



THE NEWSLETTER

August 2018

of the **Golf Course Superintendents Association of New England, Inc.**

Sponsors and administrators of the Troll-Dickinson Scholarship Fund – Awarded yearly to deserving Turf Management Students.

Thoughts From Your Executive Director *by Don Hearn*



Kevin, left and Erik



Andy Ingham

Congratulations to Kevin Corvino and his caddie, Erik Doldt, for participating in the Ouimet Marathon Fundraiser this year. The event took place August 6 at Juniper Hill Golf Course where Bob Cullen is superintendent. Kevin and Erik teamed to play 109 holes to raise funds for the Francis Ouimet Scholarship Fund. Both Kevin and Erik give a day to help raise funds for individuals who work in golf, including courses of our Association members. The number of holes played is notable due to the high temperature and extreme humidity endured by all who played. This was the 11th year Kevin has participated in this event. Another member of our Association also played in this event. Andy Ingham, Affiliate

member and sales representative for Five Star Golf Cars and Utility Vehicles, played 101 holes to support the Fund. Both Kevin and Andy are past recipients of Ouimet scholarships.

The Golf Course Superintendents Association of America (GCSAA) recently announced the local recipient of a GCSAA Legacy Award. This recipient is Lindsey Adams, daughter of Jason Adams, superintendent at Blue Hill Country Club. Included is the announcement of the award.

Lawrence, Kan. (Aug. 7, 2018) — The Golf Course Superintendents Association of America (GCSAA) has awarded 20 college scholarships as part of its Legacy Awards program.

To be eligible, applicants must be a child or grandchild of a GCSAA member. The program is funded by GCSAA's philanthropic organization, the Environmental Institute for Golf (EIFG) and supported by Syngenta. Each grant is for \$1,500.

"GCSAA strives to not only improve the careers of our members, but to make a difference in their lives," GCSAA CEO Rhett Evans said. "With the support of the EIFG and Syngenta, the Legacy Awards help ease the cost of higher education for our members' families."

The awards are based on academic achievement, community involvement, extracurricular activities and leadership skills. Applicants must be enrolled full time at an accredited institution of higher learning, or for high school seniors, accepted at such an institution for the next academic year.

"Syngenta is proud to be a part of the Legacy Awards because it has always been a way for us to give back the golf course superintendents, who give so much of themselves to the golf industry," said Stephanie Schwenke, turf marketing manager for Syngenta.

Our own Scholarship and Benevolence Tournament is coming up next month, September 24. It will be held at the Kernwood Country Club in Salem, MA. Superintendent John Eggleston will be our host. Bob Mucciarone, the long-time Superintendent at Dedham Country and Polo Club, who passed away March 24 this year, will be the memorial honoree. This event, raffle ticket sales, and donations are the only sources of funds for the scholarships

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granted to applicants who are family members of GCSA of New England members. Funds provided to members who might be going through a tough time or need a helping hand with personal or family matters are also provided from the Scholarship and Benevolence Fund. During the past 25 years, over \$280,000 has been distributed for scholarships and benevolent aid to family members of our members. You are encouraged to participate in this event or support it with a financial donation, a round of golf at your course, sporting event tickets and other appropriate items. If your son or daughter received a scholarship from the GCSA of New England, pass it on by making a donation that will help others receive similar aid. Any size donation is appreciated and could help your own children.

A Lunch and Learn event was held July 23 at the Lexington Golf Club. This event was



hosted by Superintendent Bob Dembek, and Friend of the Association Members MTD / Cub Cadet, GreenSight Agronomics and Helena Professional Products. MTD representatives John Fossum, Kirk Richmond, Tony Whelan and John Coleman demonstrated the RG3 robotic greens mower and various Infinicut mowers. GreenSight Agronomics demonstrated the latest in drone technology. Jason VanBuskirk demonstrated how this technology can be used to monitor course conditions, construction projects and other beneficial uses of drones. Helena Professional Products representatives Chris Leonard and Jack Clarke spoke about their monitoring equipment and the RX360 Turf Management program and how it can help superintendents manage their facilities in an efficient manner. Thanks to the companies and their representatives, Bob Dembek and Lexington Golf Club for sponsoring and hosting this event.

