



THE NEWSLETTER

June 2019

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

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EXECUTIVE DIRECTOR

Donald E. Hearn, CGCS
300 Arnold Palmer Blvd., Norton, MA 02766
774-430-9040
Email: donhearn@gcsane.org

NEWSLETTER EDITOR

Greg Cormier
Tom Irwin, Inc.
11A Street, Burlington, MA 01803
978-846-1133
Email: gregcormier@tomirwin.com

GCSANE Headquarters

300 Arnold Palmer Blvd., Norton, MA 02766
Tel: (774) 430-9040
Web Site: www.gcsane.org

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Presidents Message

It is the end of June and I am wearing a jacket to start each day. If there is such a thing as historical weather patterns, last fall and this spring will definitely skew the data. I am not complaining, just recognizing that we are all vulnerable to the unknown each day as a Golf Course Superintendent and weather is probably the biggest variable that we contend with, so hold on tight.

The season is passing by, so make time and schedule all things important to you. Yes, your business or golf course will take precedent this time of year, but family and personal time should be built in as well as career and personal development. GCSANE meetings are a great way to unwind, but also a tremendous resource to meet and talk to peers about challenges and accomplishments. The knowledge I have gained through my network is immense and I am very thankful for those relationships that I have fostered through GCSANE.

Another great avenue to gain knowledge of the latest agronomic hot topics is the UMASS field day, which is being held on July 17th at the Joe Troll Research Facility. This day can be used to treat and educate staff, and should be communicated back to your employer, enforcing that you are involved and learning about trends and research. Communicating back with the use of field day pictures, with you and your staff included, can speak volumes to your commitment to leadership and education.

Best of luck with all that comes your way this season, and please reach out to GCSANE if we can help in any way.

David W. Johnson
President, GCSANE

Thoughts From Your Executive Director *by Don Hearn*

In the most recent issue of Mass Golfer magazine there is an article titled "Living the Golf Dream." One of our members, Kevin Osgood is featured in the article beginning on page 12. To read more about Kevin, how he came about owning and managing facilities, and how he still considers himself a superintendent [click this link](#).

How many times have you heard or experienced what was clearly a violation of our Code of Ethics? I'm sure you wanted something to be done about this violation of protocol. While a code of ethics is usually a roadmap for good behavior and doing the right thing morally, sometimes it can cause just the opposite. Read the article below for a situation where the law of unintended consequences takes over:

BEST INTENTIONS CAN LEAD TO ANTITRUST VIOLATIONS

Most superintendents consider golf to be a noble sport and their role in it a noble endeavor. Such a pastime and profession should be guided by the highest ethical standards, and who better to enforce such standards than GCSAA and its affiliated chapters? Should the GCSAA and chapters not serve to protect its members

by instituting policies and procedures providing them with an edge in a competitive marketplace?

Yet, best intentions can have unintended consequences. Consider the case of the American Guild of Organists. In an effort to protect its members in the marketplace, the AGO instituted a code of ethics, which provided that members were prohibited from applying for a job held by someone else unless there has been a public announcement of the vacancy. The code also required that, if a consumer wished to have someone other than an "incumbent musician" play at a venue, the chosen musician was to obtain the incumbent's approval, and the consumer was requested to pay both musicians. In addition, the guild developed compensation schedules and formulas and instructed its chapters and members to develop regionally applicable versions to determine charges for their services.

The code of ethics was implemented by the association's members and to protect jobs and provide a financial incentive to use incumbent musicians. Guild members who were provided with an additional layer of protection in the marketplace.

However, guild's code of ethics blatantly violated antitrust laws and resulted in government action. The Sherman Act and the

Bob Doran **Lauren Baldarelli** **John Toomey**
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Thoughts (continued)

Federal Trade Commission Act prevent contracts and conspiracies in restraint of trade and unfair methods of competition. The key element that created the violation was the agreement to restrict competition as reflected in its code of ethics. While it is perfectly acceptable for an individual or group to refrain from seeking employment where the position was currently filled, the agreement among members to do so was an unlawful restraint of trade. By agreeing not to seek jobs held by other guild members, the organization and its members were unlawfully restricting competition in the marketplace.

