

ISSUE 1: 2019 / VOLUME 49

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OFFICIAL PUBLICATION OF THE GOLF COURSE SUPERINTENDENTS ASSOCIATION OF NEW JERSEY



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Contents

DEPARTMENTS

- 03** President's Message
- 06** Member News
- 17** 15 Questions
- 20** Through the Decades
- 30** Photo Pages

ON THE COVER

Mendham Golf & Tennis Club
Chris Boyle, CGCS

Photo by Michael Grillo



CCSAA NEWS

Insight from our Field Representative, Kevin Doyle.



New Rules of Golf

The impact of the new rules of golf on the superintendent.



2019 Nor'easter Cup

Recap of the Nor'easter Cup!



The Ask

What is your goal this season?

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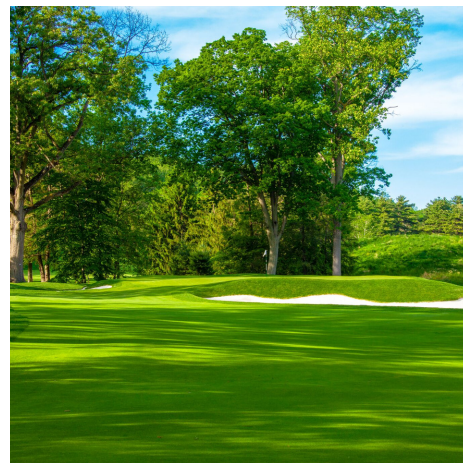
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Maureen Sharples

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PRESIDENT'S MESSAGE

*Russell Harris, Chapter President
Gallop Hill Golf Course*



THE VALUE OF INVOLVEMENT

As I enter my 3rd and final year as President of GCSANJ, I cannot help but think of all the value, both professionally and personally I've gained from my involvement. I've been a member and board member since my days as a Class C assistant superintendent, and I cannot begin to quantify all I have gained. I've made lifelong friends, grown as a turf manager and a leader.

As a Class A and B member, we have access to so much valuable information and networking opportunities, all at our fingertips. As you may have seen, GCSANJ conducts annual surveys of our Class A and B members. They range in information from salary and compensation to property budgets. The data collected is available to all members who participate in each survey. The data gathered has been used to get a budget increase for a property, to gain an increase in compensation, and to justify the purchase of new equipment and other valuable resources. I implore all eligible members to fill out these surveys, the more information collected only makes us stronger and more informed as managers of turf and monies afforded to us by our clubs.

Also, as A and B members we have an obligation to the next generation of GCSANJ members, as they are indeed the future of our association. My plea to all A and B members is to sign up your assistants and allow them to participate in all of the events made available to them. The experience and knowledge they could gain through involvement are invaluable to them and their growth, both personally and professionally. We currently have three assistant representatives that sit on our board representing North, Central, and South New Jersey. They are now planning two separate golf events for assistants. One event is hosted in the North with the assistants from the MetGCSA, and the other in the South. There are plans for assistant only events and round tables to be held, and I would ask all that are in a position to do so, to please allow the assistants under you to participate as it could only benefit all involved including you and your property.

For more information, please be on the lookout for announcements, and anyone interested in joining, please contact the GCSANJ. Thank you and good luck this season, and I hope to see all of you at our events this year.

Sincerely,

RUSSELL HARRIS
Chapter President

FROM YOUR EXECUTIVE DIRECTOR

Maureen Sharples

CONTINUING EDUCATION

During the off-season, many of you take advantage of the educational opportunities offered by our chapter, neighboring chapters, affiliate members, and Green Expo, but just because the winter is over doesn't mean your continuing education should be on hold.

GCSAA offers a wide variety of online education seminars free to its members throughout the year via "My Learning Hub" on gcsaa.org. With over 140 available topics through the digital catalog, you can log on at your convenience to take a course. The course topics range from agronomy, business skills, and leadership all taught by the leading educators and professionals in the field.

The learning hub is also a great tool to use when training your crew members. With the variety of course topics (some available in Spanish) paired with the "5-Minute Fix" videos you can tailor the courses to your staff's needs. Your assistant superintendents can benefit from the professional growth the topics offer. Courses such as "Increase Your Value with Effective Communication" or "Becoming an Effective Manager" are valuable resources for your assistant to grow their management practices and business acumen.

I encourage you all to take a few minutes to read through the catalog. I am sure you will find some very useful resources!

MAUREEN SHARPLES

Executive Director, GCSANJ



Let's Connect



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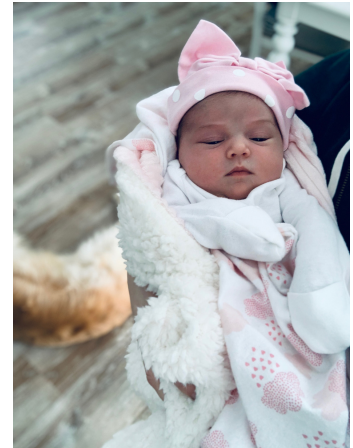


➔ GROWING FAMILIES



Michael Weber of Fisher and Son and his wife Samantha welcomed their daughter, Michaela Rae on February 25th. (pictured left)

Stephen Carpenter of Cedar Hill Country Club and his wife Danielle welcomed their daughter, Olivia Grace on February 18th. Olivia is also Les Carpenter Jr.'s first grandchild. (pictured right)



➔ MOVERS AND SHAKERS

Josh Conner is the new Golf Course Superintendent at Navesink Country Club.

