



THE NEWSLETTER

March - April 2020

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

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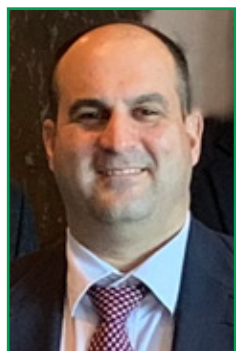
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President's Message by Peter J. Rappoccio



First and foremost, I hope this message finds you and all your loved ones safe and healthy. These uncertain times have prompted a lot of questions, fears, and anxieties about

what lies ahead. Yes, this all has affected our industry but more importantly affected each and everyone's way of life. Priorities have changed, many things we each took for granted in the course of a given day are gone. I personally find myself not stressing so much about all the things I did or didn't get done at work but more focus on my family, friends and my staff in the hopes everyone stays safe and healthy.

Over the past month many of our operations have had to become flexible, work more independently, and work in a manner that we are not accustomed to. For example, at my facility, staff meetings are done outside or via the internet. The team is split into two groups with different start and end times and lunch breaks. Resources have been reallocated to a staff member who cleans and sanitizes everything. Many of the programs and work we planned on this spring has been deferred to a later date. These uncertain times have made us take one day at a time and continue to do the best we can along the way.

With golf facilities closed for the near future, many are faced with challenges in terms of revenues. Unfortunately, staff sizes have been reduced and many people who were expecting jobs this spring were told to stay home. Many operations have also reduced expenses as a proactive measure because of these uncertain times. Turf manag-

ers have been asked to keep golf courses going with a lot less staff than accustomed to. There are a lot of resources out there in terms of what different people are doing in terms of maintaining golf courses on a minimal level or with a reduced staff and budget. I know the USGA set up a guideline on minimal course maintenance, along with many universities that are each coming up with an approach to help guide turf managers on a limited budget and staff. Of course this is all going to be determined by your boards and owners as to what the best course of action is for each facility. I urge all of you to make sure you communicate with your boards and owners and come up with a plan on what will be acceptable over the next weeks and possibly even months. Golf will return at some point and communication on what could and couldn't get completed will be helpful for everyone.

When I think of the Association, one of the best resources we all have is each other. Take this opportunity to reach out to a fellow colleague whom who may or may not have spoken to in a while. Ask how they are doing? See what they are doing for their course or business. It's times like these where you realize the value of the relationships we've all developed through our career. I would also personally like to thank our Executive Director, Don Hearn, who has been on countless conference calls and emails keeping this group a breast of the ever changing climate we live in. We are all fortunate for his dedication and service to our Association!

Together we will get through this one day at a time, I certainly hope that everyone stays healthy and safe, and if there's anything I can do for anyone, please feel free to reach out.

Thoughts From Your Executive Director *by Don Hearn*

WOW! What a crazy time in life! As I type this, I feel better with my outlook than I did a few weeks ago. Though our state is a hotbed for the coronavirus, it appears the country is settling down and getting ready to slowly reopen. I hope we'll be reopen soon.

Those who have spouses, children and relatives who are first responders, nurses, doctors, bus drivers, facility cleaners, grocery store workers, trash haulers and others who are working and have worked long hours in dangerous conditions, know first-hand the worry you and they deal with each day when they leave home to face the challenges of their position. Some have contracted the virus while helping others and are now dealing with their own fight for life. Some have died while doing their job and others are very sick.

What can we do? Act responsibly. Even if you believe the pandemic is a hoax (I've been told of some who think it is) don't put others at risk. Don't let your attitude be the arbiter of what the appropriate actions should be to help prevent the spread of the virus. Care for others. Heed the advice of medical professionals. Practice the recommendations provided by them.

On March 23, 2020, the governor issued another Executive Order advising residents to practice social distancing, prohibiting gatherings of more than ten people, and extended the closure of non-essential businesses through May 4, 2020. Golf courses have been classified as non-essential businesses. This classification has caused disappointment for some and been applauded by others. Though closed for play, basic maintenance is allowed. While there is dispute about the governor's order being practical, prudence dictates that we should listen to the experts – medical professionals and others who have the credentials to offer sound advice. Certainly, it is of greater value than what non-professionals and anecdotes can offer.

Many of our Members may believe courses should be open, proper protocol will be practiced, and all will have a good day. Maybe this is true. But what if someone has the virus or contracts the virus during a round at the course or while maintaining the course. Now what? How safe would you be? Do you now self-quarantine? Do you go about your daily routine and risk spreading the virus? That said, I've had a few ask, "What's the difference between a walk in a park and playing golf?" Other than carrying a bag of clubs, probably not a lot. I believe this question comes in the context that people doing both will act reasonably. We might want to believe that people will act reasonably, but we have to deal with reality. Those who act reasonably are not the problem. The problem is with the small minority who create their own reality. Their version of "it will never happen to me" works until "it did happen to me" becomes their new reality. Of course, then it's too late.