This case is a cautionary tale for industry associations. While promoting the need for members to have high ethical standards is laudable at first glance, instituting rules requiring them to steer clear of each other in the marketplace is not the proper goal of an association tasked with the primary responsibility of lawfully supporting the profession.

Nathan J. Breen, Esq.
Howe & Hutton Ltd



This year's New England Golf Course Owner's Association (NEGCOA) outing was held May 15 at the Pleasant Valley Country Club in Sutton, MA. Nate Henry, superintendent had the course in mid-season condition. David Frem, General Manager/ Owner of Cyprian Keyes Golf Club gave an overview of the activities that took place at National Golf Day in Washington, DC earlier in the month. In addition to the topics discussed while in Washington, he made note that the largest contingent of golf industry representatives were affiliated with the Golf Course Superintendents Association of America (GCSAA). Yes – golf course superintendents. Nice to know.

The May meeting was a joint meeting hosted by the Rhode Island Golf Course Superintendents Association. The location was the Montaup Country Club in Portsmouth, RI. The club's staff was as helpful and friendly as you'd ever need. The course was in beautiful condition thanks to the efforts of our host, Bill Coulter, and his talented team of experts. Next year we will be hosting our friends from Rhode Island at a course to be determined.

By Don Hearn



from left: Bill Coulter, host superintendent; Matt Crowther, Mike Hermanson, Bob Healey



from left: Joe Lazaro, Mike Varkonyi, president RIGCSA; Wayne Zoppo, Mike Iacono

Government Relations Update

The Department of Family and Medical Leave issued final regulations today that reflect the new date for implementation of the payroll tax (October 1, 2019) and adjust the rate of the payroll tax up to 0.75 percent. The increase allows the Department to collect the same aggregate amount (\$800M) estimated to fund the program under the original time frame.

The final regulations can be viewed [here](#).

Beginning October 1, 2019, employers are responsible for:

- Reporting wages paid, payment for contract services rendered, and other information about your workforce
- Determining contribution amounts for your workforce and you as employer where applicable (employers with fewer than 25 employees are not required to make contributions)
- Making deductions for employee contributions through payroll services, as wages or independent contractor services
- Notifying your workforce of the PFML law

Stephen A. Boksanski, Principal BCB Government Relations, Inc



Thoughts from the Northshore

Dear Member,

We survived the long and wet slog of spring, and it is now officially summer. The summer season is when we get to showcase our work while combating the inevitable tribulations our profession has to tackle each year. Every property has its limiting factors with site-specific deficiencies, but I think we would all agree that finding, retaining, and training labor is a challenge everyone has to overcome. I am going to share a little about our failures and successes with the hope to spark further conversation amongst our group.

For multiple years we failed to fill out our seasonal staff. To compensate, we increased the hours and responsibilities of our core staff; this resulted in a decrease in staff retention and morale. In the end, the main issue was our outdated hiring procedures, deficient communication tactics, taxing work schedule, and unrealistic expectations for seasonal staff. Full disclosure, our labor challenges still exist but are vastly improved due to some minor changes and a little effort.

My first adjustment was to create a more well-rounded team. I now have multiple staff members (Non-Assistants) with chemical application licenses and other certifications. Finding people to fill Assistant Superintendent or Summer Intern positions has become more difficult, but the transition or inability to hire is made easier if you already have members of your team trained on essential tasks such as irrigation repair, chemical applications, and hand-watering.

One of our biggest changes was to allow the seasonal staff to pick their schedule. I have two requirements; they must start their workday early in the morning and work one weekend day shift a week. Most of my seasonal staff now work 3 to 5 days a week. Working fewer days a week has resulted in a higher number of applicants, less overtime, a higher retention rate, and a decrease in tardiness.