Thoughts From Your Executive Director by Don Hearn (cont.)



Retirees attending the Marlborough Country Club meeting
Seated from left: Wayne Zoppo, Mike Hermanson, Norm Mucciarone, Tom Ackley, Dave Barber.
From left: John Paul Jones, Artie Miller, Ron Dobosz, Don Hearn, Jim Fitzroy, Dick Zepp,
Ken Mooradian, Arthur Silva, Steve Murphy, Ron Kirkman, John Lenhart, Ernie Bernard

The August meeting was held at the Marlborough Country Club, August 14. Heavy downpours cut short the golf part of the day. Most groups played nine holes, so that's what the scores were based on. This was the event where qualifying for the New England Superintendents Championship took place. Those qualifying will be notified of their selection. Because of the rain, we had to change the plan for the day and the staff at Marlborough did an outstanding job making the all the pieces fall in

place for a seamless transition from golf to dinner. Ken Crimmings and his team had the course in the usual excellent condition. Golf Professional Greg Farland and his staff handled last minute changes and the scoring with a smile. Banquet Manager Maria Krusuas and her team presented the food and beverages without missing a beat. Chef Ben Wachter and his staff had prepared the food as if it was an everyday occurrence when a group finishes 2 hours early. To all the staff at Marlborough – thank you!

This is the meeting that our retired members are invited to attend as guests of the Association. This year 17 retirees attended and enjoyed the time on the course and mixing with others during dinner. It is an honor to host these members and listen to their biographies. All of them contributed to the success of following generations and the betterment of our members and Association. We owe them our thanks for being part of our history.

Atlantic

golf & turf

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Your Weekly Link to Turfgrass Information!

ShortCUTT

Gazing in the Grass

Frank S. Rossi, Ph.D.

The proverbial "dog days of summer" are coming to a close this week. The term "dog days" is actually based on ancient Roman and Greek astronomical observations. Roughly from July 3 to August 11 the Dog Star (Sirius) in the Canis Major constellation is visible in the Northern Hemisphere. Hence "dog days" when the Dog Star is visible. When

considering astronomy, consider the role the Earth's astronomical position relative to the sun influences our decision-making. There are some "old-school" golf course superintendents I know that always mention "August 15th" as when "their approach to water management changes". By the numbers, ET levels are persistently in the 0.75 to 1.25" per week, and a few weeks ET values were as high as 1.75", that's 0.25" water loss per day! Solar angle on August 15th will be about 10 degrees shallower than when at peak height in late June. On the water management side, many areas have received plentiful rainfall that has filled the soil profile, slowly breaking summer dormancy and encouraging active growth. Areas along the Northeast Coast and along the Great Lakes are actively drying as the widespread storms have not "spread" far enough into these areas.

The seventh consecutive week of heat stress to cool-season turfgrass is past and by all measure the eighth week of heat stress is underway, especially along the I-95 corridor. The typical barometers of this abiotic (not from living organism) stress level are all indicating cool season plants are struggling, i.e., uptick in samples per day in labs with basal rot anthracnose, summer patch, widespread crabgrass infestations, and injury from second instar ABW! These biotic stresses are exacerbated by the abiotic stress. This is simply related to plant chemical energy management. Cool-season (C3) grasses rely on cooler temperatures (67-72F) for maximum energy production via photosynthesis. Outside this temperature range inefficiencies in the process limit productivity. It's been hot for eight weeks. Due to the lack of energy produced via photosynthesis (C3) grass plants are currently converting long-chain insoluble chemical energy (primarily fructan and starch) *stored in roots* to short-chain soluble chemical energy (sucrose and glucose) the plant needs *to replace leaves* and leads to natural *root decline*.