Drew White is the new Golf Course Superintendent at Riverton Country Club

Billy Casper Golf is now managing Middlesex County golf course operations. Michael Williams is the new GCS at The Meadows. Hermen Van Dunk is the new GCS at Tamarack Golf Course, and Scott Reiske is the new GCS at Raritan Landing Golf Course .

Tom Halveka was promoted to Golf Course Superintendent at Spring Lake Golf Club.

Shawn Haversik is the new superintendent on the Lower Course at Baltusrol Golf Club. He was previously the assistant at Quaker Ridge Golf Club.



2019 DOG OF THE YEAR

Lebanon Turf 's 2019 Dog of the Year is Rosie from Fiddler's Elbow Country Club. Rosie is Assistant Superintendent Kyle Lenkey's dog. Rosie spends her days working on the River Course with Kyle.

Lebanon Turf will be making a donation to GCSANJ at the Rutgers Turf Classic as part of Rosie's prize. We are incredibly thankful for the donation and couldn't be prouder of Rosie!



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NJSGA GOLF SUMMIT AT GALLOPING HILL

New Jersey golf course and club leaders, management staff, and allied associations gathered to attend the annual Golf Summit hosted by the New Jersey State Golf Association. The evening featured presentations from a variety of speakers focusing on the future of the golf industry. John Bodenhamer, USGA Senior Managing Director discussed the reasoning behind many of the new Rules of Golf along with USGA's newest initiatives and programs. Frank Vain, President of the McMahon Group, presented the latest trends and issues affecting the private club industry along with tactics and examples of how clubs are marketing to millennials, a generation of non-golfers. The event gave attendees a strong view of the current state of golf in New Jersey.





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➔ **NEW MEMBERS**

Greg Boring
Class A, Baltusrol Golf Club

Kyle Lenkey
Class C, Fiddler's Elbow Country Club

Joseph Genetti
Class AF, Growth Products, Ltd

Kurt Dombrowski
Class B, Knoll Golf Facility

Anthony Neumann
Class C, Trump National Golf Club, Bedminster

Dylan McManus
Class C, Trump National Golf Club, Bedminster

Christopher DeProspero
Class C, Shackamaxon Country Club

Jeffery Klink
Class C, Greenbriar Oceanaire Golf & CC

Ross Talbot
Class C, TPC Jasna Polana

Gustavo Rodriguez
Class C, TPC Jasna Polana

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SAVE THE DATE

MARK YOUR CALENDAR FOR OUR UPCOMING 2019 EVENTS!



DISTRICT 2 GOLF MEETING

May 21st

Metuchen Golf & C.C.

Host: Jason Osterhoudt



DISTRICT 1 GOLF MEETING

June 12th (Nine & Dine)

The Ridgewood Country Club

Host: Todd Raisch, CGCS



DISTRICT 3 GOLF MEETING

July 15th

Stanton Ridge Country Club

Host: Rob Arnts



CHAPTER CHAMPIONSHIP

October 21st

The Ridge at Back Brook

Host: Alan Bean

➔ 2019 GCSANJ NATIONAL CHAMPIONSHIP GOLF RESULTS

San Diego area golf courses hosted the GCSAA's National Championship and they offered lots of challenges and were enjoyed by all. Unfortunately, the weather was not what everyone expected. Rain, wind and unseasonably cold weather challenged the golfers who had expected warm and sunny conditions. In spite of this, smiles were everywhere and lots of memories and new friends were made.

The GCSANJ had a small number of participants but some of our members won their flights and will forever be known as "National Champions." We start with Michael Brunelle and Tom Weinert. In Four Ball II, Mike and Tom not only were winners in the Net Division but they tied for first in the Gross Division. Jim Devaney and his partner Adam Snively competed in Four Ball III and they won both the Net and Gross Divisions. Another winning member is Jonathan Heywood. He competed in the Classic IV flight and won the Net competition by 2 points. Congratulations gentlemen on winning your flights and for having fun doing it. I am not sure but I doubt any other association had as many winners as we did. Amazing.

I have a feeling these gentlemen will find themselves competing in the Bob Leslie Cup and the Terry Stanley Cup and if these results are indicative of their play in those events the rest of us need to start practicing now.



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MEMBER NEWS

Four Ball:

II Flight Net:

Mike Brunelle/Tom Weinert: 1st Place
Victor Frederico/Mike Linkewich: T-2nd Place

II Flight Gross:

Mike Brunelle/Tom Weinert: T-1st Place
Greg Boring/James Boring: T- 4th Place

III Flight Net:

Jim Devaney/Adam Snively: 1st Place

III Flight Gross:

Jim Devaney/Adam Snively: 1st Place

Classic III Net:

Mike Brunelle: 7th Place

Classic III Gross:

Mike Brunelle: T-3rd Place

Classic IV Net:

Jonathan Heywood: 1st Place

Greg Boring: T-17th Place

Classic IV Gross:

Greg Boring: T-8th Place

Jonathan Heywood: T-32nd Place

Classic Senior 2nd Flight Net:

Jim Swiatlowski: T-10th Place

Doug Johnstone: 16th Place

Classic Senior 2nd Flight Gross:

Jim Swiatlowski: T-7th Place

Doug Johnstone: 13th Place

Classic AF Net:

Tom Weinert: 7th Place

Kevin Collins: 18th Place

Classic AF Gross:

Tom Weinert- 2nd Place

Kevin Collins: T-17th Place

National Championship Gross

Rob Arnts: T-13th Place

Rob Johnson: T-62

2019 GCSANJ NATIONAL CHAMPIONSHIP



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THE KING OF THE MOUNTAIN FINALLY DETHRONED AT NOR'EASTER CUP!