We also decided to reach out to high schools and colleges in our immediate area. I am on the Advisory Board at Essex Agricultural and Technical High School. During the winter months, we give presentations regarding our industry and discuss the various opportunities within the turfgrass community to students. During the fall we host 15-20 interested students for an all-day field trip to the club. Over the last two years, seven students have gone on to a seasonal position at a golf course.

Finally, we have modified how we communicate, particularly to the younger generation. My management team and I had to evolve our communication tactics to motivate our team; which is not an easy pill to swallow. There were times when a member complaint or turf health issue would arise and take its toll on our stress level. Our communications with staff members during high-stress periods were not as positive as they could have been. Keeping a positive and high energy work environment is more difficult than not, but has been essential in successfully motivating my staff.

Our trade requires us to be a bit of everything each day, which is why we love what we do and why we are the most important employee at our facilities. Try to pass on your passion to your team, particularly during times when you want to drive them all off a cliff.

Hopefully, I kept your attention in this post. I expect to have a new Superintendent Profile for you to read next month. Please reach out if you are interested in participating.



Eric Richardson
Director of Grounds
Essex County Club



How do you communicate to your staff or colleagues on a day-to-day basis? My guess is that it is much different now than it was, say, ten years ago. While radios may still be a piece of the on-course puzzle, text messages might be the dominant choice. While you are off property, text messages and email can keep you alerted of goings-on instantly. How long could you operate your facility using only electronic communications without put-

ting your eyes on a fellow worker or even holding a brief conversation? I'm thinking it's not too long, for despite technology, face-to-face interaction is still the king of communications.

While an entire robotic staff might be in our future, we rely on our staff or colleagues to accomplish our goals. First, we need them to be there. Without eyes on that situation, the best laid plans could easily come off the rails. A sense of community or teamwork comes with the ability to interact and socialize, and this sets the foundation. This should allow the team to gain trust, and ultimately develop better working relationships. To operate well as a team, leadership must communicate the duties and expectations and reinforce the culture that has been developed. Verbally and in person should be the top choice to accomplish this goal.

Many important pieces are missing from communications without visual contact. Non-verbal cues are often cited for their importance, so I won't dwell on those. By looking at the staff post-aerification week or after member-member preparation we know the responses communicated back from tired staff will be different than a typical day.

Think about what goes into a written communication. The ability to edit the content stands out. Are the emails and text messages you receive really what the sender intended to say, or was that message tailored to illicit a favorable response? Maybe the message you received wasn't the first thing that came to mind from the sender?

Tone does not come across in writing either. If you instruct a staff member via text message to check moisture and do another lap with a syringe hose at 4pm and get "ok" as a response, what does that mean? Is it "yes sir I'm glad to because it will help the team," or "my buddies are waiting for me to go the beach but I need this job no matter how much I hate it." Same message sent, but could easily be a big difference in tone.

Do you ever engage staff or colleagues in brainstorming sessions? Maybe engaging key staff or colleagues with a discussion

on a Friday afternoon, rainy day, or in advance of upcoming event on ways to improve or adjust operations. Accomplishing such a beneficial task electronically would be a tedious mess and more likely counterproductive.

Beyond the course related items, the personal side of the personnel task's superintendents perform require face to face communication and your full attention. Whether it relates to strife within your team, home life, or medical issues creating stress with your team members, avoiding misinterpretations of any kind is a must. While sometimes written documentation may be required as a policy, building trust through personal interactions is key. Communicating understanding and compassion via written word is difficult and may not convey the importance your staff member or colleague believes the situation deserves.

Instead of sending a text or email next time you need to communicate, consider using your phone as it was originally designed for, as a telephone. Maybe instead of texting a job assignment to a staff member, text them to meet you someplace convenient and communicate that next task to them in person. Your time is valuable, and those around you know it. By you taking some of that time to interact with staff and colleagues directly or face to face only communicates the importance of your message and the value you have for them. When clear, concise communications take place, it becomes easier for a team to achieve the desired goals.