I've been part of several conference calls with our allied associations and other golf organizations in the state and the New England region. All would love to have courses open for play – if it can be done safely. Guidelines for operating safely should be left to the experts. It's foolish to think all will adhere to the guidelines.

Everyone is suffering in some way. Whether it be financially or emotionally, this is a very difficult time for many people and the facilities and companies that employ them. The statement, "we will come out of this stronger" may be true for some, but will not be true for all. Think about those who need a hand. Stay in touch with your friends. Stay in touch with others in our industry.



On Wednesday, March 11, 2020, Tyler Bloom, Director of Grounds & Facilities at Sparrows Point Country Club in Baltimore, Maryland presented a workforce development seminar at the Dedham Country and Polo Club in Dedham, MA. Our thanks to Tyler for making his presentation and Matt Powell, Superintendent at Dedham Country and Polo Club for hosting the event. The summit was complimentary and open to all golf course and sports turf professionals in New England.

The presentation focused on labor solutions for golf courses and sports turf and creating a developmental model through outreach, youth mentorship and apprenticeships.

Labor continues to be a crippling challenge for golf courses and sports turf professionals across the country. Tyler presented innovative steps he took to help solve the labor issue head on including his plan for aligning and mobilizing the industry toward a unified workforce development initiative.

The event was sponsored jointly by the New England Sports Turf Managers Association (NESTMA) and the Golf Course Superintendents Association of New England (GCSANE). This was the first jointly sponsored event hosted by NESTMA and our Association. We hope for other joint opportunities in the future.



From left: Peter Rappoccio, Matthew Sutton, Stephanie Aucoin. Ryan Caughey was unable to attend.

During the recent Providence Turf Show the annual breakfast for friends, supporters and alumni of the UMass Turf Program was held. During the breakfast, sponsored by the Alumni Turf Group (ATG), attendees were brought up to date on happenings related to the turf program. A highlight of the event was

the presentation of awards from the Troll – Dickinson Trust by Peter Rappoccio, CGCS, president of the GCSA of New England. Stephanie Aucoin, Ryan Caughey and Matthew Sutton were this year's recipients. Ryan is the son of long time member Rich Caughey, superintendent at Hatherly Country Club in Scituate, MA.

Congratulations to the National Club Association for the excellent webinars they have been presenting on a complimentary basis to all who want to view them. The webinars are full of information relating to club operations during the coronavirus epidemic. Many relate to the responsibilities of golf course superintendents and qualified for education credits from GCSAA. You can view offerings on their website at: nationalclub.org.

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Easy to be a warm season superintendent? Think again

By Colin Smethurst

As someone who has managed both cool and warm season grasses, I get asked a lot about the differences, and most are under the assumption that southern superintendents have it easy. I did not find that to be the case. Sure, in the hot, wet summer months, it's pretty much impossible to kill bermuda grass, but those months are filled with non stop cultivation. From aerification, deep verticutting, and even the new practice of fraze mowing, there is no off season. When temperatures cool down, that's when the talented turf managers separate from the pack. Ultra Dwarf Bermudas crave sunlight and it can only take a few cloudy, damp December days for things to turn south. Pythium, Mini ring, and Bermudagrass Decline diseases become the concern when days shorten and at the same time play and member demands ramp up. Ultra low mowing heights, daily rolling, and high plant growth regulation become necessary to satisfy member green speed expectations.

In addition, many soils in the deep south battle oppressive nematode populations on already shrunk roots. The surge of play in the winter season also brings cart traffic concerns. Wall to wall liquid fertilizer sprays and/or quick release granular fertilizer applications must be made weekly to keep roughs and fairways strong and actively growing through cold nights. This requires starting hours before the sun comes up to beat the daily rush of golfers. Finally, many warm season superintendents oversee extensive landscaping through the sprawling gated communities surrounding the golf course. This means closely monitoring moisture levels and destructive insect activity that can quickly decimate a landscape display. So this August when you're barely hanging on to your Poa putting greens, know that your Southern comrades will get their turn when you have your feet up in front of the fire.

Thoughts from the Northshore

Dear Member,

Superintendents are the most valuable employees at our respective clubs. We demonstrate our value through hard work, dedication to our craft, and possess a well-rounded skillset. But we tend not to communicate our value adequately. Unfortunately, this can lead to a couple of inevitable outcomes; first, you will be underpaid, and second, funding for your department will decrease or be disproportionate to other departments at your facility. I have been the Director of Grounds at ECC for the last thirteen years, and my responsibilities have increased exponentially during this period. The expanded obligations at the club (outside of turf management) have opened my eyes. Understanding how the club fiscally operates and what traits the governing membership looks for in its decision-making employees has changed my approach for requests. There is no doubt that some of my opinions will not align with yours, but I hope that my views create a dialogue.