Nor'easter Ski Day Recap at Killington

BY ANDY DROHEN

If you're a sports fan, then you know we're right in the middle of one of the best times of the year! In just a few weeks the beginning of spring in the golf world is signified by the Masters Golf Tournament and we've been witnessing heartbreak and Cinderella stories with March Madness basketball!

On February 28th at Killington Mountain Resort, where the Women's World Cup has been competing each November, Cinderella finally found her glass ski boot! In ski racing, winners and losers are determined by hundredths of a second, so it's fair to say with a margin of 8 seconds the Northeastern GCSA team demolished the defending champions from Vermont in this year's Nor'easter Cup.

In what some would compare to a 15th seed beating the number 2 seed, the Northeastern GCSA team upset the Vermont team who has won 4 in a row and 24 of the 26 races! In what is believed to be the oldest industry ski race in the country, dating back to 1993, the Northeastern group also won the VT Cup over Vermont. Vermont did all it could just to stay in the top two as the teams from the New England and MET associations were right on their boots less than a second away!

Great winter conditions drew the biggest attendance yet with 11 different associations fielding teams for the giant slalom race. Overnight saw about 5 inches of powder fall at Killington, so conditions all over were perfect for the 200 folks that came up and skied with fellow industry folks from Maine to Cape Cod and all the way down to Long Island and New Jersey.

Each team totaled their fastest three racers and prizes were given out to the fastest overall male and female skiers and boarders!

The Nor'easter Ski Day has fast become a "can't miss" event with inquiries coming in from Canada and as far away as Florida for next year's championship, so watch for the save the dates and help your association field the winning team!

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

Fastest Male Skier:

Steve Aspinall, Northeastern GCSA 26.23

Fastest Female Skier:

Sally Vanderzee, Northeastern GCSA 31.06

Fastest Male Snowboarder:

Steve McPartlin, LIGCSA 37.18

Team breakdown went as follows:

Nor'easter Cup (Fastest 3 individual times totaled)

Team Scores		Time
1st	Northeastern GCSA	1:19.75
2nd	Vermont GCSA	1:27.79
3rd	GCSA of New England	1:28.05
4th	METGCSA	1:28.37
5th	GCSANJ	1:36.64
6th	Long Island GCSA	1:37.13
7th	RIGCSA	1:37.27
8th	Cape Cod GCSA	1:50.04
9th	Connecticut AGCS	2:14.35

If the skiing and racing did not provide enough excitement for folks, then the Après Ski party at the Wobbly Barn proved a fine ending to a competitive day on the slopes. Support from our generous sponsors helped the folks at Killington provide great food and an open bar for a few hours after skiing. Proving this is the place to be during the winter, Killington provided highly discounted ski passes for the group and affordable pricing on lodging! Make sure to watch for dates for 2019 and join your associates for a great day on the slopes during the off-season!!

As in years past, this event also serves as fundraising opportunity to help support our industry members in times of need. Over the past several years, proceeds from the Nor'easter Ski Day have helped with donations to fellow superintendents in times of need, from medical issues to times of natural disasters. The event has raised thousands of dollars so far and this year we are pleased to have increased that number. If you want to send us a message recommending someone in need, please do so to any of the board members.

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 to help our own. Thanks to all that donated so generously and special thanks to Augie Young of Sipcam, who generously donated to our raffle!

The Nor'easter Ski Day was made great because of the overwhelming support of its sponsors!

Hope to see you next winter on the slopes!



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15 QUESTIONS WITH GREG BORING

By Todd Raisch, CGCS

INTERVIEW

Baltusrol has a new Director of Grounds, one with New Jersey roots. A friend to many in the state already, Greg Boring recently sat down with The Greenside to discuss his career, life as a dual superintendent and GM and the upcoming master plan work at Baltusrol.

1. Tell us a little about where you are from?

I grew up in a small town in Central West Virginia, about two hours south of Pittsburgh. Golf was not big in the area. In fact, my high school Guidance Counselor tried to talk me out my career path because of the lack of opportunities that were available in the state. However, I was introduced to the game at a young age and became hooked.

2. Tell us about your family.

I will be celebrating my 20-year wedding anniversary with my wife Amanda in October. We met in high school and she has supported and followed me wherever my career has taken us. We have three very active boys. Cameron is 17, Kaden is 13, and Cole is 6.

3. What are your interests outside of work?

My boys are very active in sports so most of my time outside of work is attending their events, which I rarely miss.

4. Why did you become a superintendent?

My mother is the hardest working person I know. I saw her go to work almost every day and work until they forced her to go home in the retail industry. She enjoyed the challenge of the job but didn't enjoy what she was doing. I decided at a very early age I was going to do something I enjoyed. I love what I do. I spend most days on a golf course. There are some days better than others, but the fact is we get to spend most of our time working outdoors in a wonderful environment trying to bring enjoyment to golfers.



5. What is your favorite aspect of working on a golf course?

I love the concept of a team working together towards a common goal. We like to set daily objectives, weekly objectives, and monthly objectives. Working as a team to reach these objectives is very gratifying.