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

GCM's Most Valuable Technician Award

GCM's Most Valuable Technician Award is designed to honor the best and brightest golf course equipment technicians in the industry, the men and women who play such a key role in keeping the tools of golf course maintenance up and running. The award is presented annually in partnership with Foley Co. Nominations are narrowed to a field of three finalists by a team of industry judges. GCM readers then review the qualifications of the finalists and vote online for their favorite.

2020 Dog Days of Golf Calendar

[Submit your entry today »](#)

Submissions for the 2020 Dog Days of Golf Calendar will be accepted through Aug. 1, 2019. From the submissions, 14 dogs will be selected. Owners of the selected dogs will be notified in September, and the calendar will be distributed with the November issue of GCM magazine.

LebanonTurf has been supporting golf course superintendents and their chapters through the Dog Days of Golf Calendar for more than a decade.

Upcoming Webinars

July 16 @ 10AM: [Retaining Your Recruits.](#)
Bill H. Maynard, CGCS

Aug. 22 @ 10AM: [Topdressing 101: Organic Matter Management.](#)
Roch Gaussoin, Ph.D.

Sept. 18 @ 10AM: [Developing Engaging Presentations and Enhancing Your Delivery.](#)
Rick Capozzi

Oct. 30 @ 10AM: [What About Wetting Agents?](#)
Doug Karcher, Ph.D.

Read more: <https://www.gcsaa.org/education/my-learning-hub#ixzz5qCBJWWx4>

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

Kevin Doyle

GCSAA Field Staff

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June 2019



June 10, 2019

Volume 20:6

Gazing in the Grass

Frank S. Rossi, Ph.D.

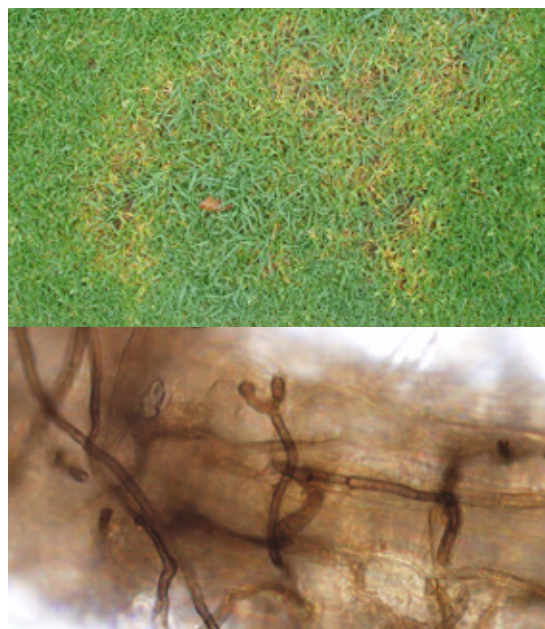
The transition to summer conditions has begun across the Northeast with the Sun approaching its highest point in the sky. Clear, dry days have been few and far between this year, forcing plants to adapt to cloudy wet weather. These low light, wet conditions have taken a toll on plants from Sycamore to Bluegrasses. The current snap of dry weather is beginning to impose biotic and abiotic stress that will quickly expose weaknesses, especially on notoriously shallow rooted grasses such as Kentucky and Annual bluegrass. Last week brought the regions first few days of consecutive heat stress into the NY Metro area. Heat stress is monitored on our FORECAST website and defined as a nighttime (8:00 pm through 8:00 am) hour when the sum of the temperature (°F) and Relative Humidity (%) exceeds 150. On a daily basis, high risk corresponds to five or more heat stress hours. Furthermore, the dollar spot risk models have begun to indicate higher risk the last few weeks. The coming week suggests that risk will be low except for the furthest south. If you have not experienced symptoms to date, have resistant turfgrass varieties that resist low to moderate pressure, or have instituted a comprehensive cultural program of rolling, dew removal and consistent growth, hold that spray-especially for large acreage.



