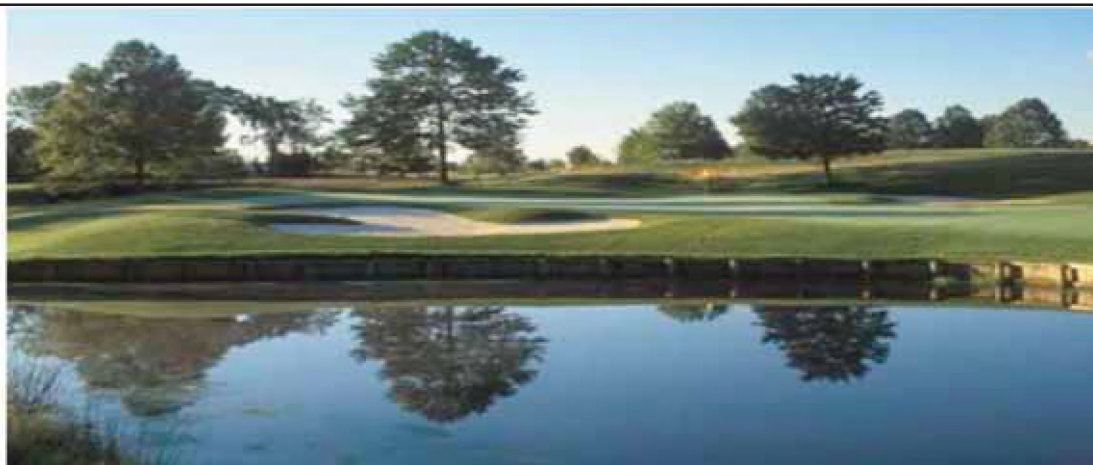
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Who do you want your staff to emulate? Would you be happy if your staff tried to be like you? Are you a “do what I say, not what I do” type, or are you a model for what you want your staff to achieve? Good leaders hold themselves to the highest standards. Your staff will notice any time you stray from that standard, and they will react accordingly. They will hold you accountable, maybe not in words, but in actions.

There are many ways to adapt a culture for your specific needs, but your staff will dictate the success of that culture not you. A staff of Baby Boomers will not react positively to a loose culture with too much flexibility, while a military-style approach might not get the most out of a staff full of Gen X and Gen Y workers. Get to know your staff personally. Have fun when the time is right. Stress can take a toll on a staff. Keeping things light in those times can often have positive results.

If you have built the respect within your staff, they will understand when the light and loose time is over and back to business must happen. Engage them, as they will almost tell you what type of culture will motivate them. Responding to their needs will develop a workplace culture that will maximize productivity.

Consider the Red Sox 2012 epic collapse as fried chicken and beer stories raged in the media. In 2013, they were World Series Champions. Credit was heaped on the people, new system, and the change in culture. Be a leader and set a standard for excellence at your facility. Develop guidelines that will maintain structure and maximize productivity. Hold yourself and others accountable for all actions. Finally, during the golf season you'll spend more time with your staff than with your friends and families, so keep it light. A good culture is self-perpetuating and contagious. You will not have to ask people to adhere to it; they will want to be a part of it.

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Rutgers Turfgrass Symposium

by Shaun Barry

For the 23rd year in a row Rutgers has hosted a Turfgrass Symposium. This event occurs in January and it brings together an extremely diverse group of scientists. It was created to update members of the Center for Turfgrass Science and stakeholders on current issues in turfgrass science. Historically the presenters are current faculty members, students working on their advanced degrees or former students who are now leaders at other universities.

This year a keynote speaker was added. *Dr. Zeng Yu Wang* is from the Forage Improvement Division of the Noble Foundation in Ardmore OK. He is an expert in the genetic manipulation of forage and bioenergy crops. *Dr. Karl Guillard* from the University of Connecticut spoke about Nitrogen Fate and *Dr. Megan Kennelly* from Kansas State presented her research on disease control in Zoysiagrass.

These scientists are not from Rutgers but their research complimented the Rutgers presenters and inspired lots of questions from the audience.

For many of us in the audience the research exceeded our knowledge base but that is to be expected. There however were many presentations that got everyone thinking and understanding how this information would be helpful for our industry. It really is an informative day and it shows how lucky we are to have Rutgers working on our behalf.