6. What has been the most trying experience of your career?

The winter of 2014 was not kind to The Country Club of Scranton or me. We experienced a significant amount of severe winter injury to our putting greens. The very chilly spring temperatures of Scranton don't help with a quick recovery process either. It seemed like it took forever for those greens to recover. We kept some greens closed until June. I took pictures twice a week and communicated almost daily with the membership. Thankfully the membership was patient and allowed us to get the greens back into shape for the season, but it was the most difficult experience I have endure in my professional career.

7. What influence did John O’Keefe and your time at Preakness Hills have on your career.

I was introduced to John in June of 2002. I went to work for John soon after that initial meeting. John introduced me to many people in this industry and one of them, Jim Loke, assisted me in landing my first Superintendent’s position. I was always impressed on how John handled everything throughout the day with a calmness about him. I was wound a little tight when I went to work for John as well as early on in my career, but I feel John’s influence helped me mature and evolve as a leader. The entire O’Keefe family John, Margaret, Adrienne, and Maureen welcomed my family to New Jersey in 2002 and we have remained very close friends. We are looking forward to seeing them a lot more often.

8. In recent years you served as both superintendent and GM of Scranton CC. Tell us about that experience?

I was asked in May of 2016 to take over the role of interim GM at the Country Club of Scranton following the resignation of our GM. I had been there eight years and had a good track record, especially with preparing and executing budgets. I had to hire my weaknesses which meant looking for a strong food and beverage manager. I was able to assemble a great team and by the end of the year the Board asked me to take over the role permanently.

9. What did you learn from the GM experience that will help you going forward in your new role?

A GM’s position is very difficult. They are on the front lines of everything. I learned to appreciate my role of the Superintendent much more. I appreciate the opportunity that The Country Club of Scranton gave me, but I look forward to getting back to my true passion in the industry.



10. What are the biggest on course challenges you are expecting at Baltusrol?

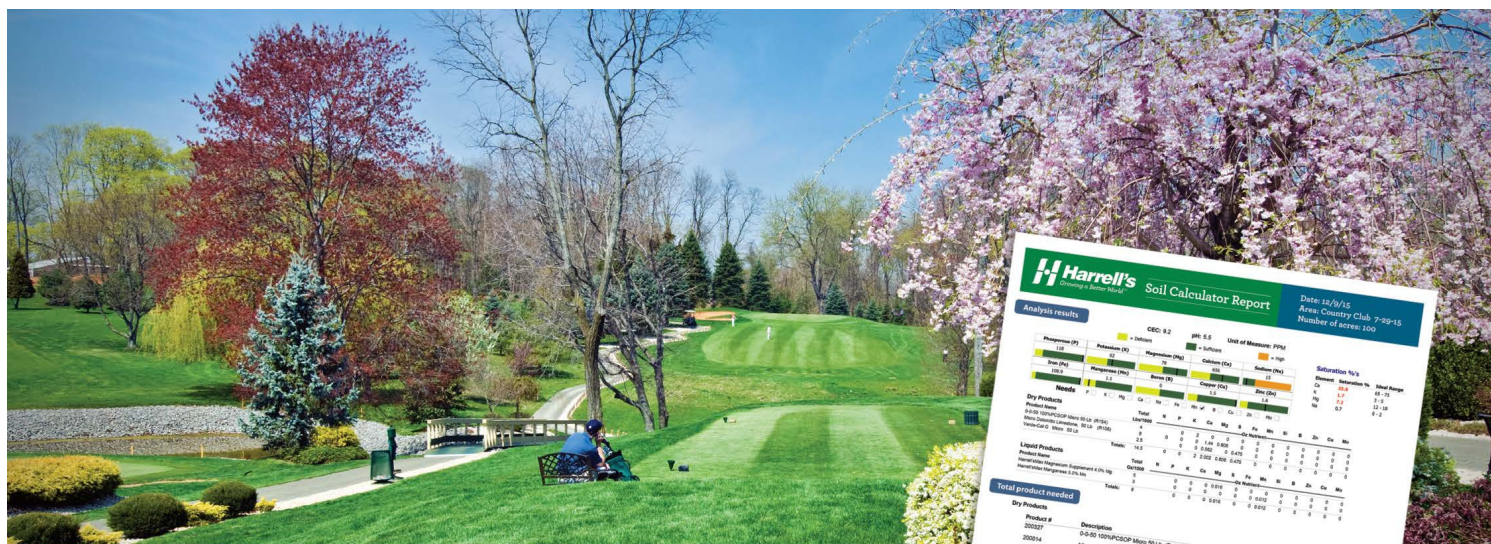
We are in the planning stages of a very large project. I believe the coordination and execution of that project while maintaining another golf course at a very high level is our biggest challenge. We have assembled a great team and we are looking forward to the challenge we have in front of us.

11. Baltusrol recently signed with Gil Hanse to produce a master plan for both courses. What changes or restorations are you hoping to see with the plan?

I am looking forward to seeing the AW Tillinghast identity return to Baltusrol. Gil and his team are not looking to add their touches. They are looking to restore what Tillinghast put on the ground. I believe its going to be great for our members as well as the game of golf.