Crabgrass is at peak performance where it has become established in weakened turf. The best pre-emergence products have 10-12, sometimes 14 weeks of control. Several reports of pre-emergence herbicide "failure" seems to suggest that early applications in March/ April have begun to show breakthrough. Our resident ShortCUTT "Weed Guy" Randy Prostak, UMass Extension Specialist has an old saying, "early on-early gone"



Crabgrass infestation in previously drought-stressed turf now recovering following rain.



Lightning Protection for Golf Courses

With the latest storms that pashed through our state, I thought that future consideration should be addressed as to if your course has adequate "Surge Protection".

Acting as an antenna on which surges of electricity travel with little resistance, an irrigation system's wiring-not unlike office or home equipment wiring-is susceptible to lightning-based surges. The costly repairs and loss of productivity associated with surge damage to an office's computer network also applies to golf courses when lightning strikes. **Most losses with the irrigation systems are with electrical controllers, satellites, valves and sprinklers, but well-pumps** - affecting turf quality by interrupting finely tuned watering schedules. Though it is unusual for lightning to knock out an entire system, even small repairs are a setback for courses competing to attract a finite number of players. **This may mean that superintendents are unable to irrigate part or, sometimes, all of their courses during critically dry periods.** For this reason, several lightning countermeasures are available to protect your irrigation systems and your course's competitive edge.

The better the system is grounded, the better chance equipment will last longer. Superintendents should have ground rods checked every year, cleaning and tightening the clamps and to perform a Megger test on the ground rods. This ground insulation, or Meg test, calculates the resistance of the insulation, a measure of its condition. It is important that both the controller and the surge arrestors are grounded to ground rods or plates with less than 10 ohms resistance **however, a range of 11 to 30 ohms still means there is good grounding protection. When the resistance of the soil is above 30 ohms, this indicates poor grounding. You'll need to take improvement steps.** At minimum, the grounding circuit for controllers will include a copper clad steel ground rod, or copper ground plate. Copper ground rods should be driven into the ground at a location 8 to 10 feet from the equipment or wires connected to it, at right angles to the two-wire path.. Install all grounding circuit components in straight lines. When it is necessary to make bends, do not make sharp turns. Copper grounding plate assemblies intended for grounding applications **should be attached to** (using an approved welding process) **to a 25-foot continuous length** (no splices allowed unless using exothermic welding process) of 6 AWG solid bare copper wire.

If ledge rock or rocky conditions prevent driving rods, lay the rods or No. 8 wire in a straight trench. A copper plate to be buried in an irrigated area near the controller location. Install the copper plate in a trench three to four feet deep. Backfill with good top soil and two 50 lb. bags of Ground Enhancement Material (GEM) on top and bottom.

Have the resistance checked annually. The most effective time to test resistance is during a dry spell prior to the lightning season. The lightning season is when we need the best possible surge protection and grounding system.

Please call our office to discuss how we can help improve the health.

We look forward to providing your irrigation needs.

Winterberry Irrigation



In the September issue of *GOLF* magazine there is an article written by Michael Bamberger titled "This Land is Their Land" that made note of the workers on golf courses and how the status of immigrants could have an impact on the golf course work force. He admits he's done a lousy job writing about golf's "below-the-line workforce." He also asks for your story ideas. If you want to add to the discussion, get in touch with him at *GOLF* Magazine.

this golfing life

This Land is Their Land

» **AMONG THE MANY** things he did, Anthony Bourdain illuminated the lives of dishwashers, line cooks and fishmongers. Reading and watching his tributes made me realize what a lousy job I have done writing about golf's below-the-line workforce. I'm fixing to change that. Like all golfers, I like flat tee boxes and shapely bunkers, but how often do I show my *apreciación*?