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SUPER ASSISTANT!

MATTHEW CASTAGNA

Another new column -The Super Assistant! We plan to interview a Class C, Assistant Superintendent, each issue. So, get your info ready...you could be next!

We've started with our Assistant Board Member, **Matthew Castagna, of TPC Jasna Polana.**

Where were you born and raised? Hopewell, NJ

Where did you go to Turf School? Lake City Community College in Lake City, Florida

What made you get into turf? I started playing golf when I was seven years old when my father got me into the game. Throughout my upbringing, I always liked working outside, especially mowing grass. I find mowing relaxing, although working on a golf course isn't always relaxing at times.

What are you Goals? I have been working in turf for 12 years. My main goal is to be a great husband and father, and become a Golf Course Superintendent in the in the Tri-State area.

Share your background: I met my wife, Rochelle, in high school in 2002. We got married in the Bahamas in 2010. We became parents to a little girl, Carmen, this past November.

Do you have any hobbies? I like working with metals and fabrication - really anything that can have a lot of horse power. The most recent project I completed was a dune buggy that I built from scratch. It weighs about 600 lbs but has over 105 hp. It sure can haul ass!

Any animals? Yes, in 2009 we rescued a Boxer named Sophia. She loves going to the course on the weekends, and in the fall when things slow down. She doesn't chase geese too well, but she keeps all the squirrels in line on the course.

What sports do you like to watch? I like to watch the Yankees and any type of car racing.

Continued on page 31



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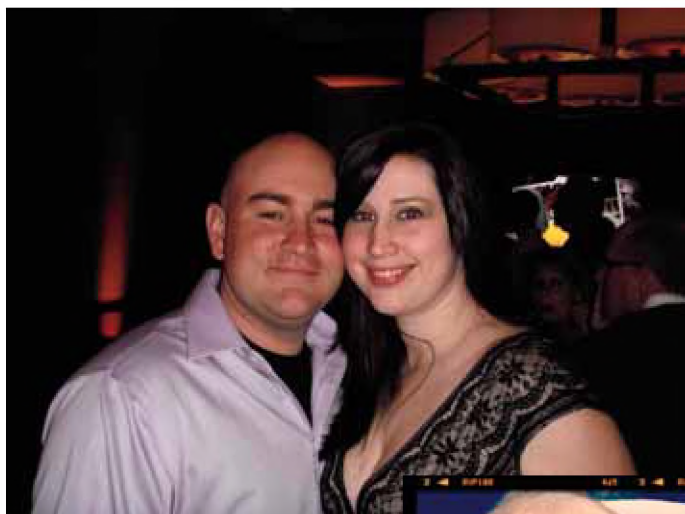
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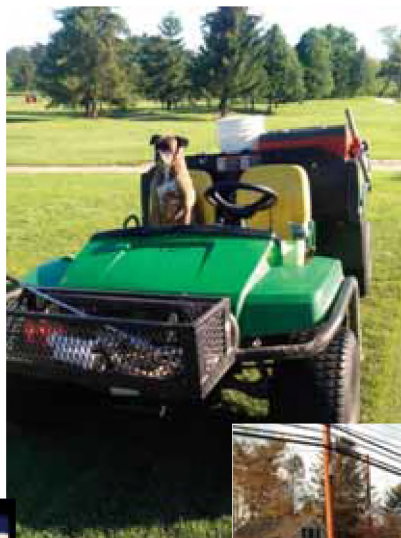
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MATTHEW CASTAGNA



Above:
Matt and his wife
Rochelle

Right: New baby
Carmen



Left:
Sophia ready for
work

Below:
My dune buggy
built from scratch



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Member *news*

Grover Alexander, had a baby boy on February 14th! Nathan Alexander. Congrats!

Michael George, a longtime member of the GCSAA, passed away in early January at the age of 92. Until 1977 he was the superintendent at Picatinny Arsenal in NJ.

Kenneth Frederick Mathis, 80, father of Ken Mathis, passed away on March 6th. Condolences to Ken and family.

Byron Phoebus, 89, the architect and developer of Farmstead Golf Course, passed away on January 11th. His son and NJ member, Robert Phoebus, had taken over the reins years back.