12. List four things we don't know about you?

1. The past four years I have coached youth football.
2. I have a brother who is a Superintendent at Coral Ridge Country Club in Fort Lauderdale, FL.
3. I have a very unconventional “Golf Course Dog”. A French Bulldog named Scarlet “Graycie”, named after my Alma Mater, The Ohio State University.
4. My six-year-old son, Cole and I have frequent battles of the card game UNO. Many of those games I am on the losing end of. It is very humbling.



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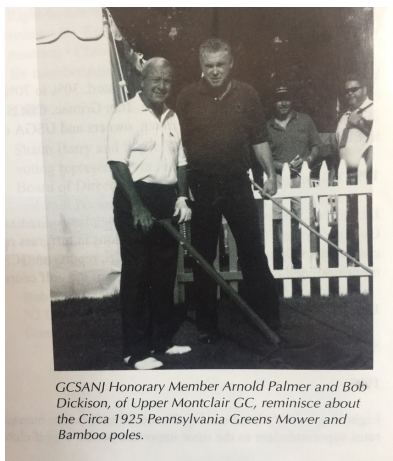
GCSANJ THROUGH THE DECADES

PART TEN

By Ken Kubik, Grass Roots Inc.

- **1929:** The second annual greenkeepers convention sponsored by the USGA is held at Pine Valley CC and CC of Atlantic City. The greenkeeper attendees are invited to play both courses. It is the start of the Great Depression when golf at all levels in NJ suffers but survives. New golf course construction crawls to a halt. Fifty-four individuals enroll in the one week course in turf management held at Rutgers University College of Agriculture. Appropriation Committee of the NJ State Legislature recommends an appropriation of \$5,000 (\$73,423.05 in value today) to aid in turf research work being carried on by the NJ Agricultural Experiment Station at New Brunswick, NJ. New Jersey is the first state encouraging turf research in this manner. President of the Association is Fred J. Roth, greenkeeper Plainfield CC.

- **1939:** National Director E.B. Cale and Canoe Brook CC host the Eastern Sectional Education conference sponsored by the Greenkeeping Superintendents Association. The NJSGA Open was held at the now extinct Yountakah CC in Nutley, NJ (the site was purchased in 1943 by ITT for a corporated campus on NJ Route 3). Union County proper is nominated in "Golfdom" magazine as one of the top golfing centers of the United States. There are 19 golf courses in the county totaling 333 holes.



GCSANJ Honorary Member Arnold Palmer and Bob Dickson, of Upper Montclair GC, reminisce about the Circa 1925 Pennsylvania Greens Mower and Bamboo poles.



Life members of GCSANJ (left to right). Seated—Al Caravella and Tony Mosco. Standing Mike George, Pete Pedrazzi and Bill Ritchie.



Christmas Party
1949 - Suburban
G.C.

- **1949:** The Association begins lobbying to hold the National Convention in Atlantic City in 1953. Joe Flaherty, Sr. Manasquan River CC GCS wins the 1st Annual Superintendents Championship at Spring Lake GC where Al Rathjens, Sr. President of the Association is GCS. Jacobsen and Toro greensmowers are donated to Dr. Ralph Engel, Rutgers University, for use on his research turf plots. NJ Turf Field Day held at NJ Agricultural Experiment Station in New Brunswick, NJ-- attendance is back to pre-war figures. During the WWII years most of the turf experimental turf plot area was discontinued due to the lack of time and help. The NJ Greenkeeping Superintendents Association sponsor of the NJ Turf Field Day and hold their monthly meeting in the evening.

- **1959:** The Association sends a letter to all the NJ golf clubs concerning the advantages of their GCS becoming members of the Association. Ed Casey, GCS Baltusrol GC and Jack Ormand, GCS Canoe Brook CC, are assigned to have the Association history and by-laws placed in a booklet form. Warren Bidwell leaves Seaview CC to become GCS at Olympia Fields CC in Illinois. Mr. Bidwell will be a recipient of the GCSAA Distinguished Service Award in 1984.

- **1969:** The year is noted for US astronauts landing on the moon, the Woodstock music festival and the NY Mets winning the World Series. Don Marshall, GCS Montclair GC is serving his second year as President of the GCSANJ. Mr. Marshall later moved on to be general manager of Pebble Beach Corporation as well as other notable facilities such as Anaheim Stadium. GCSANJ membership totals 226. It has today increased 245% to 553 members.

- **1979:** Paul Boizelle, CGCS Fiddlers Elbow CC is the editor of the revived GCSANJ Newsletter. Mr. Boizelle was a former President on the GCSANJ and would later be a Director of the GCSAA. The LPGA Coca-Cola Classic is held at the Upper Montclair CC where Bob "Red" Dickison is CGCS. Mr. Dickison would later be a recipient of the GCSAA Distinguished Service Award. Dr. C. Reed Funk, Rutgers University was the 1979 GCSAA Distinguished Service Award recipient. The GCSANJ Invitational is held at Fairmount CC Todd Polidor, GCS. Two members are expelled from the Association for violation of the GCSANJ "Code of Ethics."