Credits: Ben McGraw

The early signs of Annual Bluegrass Weevil damage are evident in areas with historical damage and via samples submitted to the regions diagnostic labs. Images above from Professor Ben McGraw suggests insect pressure is high and annual bluegrass turf is weak. Scouting for this pest is essential for effective control whether the adult or larval stages are the target. Now that the first generation is well into the larval stage throughout the Northeast, it makes sense to scout for larvae. An excellent video by Steve McDonald or Turfgrass Disease Solutions is available at <https://www.youtube.com/watch?v=4MlrEMYP388>.

As soil temperatures continue to warm, more N will be released from soil organic matter. This is a sign of a healthy soil and typical of most soils that have maintained grass cover for more than 10 years. However, newly established turf areas, especially those established on subsoil that is often labelled “topsoil”. These subsoils lack good structure, aggregation and are prone to compaction and poor nutrient and water holding capacity. The inset image is an unfortunate example of misapplication of fertilizer to newly established lawn with a drop spreader. Besides the humorous design reminiscent of the “artist formerly known as Prince” symbol, this demonstrates the lack of surface movement of N when applied. Clearly when the material was applied in the last few weeks in Central NY, there was adequate rainfall that could have resulted in movement, however it seems to have remained in the exact location it was dropped on the surface. A good point to keep in mind when discussing N fertilizer use with an often ill-informed public.



Golf course turf is entering the critical period for fungal diseases where root and foliar pathogens begin to exhibit signs and symptoms. Diagnostic labs are beginning to see samples of take-all patch on bentgrasses, dollar spot, leaf spot on KBG, and anthracnose basal crown rot on annual bluegrass putting surfaces. What has not started to arrive into labs yet is summer patch (root pathogen of annual bluegrass -inset image). The persistent wet weather and very low abiotic stress levels to date will allow **currently** summer patch infected plants to maintain active growth. Preventative applications should be made to areas with history of summer patch symptoms. The initial applications are recommended to be most effective if applied when soil temperature is 65F at 2” depth for 5 days. These are DRENCH applications and must be applied with enough water or irrigated to penetrate to the depth of the root system

for complete protection. In addition to fungicide use, reducing compacted soils that further limit rooting has been shown to reduce symptoms. Finally, the use of acidifying fertilizer such as ammoniacal sources of N have been shown to reduce symptoms, even on high pH soils. The regular use of acidifying fertilizers over time appears to alter the soil chemical properties sufficiently to provide suppression. In the last few years there has been an increase the amount of fine fescue turf, particularly hard fescue, that is infected with summer patch organism. The issues on fescue have been associated with higher N rates and on irrigated stands. The transition to summer stress is underway, be mindful of abiotic and biotic stress levels and moderate management to reduce stress on plants showing symptoms.





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EPA glyphosate update by Angela Hartmann | Jun 03, 2019

GCSAA regularly participates in meetings of the EPA Pesticide Policy Dialogue Committee, which meets biannually in Washington, D.C. The PPDC, a broadly representative federal advisory committee, meets with EPA to discuss pesticide regulatory, policy, and program implementation issues. The last PPDC meeting was held on May 8-9, 2019, and here is the latest update from EPA regarding glyphosate.

Background

- Glyphosate is a broad-spectrum non-selective herbicide registered for use on many agricultural crops, in non-crop areas, in residential areas, for aquatic weed control, and in commercial settings. It is also registered for use on glyphosate-resistant crop varieties including corn, soybean, canola, cotton, sugar beets and wheat.
- EPA initiated registration review for the widely used herbicide glyphosate (RoundUp) in 2009.
- In 2015, an International Agency for Research on Cancer (IARC) report classified glyphosate as “probably carcinogenic to humans”. All other international fora, including all regulatory bodies, have concluded that glyphosate is unlikely to be carcinogenic.
- As part of registration review, EPA released draft human health and ecological risk assessments for glyphosate in December 2017. EPA’s assessment concluded that glyphosate is not likely to be carcinogenic
- In March 2018, EPA opened a 60-day public comment period on draft human health and ecological risk assessments with supporting documents for glyphosate.
- EPA received 250,000 public comments on the draft assessment. The majority of comments are from mass mailing campaigns; approximately 200 are distinct substantive comments being reviewed.
- EPA announced the proposed interim registration review decision in late April 2019. The proposed interim registration review decision outlines proposed mitigation measures to reduce potential ecological risks.
- Under a settlement agreement with the Center for Biological Diversity, EPA is scheduled to complete a biological evaluation on glyphosate by 2020 and, if necessary, initiate an Endangered Species Act consultation with the U.S. Fish and Wildlife Service and the National Marine Fisheries Service by 2020.