Rafael Barajas is the next president of the Golf Course Superintendents Association of America, and will be the first Hispanic to fill that role. I mentioned to him that, in my experience, if you see a course worker with a shovel, machete or hose in hand, chances are close to 100 percent that that person's first language is Spanish.

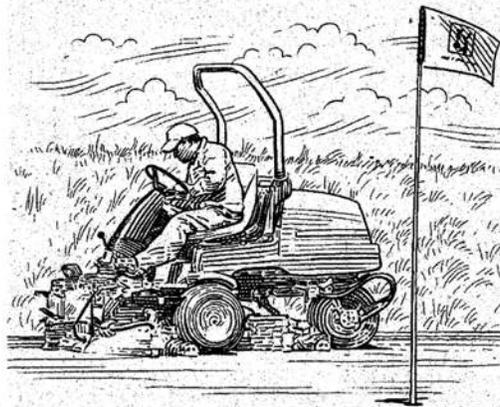
"Mmm, not that high," the mustachioed president-elect said. "Maybe more like 80 percent." Barajas was born in Mexico, left school (in Los Angeles) at 16 and began working full-time in golf. "I chose survival," he said. He is now the superintendent of the Boca Grove Golf and Tennis Club in South Florida. His four educated and productive American children—one of whom is a Marine—are making America greater yet.

If you play golf with Donald Trump, you might see him offer a mid-round thank-you to a random course worker, Trump-style. He'll approach a crewman—who, at Trump's courses, is often from Mexico or Guatemala or Honduras—heap praise on the course condition, slip the man a crisp Franklin, return to his cart and exclaim, "They love me!"

Mmm—hard to know. What's certain is that they are grateful for the opportunity to make \$13 or \$14 an hour. Plus, the promise of time and a half.

The official minimum wage in Mexico is about \$2.50 an hour. Millions work for far less. The job-listing website indeed.com shows hundreds of openings for course workers across the United States, typically for \$10 or \$11 an hour. Several supers told me that health benefits are offered at some courses but not often accepted, even though the work often involves exposure to pesticides, lifting heavy objects

The clampdown on immigration could have an outsize effect on your golf course



With the official minimum wage in Mexico at around \$2.50, immigrant golf course workers in the States are eager to pull in four or five times that amount for their labor.

and operating loud machines with sharp blades. And of course, the start whistle often blows at sunrise. "You don't find too many suburban kids who are going to last more than three days," one former Trump employee told me. "They like free golf, but they want Saturday off."

It's no wonder there are so many course workers with *Jorge* or *Miguel* in script on their heavy work shirts, so many middle-aged men in bandanas who wire home money on flip phones during their coffee breaks. There are at least 125,000 course workers in the United States tilling the soil on more than 14,000 18-hole courses. Green fees and club dues would be only more expensive without golf's immigrant workforce. I spoke to about a dozen people working in course maintenance and construction on my way here and found nobody who thinks that the current U.S. government clampdown on immigration will be good for American golf.

Nobody knows the number of course workers who are here illegally, including

employees who have presented enough passable paperwork to get a stamp of approval from E-Verify.gov. Many of the immigrant workers, of course, are legal, but a good number are in the United States on H-2B visas, and those visas have a maximum shelf life of three years. Not a recipe for stability on either side of the management line.

All the supers I spoke to have employees attempting to become naturalized Americans. But when you're living close to the poverty line, speak halting English and have a meager (or nonexistent) savings account, the shoulder on the road to citizenship is a minefield. Out of necessity, the supers become experts on the fine points of American immigration law.

What they really want is what we want: early-morning greens with the dew swept right off them, plus all the other niceties that add immeasurably to our pleasure. The long poles that make those dew-free greens possible are called dew whips, and the men and women swinging them might have the Sweden-South Korea match in their ears, or another *fútbol* contest worthy of their divided attention. But if Mexico is playing the United States, management knows better and schedules are rearranged.