- **1989:** Dr. Henry Indyk retires as GCSANJ executive director. The association contracts Association Management Corporation, Springfield NJ for services with Judy Policastro as executive director. Steve Finamore, CGCS Alpine CC is President of the GCSANJ. Posting of chemical applications on the first and tenth tees becomes law. The inaugural Robert Trent Jones Invitational is held at the Metedeconk National GC, Steve Cadenelli, CGCS. Mr. Cadenelli is also Secretary/Treasurer of the GCSAA at the time. The LPGA Chrysler-Plymouth Classic is held at Bamm Hollow CC, Phil Scott, GCS. GCSANJ members assist in the gallery staking and roping of the course as well as assisting the transportation committee. The "Greenside," Ilona Grey editor, receives a National Golf Foundation award for "Excellence in Golf Journalism." The GCSANJ makes a \$25,000 commitment to Rutgers University for the Summer Patch Research Project. The 25th Annual GCSANJ Turfgrass Equipment, Irrigation and Supplies Field Day is held at Rutgers GC Joe Spang, GCS. Field Day is the only source of income outside of the dues that GCSANJ has.



Annual Meeting at USGA Golf House 1999 - Elliott Lewis, Gary Arlio, John O'Keefe, Tim Kerwin (Front LtoR) Glenn Miller, Bruce Peebles.

- **1999:** One of the worst droughts of the century challenges the GCS as the NJ state water restrictions change on a weekly basis. Glenn Miller, CGCS Manasquan River CC, Chris Carson, GCS Echo Lake CC, and Mike Mongon, GCS Arcola CC spearhead a campaign with NJ state regulators for better defined water use codes. The NFL Classic is held at Upper Montclair CC, Bob Dickison, CGCS. Ken Krauz, CGCS Paramus GC is both President of the GCSANJ and editor of the "Greenside," the GCSAA award winning newsletter. Hurricane Floyd brings relief from the drought but also devastates many of NJ's golf courses. The NJTA Recognition Award recipient is Fiddlers Elbow CC, Dave McGhee, CGCS/GM.

- **2009:** The Great Recession will come to an end, but NJ golf is still feeling the lingering effects of the recession. The US Boys & Girls Junior Championship is held at Trump National GC/Bedminster, Tom Pepe, GCS. Jordan Speith is the medalist and champion of the US Juniors. The GCSANJ is well-represented on the Board of the GCSAA with Mark Kuhns, CGCS, Baltusrol GC as President and John O'Keefe, CGCS Preakness Hills CC as a Director. The Barclays, the first leg of the FedEx Playoffs, is played at the Liberty National GC Greg James GCS. The LPGA Sybase Classic is held at the Upper Montclair CC, Mike Brunelle, CGCS for the third year in a row. The GCSANJ is a Par Sponsor of the World Golf Foundation's "Get Ready Golf." The GCSANJ is the first golf course superintendent's chapter to commit to a three year sponsorship. The GCSANJ Championship is held at Pine Valley CC, Rich Christian, GCS. The GCSANJ again wins MET Team Championship held at Plainfield CC, Travis Pauley, GCS. Bill Murray, GCS Shark River GC is GCSANJ President, GCSANJ Member of the Year and a member of the winning team at the MET Championship.



“Going back in the history of the GCSANJ I realized and appreciated the efforts of many that made the Association the success it is and will continue to be.”

-Ken Kubik

• **2019:** Russ Harris, GCS Galloping Hill GC is in his third year as GCSANJ President. The GCSANJ Spring Education Day at Galloping Hill GC is attended by 72 individuals. Timely topics such as USGA Rule Changes, Weather Based Forecasting Models and Nematodes are addressed. The 99th NJSGA Open Championship will be held at Trump National GC/Bedminster, Rob Wagner, DOG. The NJPGA Championship will be held at Essex County CC, Jason Thompson, GCS. The Northern Trust, the first leg of the FedEx playoffs, will be held for the third time at Liberty National GC, Greg James, GCS. The GCSANJ ski team finishes fifth in the Nor-Easter Ski Race. The Tom Fazio designed Ridge at Back Brook , Alan Bean, GCS will be the site of the GCSANJ Chapter Championship. Seaview Hotel & GC, Mike Bair Director of Agronomy is the site of the Shoprite LPGA Classic for the 20th time; grounds department volunteers will be appreciated.

• **2029:** The 103rd Anniversary of the founding of the GCSANJ, the benchmark of GCS chapters. Baltusrol GC, Greg Boring, Director of Grounds will be the site of the 111th PGA Championship.

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THE IMPACT OF EMPLOYEES

BY KEVIN DOYLE, GCSAA NE FIELD REPRESENTATIVE

Having the opportunity to hear so many great speakers at events and meeting through the winter season is exciting. It also feeds the mind during long drives between engagements. One particular presentation, that by Henry DeLozier at the GCSA of New England Annual Meeting, sent me back to my days as a superintendent, trying my best to lead using what DeLozier referred to as servant leadership. We have all had the opportunities to work with and or lead individuals. Occasionally, one stands out for positive or negative reasons. For me, it was an employee I will call “Eddie”, and I’d like to share his story.

Eddie showed up at the golf course in early spring looking for a job during the very beginning of clean-up. At that point, the course was not open, and staff numbers were kept very low. He was asked to return later in the spring. Two weeks later, Eddie showed up again, filled out an application, and an interview was scheduled. Eddie’s platform was simple; he needed work, will show up on time, and will work all the hours I could give him. I hired him.

It became clear early on that Eddie would be a project. Eddie, in his own words, was “not the brightest bulb on the tree.” Learning course routing was more of a work in progress than usual. Every training took longer than with most. Straight lines were optional, holidays were a given,

and it was again determined that the trailer that did not fit across the bridge on 17, still did not fit across the bridge on 17. Among all this daily chore chaos, there was an employee who showed up early, worked hard, had a great attitude, and was proud of the need to put another notch in his belt because he had lost weight.