Overview of Health Findings

- The assessment found no meaningful risks to human health when the product is used according to the pesticide label.
- The agency’s scientific findings are consistent with the conclusions of science reviews by a number of other countries as well as the 2017 National Institutes of Health Agricultural Health Survey.

Overview of Proposed Interim Decision

In its 2019 proposed interim decision for glyphosate, EPA is proposing the following mitigation and label changes:

- Spray drift management measures (e.g., release height, droplet size and wind speed restrictions) to reduce off-site exposure to non-target wildlife.
- Weed resistance management labeling (e.g., information on mode of action, scouting instructions, and reporting instructions for weed resistance).
- Label consistency measures including updating the presentation of maximum application parameters, updating the environmental hazards statement for aquatic use, and clarification on rotational crop timing.
- EPA is committed to protecting pollinators, including the monarch butterfly, from pesticide exposure. As with all other herbicides, EPA has updated the label language for these pesticides to raise awareness of their potential effects to pollinator habitat and direct users to instructions on minimizing spray drift. EPA’s strategy to protect the monarch butterfly also includes collaborating with federal, state, and other stakeholders on conservation efforts and promoting best management and integrated pest management practices to reduce spray drift and help preserve pollinator habitat.



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If you have children who are interested in the game, you may want to read about this program.

Youth on Course Announces Partnership with Mass Golf

Affordable Rounds for Kids Now Available in 31 States and Canada

(PEBBLE BEACH, Calif.) – [Youth on Course](#) – the non-profit organization providing young people with subsidized golf, college scholarships, caddie programs and paid internships – partners with Mass Golf to bring \$5 rounds of golf to youth in the Commonwealth of Massachusetts.

Members ages 6-18 in the Bay State will be able to join the Youth on Course national network and access golf for \$5 or less per round at 1,100 facilities across 31 states and Canada. Mass Golf member clubs currently offering Youth on Course tee times include:

- Chelmsford Country Club
- Cranberry Valley Golf Course
- Crystal Lake Golf Course
- DW Field Golf Course
- Egremont Country Club
- Leo J. Martin Memorial Golf Course
- Maynard Golf Course
- Newton Commonwealth Golf Course
- Norwood Country Club
- Ponkapoag GC #1
- Ponkapoag GC #2
- Rockland Golf Course
- Stoneham Oaks Golf Course
- Swanson Meadows Golf Course
- The Links at Mass Golf
- Unicorn Golf Course
- Waubeeka Golf Link

“Massachusetts is home to an incredibly active population of golfers with a long history of participation in the sport,” says Adam Heieck, Youth on Course CEO. “It is a thrill to be able to provide their next generation of golfers with access to the game in an affordable way.”

Golfers joining Youth on Course will receive the same [primary benefits](#) provided to all Mass Golf members, including a USGA Handicap Index, access to competitive events, subscriptions to MassGolfer Magazine and Global Golf Post New England, plus more. For more information please visit www.massgolf.org/youthoncourse.

“Through this partnership with Youth on Course, Mass Golf is able to celebrate the tradition, fun and enjoyment of golf by sharing it with future generations in an inviting and accessible way,” says Jesse Menachem, Executive Director of Mass Golf.