I'm just starting out here, and I welcome your story ideas. I have learned that at some East Coast clubs, you might see a Kia Sedona minivan arrive in employee parking at daybreak with five Guatemalan workers in it. But what you don't see is the driver getting \$5 a head for his transit services and the driver's wife selling the fellas \$5 brown-bag lunches. At a Texas club under renovation, you might see a threesome of Salvadorans building a new back tee, but you don't see them staying in a single room at the nearby Extended Stay America. At a California club under water restriction, you might see a Mexican course worker hand-watering a green in the midday sun, but you don't see that same man delivering Domino's pies at night.

Maybe you do what I do: Wave and play on. Talk about dumb luck.

—MICHAEL BAMBERGER

BILL BARRETT TO BE INDUCTED INTO THE NEW HAMPSHIRE GOLF HALL OF FAME

The New Hampshire Golf Association (NHGA), New Hampshire Women's Golf Association (NHWGA), New Hampshire Chapter of the New England PGA (NHPGA), and the New Hampshire Golf Course Superintendent's Association (NHGCSA) are creating the New Hampshire Golf Hall of Fame.



The New Hampshire Golf Hall of Fame will induct its inaugural class October 18, 2018. The event will be held at the Manchester Country Club in Bedford, NH.

Among this inaugural class will be a golf course superintendent who was a trailblazer in the profession. Bill Barrett spent most of his years in New Hampshire, but was raised in Waltham, Massachusetts. He attended UMass, Amherst and received his associate degree in Turf Management. He was the construction superintendent of the Nashawtuc Country Club in Concord, MA and then moved north to the Portsmouth Country Club in Greenland, New Hampshire

where he served as superintendent for eight years.

He was a member of the Golf Course Superintendents Association of New England (GCSANE) before moving to New Hampshire.

Bill was a founder of the New Hampshire Golf Course Superintendents Association (NHGCSA) and its first president. In this position, he helped create the foundation and bylaws for the New Hampshire GCSA. He promoted education and recognition for golf course superintendents and was instrumental in the creation of the New Hampshire Turf Conference. This annual event drew a large attendance from all the New England states.

He switched careers and became a sales representative for the Toro and Jacobsen distributors in the New England area. He was well known and universally liked by customers and competitors alike. Bill was a gentle and respectful person who helped move the golf course superintendents' profession forward.

He was a Cub Master and Scout Master of the Boy Scouts and organized multi-night hiking adventures and passed on his skills for outdoor survival to another generation of youngsters. Bill served as a member of the North Hampton, NH Conservation Commission. His faith led him from being an altar boy in Waltham to a Lector and Eucharistic Minister at St. Francis Friary and St. Theresa parish in Rye, NH.

Bill passed away March 5, 2017.

GCSAA Update *by Kevin Doyle*



In the golf course maintenance industry, we often look back to see how far we have come. Completed projects, course upgrades, and changes in techniques that may have made marked improvements on the property are often learning experiences and successes to be proud of. With my role as field staff, I don't have far back to look having

finished my sixth year this spring, looking back can recharge my interest in an old topic.

Newsletters in the spring of 2014 highlighted the question: "Are you hiding from positive feedback?" This was a look at contact information for the golf course superintendent available through the facility website. If a colleague was going to visit your course, could they find your information? If someone wanted to pay you a compliment, is your information readily available? Those questions were posed in the original content as well.

I did utilize a non-scientific study, randomly selecting superintendent's names from chapter directories, researching facility websites and found some eye-opening results. Now, four and a half years later, has anything changed?

Quick recap of the 2014 results:

I looked up five members randomly from three chapters (Rhode Island, Cape Cod, New England), and went to their facility's website. I looked for a mention of the superintendent and direct contact information. I found that the superintendent was mentioned by name on seven of 15 websites. I also found three of the 15 had direct contact information for the superintendent. Surprising? In addition, four websites had direct contact information for multiple staff members, but not the superintendent!