He knew his work was indeed a work in progress, but as he made progress, everyone on the staff gave Eddie his due! Mowing directions fell into place, lines straightened, no more skips, and subtle changes to the norm were taken in stride. By the middle of the season, Eddie was doing good work, a key individual for an in-house project, and spending some time outside of work with some of the staff. Eddie’s positive attitude was infectious, he was extremely proud to be a member of our team and thrilled to need a new belt.

As a facility with a small crew, I had to let Eddie go early in the fall. I reached out to a colleague and got Eddie a spot for the remaining part of the late-season. It didn’t work out.

Late December of that year, I ran into Eddie at the local Market Basket bagging groceries. He was smiling wide, talking to all the customers, doing what Eddie does!

He was incredibly thankful for the opportunity to work at the golf course and for giving him the chance to fill a spot at another course. I expressed to Eddie my thanks for all the effort he put in and for the positive impact he had on each member of the staff. I told Eddie I would never forget him, and despite the fact that we lost touch, I haven't.

Not every staff member learns at the same rate, brings the same attitude to the job, or works out quite as we may have envisioned. I will never forget Eddie or the joy he brought to me as I watched him (slowly) succeed in his work with a smile on his face and genuine concern for assisting others.

If you have had an "Eddie" in your career, please let me know your story and the impact that employee made on you. With the hardships shrinking labor pools brings to us these days, it is refreshing to reminisce about the positive impact others have had on our past!

Again, if I can be of any assistance, please feel free to contact me.

Kevin Doyle

GCSAA Field Staff

kdoyle@gcsaa.org



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Kendrick B. Melrose Family Foundation donates \$1 million to EIFG

The gift is the second such contribution from the Melrose Foundation and will support professional development for golf course equipment managers. Check out the GCM Online for details of this wonderful gift to our industry.

GCSAA's Equipment Management webpage has valuable info:

GCSAA knows that each member of the golf course maintenance team plays a vital role in the success of their facility. Here we've collected tools and resources especially for those managing equipment. Enjoy the benefits of Equipment Manager membership to access education for no further fee.

UPCOMING WEBINARS

May 14th @ 10 a.m.

Building a Bridge, Not a Gap 2.0

**Paul Schell, Eric Schomske, and
Jeffrey Wuenstal**

June 12 @ 10 a.m.

***Economy vs. Agronomy:
The Business of Turfgrass
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**John R. Bladon, PAg, ISSP, and
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THE IMPACT OF THE NEW RULES OF GOLF ON THE SUPERINTENDENT

By David Staebler, USGA Director of Rules Education

The changes in creating the 2019 Rules of Golf were made to:

- make the Rules easier to read and understand
- simplify Rules and procedures, where possible
- relax requirements
- reduce penalties
- speed up play and
- provide more flexibility in course marking, set-up and local rules

How do these new Rules of Golf, especially the changes, impact the superintendent and maintenance staff?

Primarily the impact will be from the last point above. Since the new Rules will provide more flexibility in course marking, set-up and local Rules, this will remove some previous constraints on how parts of the course are maintained and may help to reduce costs.

Penalty Areas

Bodies of water are still required to be marked as either red or yellow penalty areas (previously called water hazards). But a change to the Rules now embraces marking areas that are not wetlands as penalty areas too. In contemplating doing this, the primary areas on a course to consider for this marking should be places on the course where balls are often lost or unable to be played even if found (as they typically are in bodies of water). If your course has thick heavily wooded areas, marking them as penalty areas will decrease the number of lost balls that require golfers to go back to where their previous shots were played (stroke and distance). For course maintenance, this will reduce the pressure from golfers to clean out the underbrush and heavy ground cover in these areas so they can find the balls hit into them and so they don't have to go back under stroke and distance. The penalty area marking will let golfers drop outside the edges of these areas, speeding up play.

If your course has areas with tall grasses that are not regularly mowed or if it is interested in introducing or increasing such areas, they may also be marked as penalty areas. While this may cause golfers to lose a few more balls, they can drop outside of them for one penalty stroke, rather than going backwards under stroke and distance. For maintenance, the reduced mowing time will save on labor cost and make daily maintenance more efficient.

No Play Zones

This is a terminology change. Previously the Rules provided for mandatory ground under repair and other areas that were classified as environmentally sensitive from which play was prohibited. When a player's ball or stance was in such areas or would be hit with their swing, taking relief was required. In the case of environmentally sensitive water hazards, mandatory relief came with a one-stroke penalty. The new Rules still maintain these options but also expand them. Instead of only being able to prohibit play from a penalty area that a government agency has designated as environmentally sensitive, the new Rules allow a course to mark any penalty area, ground under repair, temporary water or immovable obstruction as a no play zone. Explaining the meaning of the jargon in the last sentence, this means a course can prohibit play from not just environmentally sensitive penalty areas, but any penalty area that play from which could negatively impact the agronomic stability of it or that could endanger a player by entering. The same also goes for areas like ground under repair, practice areas and maintenance facilities.

Previously a course's choices with marking a practice range were limited to: 1) allowing play; 2) marking it as ground under repair (players could play from there or take free relief); 3) marking it as mandatory ground under repair (players had to take free relief); or 4) marking it out of bounds (players had to play under stroke and distance).