GLIMPSE OF HISTORY



PHOTO COURTESY OF THE SOMERSET COUNTY HISTORICAL SOCIETY

HOW SOMERSET COUNTY PLAYED A PART IN THE END OF WWI

The Knox-Porter Resolution, a joint resolution of the United States Congress officially ending United States involvement in World War I, was signed by President Warren G. Harding at the home of U.S. Sen. Joseph Frelinghuysen in Raritan on July 2, 1921, as shown in this photo. According to "The Incredible Era: The Life and Times of Warren G. Harding" by Samuel Hopkins Adams, Harding signed the document in the Somerset County borough as opposed to Washington, D.C., because he was playing golf at Raritan Valley Country Club that day as a guest of Republican Frelinghuysen, seen standing second from left. Information from the Somerville Public Library notes that Harding received a telegram during his round of golf that a courier would be arriving with the important document that required his immediate signature. It appears from information available at the library that Harding signed the resolution, and then returned to the course to complete his round.

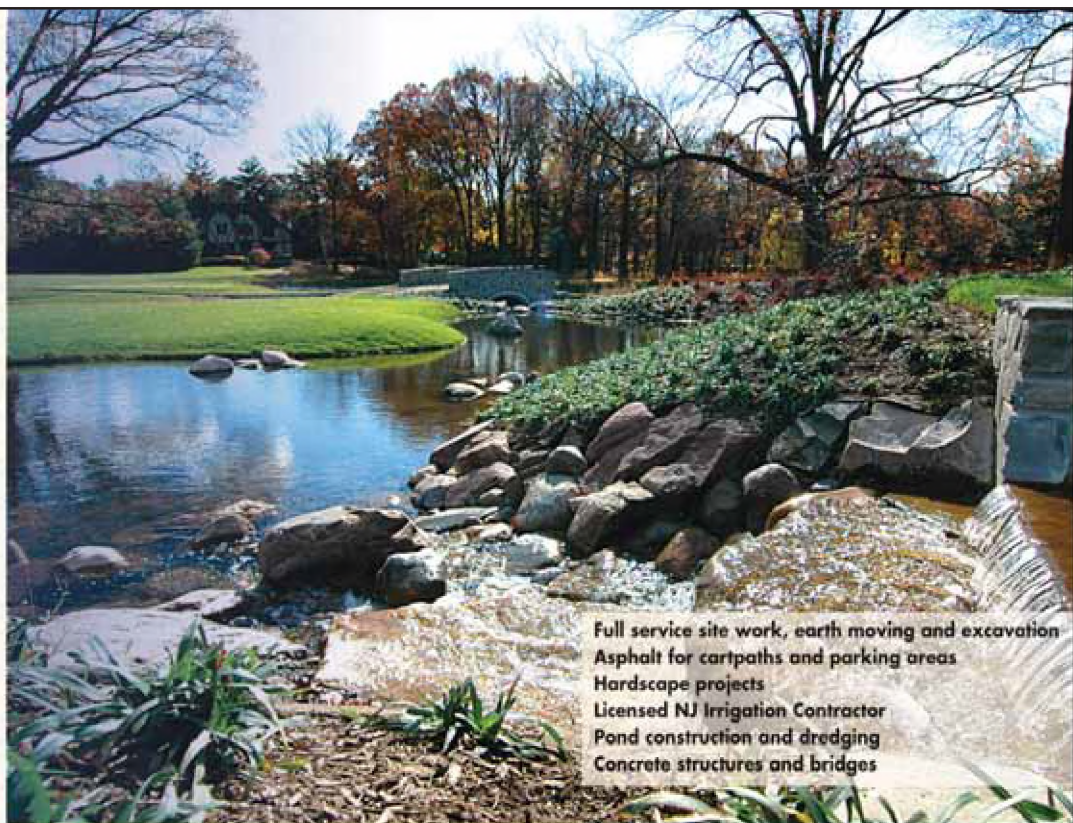
—Greg Hatala

If you would like to share a photo that provides a glimpse of history in your community, please call (973) 392-5950 or send an e-mail to somerset@starledger.com or hunterdon@starledger.com.



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