For 2018, I selected five members randomly utilizing three chapter directories (GCSA of New England, Connecticut AGCS, and New Hampshire GCSA) and scoured the facility website for information similar to the prior study. Was the superintendent mentioned at all, was there direct contact information, and were other staff members information available on

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the site. The results, broken down this time by chapter, were shocking.

Four of the five GCSANE samples had no mention or contact information for the superintendent at all! Of the four with no contact, two had contact information for multiple staff members. One facility had contact information for all staff, including the superintendent.

The CAGCS results were even worse. One of the five superintendents had their name listed on the staff directory, but no contact information. The rest of the staff contacts were listed. That was the only information regarding the superintendent found anywhere among the five samples. As it happens, two facilities utilized the same management company and the websites were nearly identical. They didn't recognize any staff member at all.

One facility researched in the NHGCSA samples had staff bios and contact information for all key staff, superintendent and assistant included. Of the four remaining websites, not one mentioned or had contact information for the superintendent. All four had contact information for other staff members.

GCSAA continues to promote the profession at the national level by partnering with allied associations, social media, and strategic television buys. It's a daunting task, but like politics, promoting the profession needs to start at the local level. Your chapter continues to work hard to advocate on your behalf. Ensuring the golf course superintendent is recognized as a key contributor to the success of your facility in any way possible assists in that promotional effort. Is the golf course superintendent listed in the contacts on your facility website?

GCSAA Resources and Deadlines you Get Cool Stuff from your Association Already

GCSAA/Golf Digest Environmental Leaders in Golf Awards



Presented by GCSAA and Golf Digest in partnership with Syngenta, the Environmental Leaders in Golf Awards recognize golf course superintendents and golf courses around the world for their commitment to environmental stewardship.

Introducing the new ELGAs

The ELGAs have been updated to recognize more superintendents in more focused areas of environmental sustainability. The new ELGAs are based on the environmental best management practices that GCSAA recommends all courses utilize.

- New for 2018, there are now four ELGAs available:
- Natural Resource Conservation Award
- Healthy Land Stewardship Award
- Communications and Outreach Award
- Innovative Conservation Award

There will be one winner and two runners-up recognized for each award. GCSAA members may apply to one, two, three or all four awards in a single year. However, an individual can only win one award per year. Applications will open Aug. 1-Sept. 30, 2018. All applicants will be notified by December whether or not they have been selected as a winner. Winners will be recognized at the Golf Industry Show.

EXCEL Leadership Program

Funded by Nufarm

The Excel Leadership Program offers leadership training for personal, career, and community/industry stewardship for assistant superintendents; the future leaders in the golf course management industry. Applications for the 2019 program are open through Oct, 1, 2018. [Apply now »](#)

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E — Encouraging future leaders through advisory boards and councils.

L — Developing leaders who will mentor others.

The program

The EXCEL Leadership Program features two, two-day education and training sessions and a trip to the annual Golf Industry Show for assistant golf course superintendents. The education and travel for 2018 includes:

- Golf Industry Show, Feb. 3-8 in San Diego, Calif.

- Spring Meeting, TBD, at GCSAA headquarters, Lawrence, Kan.
- Fall Meeting, TBD, at Nufarm, Chicago

Eligibility

To be considered, a GCSAA Class C member must complete the application and respond to two pre-selected essay questions. Up to 12 assistant superintendents will be selected for this opportunity to develop their leadership skills over a three-year period.

Applicants must be:

- Currently employed as an assistant golf course superintendent within the United States (including Alaska and Hawaii) or Canada.
- A Class C member of GCSAA
- Able to participate for three full years
- Not be working for current members of the GCSAA Board of Directors or

EIFG Board of Trustees, children of GCSAA or Nufarm staff, or current employees of those organizations.

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

Kevin Doyle

GCSAA Field Staff

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Everyday Situations *By Don Hearn*

A list of everyday situations you might find yourself face to face with and ways to handle them.