Under the new Rules, the choices are expanded: 1) allow play from these areas; 2) ground under repair (allow play from these areas or for players to take free relief); 3) no play zone – ground under repair (required free relief outside these areas); 4) penalty area (allow play from these areas or for players to take penalty relief); 5) no play zone – penalty area (require players to take penalty relief outside these areas); and 6) out of bounds. The expanded choices give those in charge of the course more flexibility in deciding what is best for the course and player safety as well as how forgiving or penal hitting into one of these areas should be.

I remember once playing a wonderful old northeastern course with its professional and golf chairman, who ask my advice on how to mark a feature on one of their holes that was both beautiful and dangerous. Built in an era when courses weren't designed with "signature holes," this feature made it a "signature hole" before its time. It was a steep downgrade from an upper fairway to a lower one. The long grass on it prevented balls that reached it from rolling all the way to the lower fairway. It was a central part of both the dramatic beauty of the hole and the strategy required to play it.

From the tee, golfers needed to stay short of the downslope. Going through the fairway meant the ball was often not found, and if it was, then it was usually difficult to play and almost always dangerous.

What the professional and golf chairman wanted to do was require players to take one-stroke penalty relief out of the area if they hit in there. But since the downslope neither met the definition of a water hazard nor had been designated as environmentally sensitive by a government agency, that wasn't an option. Both options the Rules provided before 2019 just weren't satisfactory, 1) mandatory relief – ground under repair and 2) out of bounds. The ground under repair option took all the strategy out of the play of the hole from the tee. Whether a player hit the fairway or drove through it, they would wind up with a ball in the fairway at the top of the hill with no penalty. With it being marked out of bounds, the stroke and distance penalty was just thought to be too severe.

Under the new Rules, those in charge at that course can now have what was wanted during my visit seven years ago. The long grass on the downslope can be marked as a no play zone – penalty area. Players hitting through the fairway will be required to take relief outside that area under penalty of one stroke. Marking it this way is the option most consistent with the design and intended strategy of this terrific golf hole.

As always, the USGA Green Section staff in your region is available to consult with you on most of your needs and questions and either through them or by contacting the USGA Rules Inquiry Service directly (Rules@usga.org or (908) 326-1850), my colleagues or I can be reached with your rules and course marking questions.



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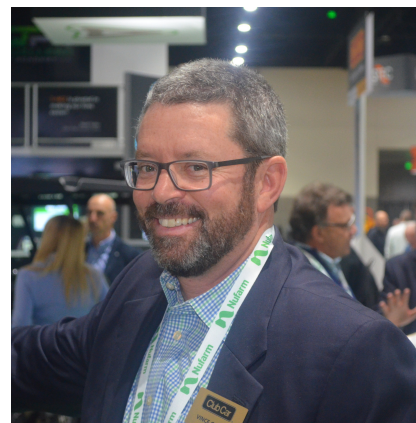
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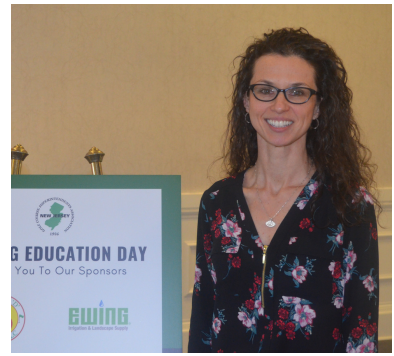
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The Northern Trust returns to Liberty National Golf Club “Playoffs Start Here!”



Liberty National Golf Club will be host to The Northern Trust August 4th-11th, 2019. We are seeking volunteers to help prepare the golf course for the week of the tournament. A volunteer form can be found by going to the following link online:

<https://mailchi.mp/8ca37b6c5316/lngc2019tnt>

The Liberty National Agronomy Department will host a Hospitality Tent available to all visiting superintendents and volunteers for the upcoming tournament. We are looking for sponsors to help support this event.

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"My goals for this season are:

- To exceed the expectations of my membership by providing them with excellent course conditions and a golf course that they can take pride in being a member at.**
- To lead a motivated and strong staff that drives to create that experience for our members.**
- To be an ambassador for the game and for agronomics."**

-Donovan Maguigan

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-BRANDON PERRINE

"My goal this season is to stay focused , grounded, and get back to my roots...pun intended."

-Jeremy Hreben, CGCS



"Survive, after the season we had in 2018, I believe most superintendents feel the same way. We are hosting our second US Open Qualifier at Makefield Highlands Golf Club. Our goal is to give them a course that is in prime condition and challenge their skills. Our goal throughout the season is to continue to redefine public golf, giving our customers the feel and quality of a private club at the public level. Lastly my personal goal is to continue to advocate for our industry. By talking with students at the high school level about our profession and being active with the GCSAA Grassroots Ambassadors program, I hope to educate others about what we do, and why we do it."

-Jennifer Torres

"My goals for this season: first and foremost is to balance work and life. If I can accomplish this goal, I will be a better Superintendent and Husband/Father. My second goal is to wear more sunscreen!"

-Kevin Tansey

“Try to keep my head above the water.”

-Dan Kilpatrick

"MY GOAL IS THE SAME YEAR AFTER YEAR, TO MAINTAIN THE HIGHEST LEVEL OF CUSTOMER APPRECIATION AND MAKE SURE OUR TERRITORY MANAGERS ARE IMPACTING AGRONOMIC PROGRAMS WITH THEIR KNOWLEDGE AND EXPERIENCE."

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