“We introduce our juniors to the game through our six First Tee of Massachusetts locations, which serves as a natural feeder system into Youth on Course, where our members now have a resource through which they can play the game at an affordable and unobtrusive rate.”

Under the guidance of the Women’s Golf Association of Massachusetts (WGAM), the first-ever state-wide tournament was held in the Bay State in the fall of 1900 at Oakley Country Club. In 1903 a total of 38 clubs came together to help form the Massachusetts Golf Association, which conducted its first championship – the Massachusetts Amateur – that same year at Myopia Hunt Club. The merger between the WGAM and MGA in 2018 represented a coming together of two organizations that collectively represent more than 200 years of Bay State golf history.

Operating in every U.S. region, Youth on Course has more than 50,000 active members. Since 2006, juniors have played more than 10 million holes and 765,000 rounds while the organization has helped generate more than \$5.2 million in tee-time revenue reimbursed back to individual golf courses. In addition to subsidized rounds, Youth on Course also facilitates paid internships, a caddie program and nationwide scholarships. They have awarded 223 students with college scholarships totaling more than \$1.4 million in financial support. The current Youth on Course scholarship retention rate is ninety-four percent, with 80 students already graduated.

[YouthOnCourse.org](#) | [Facebook](#)
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About Youth on Course

The core purpose of Youth on Course is to provide youth with access to life-changing opportunities through golf. Members play hundreds of courses for \$5 or less, benefit from employment through the caddie and internship program, and receive college scholarships. Headquartered in Pebble Beach, Youth on Course is a 501(c)3 organization that began as the charitable arm of the Northern California Golf Association. Since 2006, more than 765,000 rounds have been played by Youth on Course members and more than \$1.4 million has been raised for college scholarships. In the United States Youth on Course serves Arizona, California, Colorado, Georgia, Idaho, Illinois, Iowa, Kansas, Kentucky, Massachusetts, Maryland, Michigan, Minnesota, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Mexico, New York, North Carolina, North Dakota, Ohio, Oregon, Pennsylvania, South Carolina, South Dakota, Tennessee, Utah, Washington and Wisconsin with the goal of delivering affordable golf in all 50 states by 2021. The program has expanded to Alberta, Canada with plans on servicing every province by 2022.

More information: 831.625.4653.

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For information on any aspect of UMass Turf Research Field Day, e-mail fieldday@umassturf.org call Jason Lanier at (413) 545-2965, or Mary Owen at (508) 892-0382.

Green Start Academy Application Period Now Open

Apply now to learn from the best in the industry at Green Start Academy

Cary, N.C. (June 05, 2019) – The application process for the 14th annual Green Start Academy (GSA) is now open. [John Deere Golf](#) and [Bayer](#), are accepting applications through June 28th. Those interested in applying can do so at the [Green Start Academy Website](#).

GSA is open to assistant superintendents from the U.S. and Canada who are looking to advance their careers. Opportunities to develop critical business skills, expand their business network and learn from notable industry experts are provided throughout the two-day event held each October in North Carolina.

“Green Start Academy offers an opportunity for assistant superintendents to get invaluable facetime with notable industry professionals,” said Ren Wilkes, tactical marketing manager for John Deere Golf. “Since 2005, John Deere has taken great pride in contributing to the next generation of superintendents through this program. The relationships created during GSA last a lifetime, and our alumni are a testament to the success of the event.”

Those selected will receive an all-expenses paid trip to the Raleigh, N.C.-area. The chosen assistant superintendents will be notified during the week of August 5th.

“Green Start Academy was designed to cultivate skills in budgeting, leadership and management,” said Mike Hirvela, Customer Marketing Manager, Golf, Bayer. “In addition, Green Start Academy provides a venue for networking and peer to peer interaction. We’re honored to help assistants grow their roles as future leaders of golf course management.”

The event will take place from October 23 – 25, 2019 at the Bayer Development and Training Center in Clayton, N.C., the John Deere Turf Care factory in nearby Fuquay-Varina and John Deere headquarters in Cary, N.C.



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