- When riding the escalator, stand on the right and leave the left open for passers.
 - Wearing headphones in public is code for “Don’t talk to me.”
 - Speakerphone is not made for public use.
 - Never be mean to someone who is serving you food.
 - Don’t be late. This is very important. Every person’s time is important.
 - Always let people disembark before you embark.
 - When in a social situation and you want to speak to someone don’t overthink and over analyze. Walk up to them and say hello.
- There is no better icebreaker in the world than a simple ‘Hello’ followed by a smile. Be a friendly new acquaintance. Politeness and good manners go a long way.
- An opinion is a very sensitive issue with many. Be respectful when expressing yours.
 - When you post mean comments, it says a lot about you than about the person you are trashing.
 - When someone you know has an obvious change in appearance, e.g., weight gain/loss, bald spot, it is rude and none of your business to comment on it. They already know about it and are feeling pretty bad themselves without you blatantly pointing it out to them.



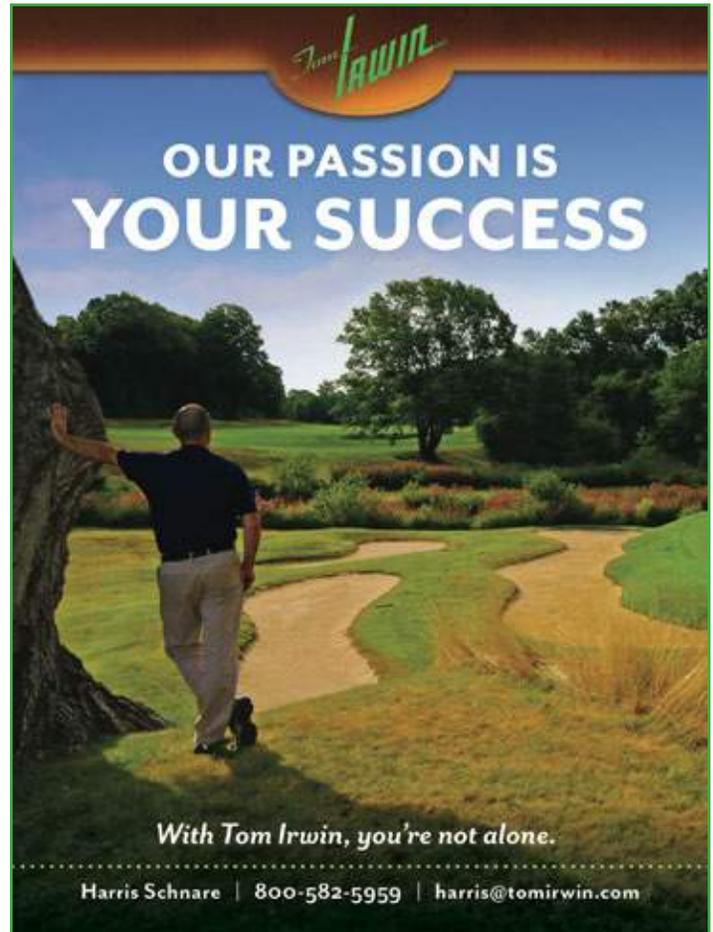
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- Everyone has their personal space around them. Respect it.
- Put things where you found them.
- Holding the door open or pulling the chair out for people is kind, regardless of gender.
- When you attend a school or college reunion, don't boast too much about yourself. For instance, when your friend says "I had to catch two trains to get here!", don't respond with "I just took a business class flight. It was great!". You are here for a reunion, not for a comparison party.
- When someone just got married the second time, don't ask them annoying questions like, "Are you still in touch with your ex-wife/husband", "How did he/she respond to this?" etc. Again, it is simply, none of your business. And don't compare the current wife/husband to the ex. They separated for a reason.
- Please say "sorry" and "thank you" when required - it makes a lot of difference. It portrays a well thought out, emotionally strong and confident personality and not the other way around.



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August 2018