I have observed people in our industry for 22 years, and it appears from my soapbox that communication is a weak point for many in our profession. Like many of you, my communication skills were lacking and not a requirement when I began my turf management career at age 18. I enjoyed being part of a team, but there were many hours of solitary work each day, which at the time I enjoyed. For many of us, communication skills are a learned trait and may not come naturally, but those skills are a prerequisite for success and increased resources. There are many ways to communicate effectively and in a way that creates your desired perception. I urge you to take advantage of local, regional, and national seminars that will help you find your voice. How each person communicates with their club's governing body should differ based on the personality traits of your audience.

Finding your voice will build and install confidence within your club's leadership, which will allow you to become more involved in the club's operations. A complete understanding of the club's processes and finances will allow you to time your financial requests appropriately. Asking for a new employment contract or significant increases in spending should be timed and based on the club's available and projected resources.

Except for this paragraph, I wrote this newsletter posting before the health crisis began. A complete understanding of the club's financials is more critical today than ever. All clubs (private and public) have various revenue streams. There is a misconception that private clubs solely rely on member dues to balance the operating budget. Loss of outing fees, food and beverage revenue, and other revenue sources during the health crisis will undoubtedly affect your staffing levels and your budget. Please make sure your voice is a part of the inevitable tough decisions your employer has to make during this trying period in history.

I hope you and your family are healthy and safe.

Sincerely,

Eric Richardson – Director of Grounds
Essex County Club

p.s. I am still looking for volunteers for the Superintendent Profile. The board wants to highlight you in the newsletter. The process is simple and requires very little time. Please send me an email at erichardson@essexcc.org if you are interested.



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March - April 2020



Grassroots Ambassador *by Patrick VanVleck*

Back in the fall of 2019 I decided to get involved in the Grassroots Ambassador Program through the GCSAA. Why? What led you to this decision? Those questions are simply answered, for the most part. The why was the easiest part, although it has many components and had been building for sometime. Over my years as a super, as I'm sure you have experienced yourself, it was questions like "Why do you spray?" or "Why do you water?" or "Why do you...?" (You can fill in the blank. You know how that story goes). The second part of my why is more about the recent pesticide bans in South Portland, ME, glyphosate rulings based off of emotion, and WOTUS. I could keep going on here as well. It had become abundantly clear that our voice needed to be heard, that we are in fact not being heard, even though I was advocating the best I could at my own club. Then the opportunity came, Don Hearn posted a memo asking for volunteers for the Grassroots Ambassador program. It was a no brainer for me. I wanted in!

Fast forward a few months, I've gone through my Ambassador "Boot-camp" i.e. re-educating myself on how our govern-

ment works and becoming familiar with my assigned political official. I contacted Michael Lee, Manager of Government Affairs with GCSAA and asked him to make initial contact with Congresswoman Katherine Clark's office, and in the blink of an eye I had a site visit scheduled. It was really quite that easy. Then the panic slowly seeped in..... I'm meeting with a Congressperson, well, their District Director anyhow. Either way, I was feeling a little overmatched and didn't know exactly what to expect, being my first meeting. I spoke to Kevin Doyle, who was also attending the meeting, and he said to me "Patrick, they are just regular people just like you and me". So, here I am, in a meeting with Congresswoman Clark's District Director Kelsey Perkins discussing the issues at hand and educating her on how I feel the majority of Superintendents feel and think. After talking for a little while, one of her first comments was, "I didn't know what to expect from our meeting, but being concerned about the environment wasn't one of them". I realized at that moment, the public doesn't know who we are and that it is up to us to communicate our story.

So here are a few take-aways:

- Learn who your representative is and what they are passionate about- find a connection
- Use language they can understand- for example I used taking medications as an analogy to our chemical applications.
- They are no different than you and I.
- Have an open mind and be ready to listen
- Grassroots Ambassadors alone aren't enough - all of us have to tell our story, what we are about, collectively we are a much larger voice.

After the meeting had concluded and everyone had left I sat in my office thinking about something my wife had said to me after I had signed up for the program. She had said to me "you are the last person I would have expected to get involved in politics." I remember laughing and saying "I'm not, I'm advocating and telling my story." As per usual she was probably a little more right than I was... Please get involved, contact your local politicians, voice your concerns, tell your story! It is entirely up to us to communicate and educate what we and our industry are about, if we don't we will be painted with a broad brush, and I'm certain we won't like the color.



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Spring Irrigation Pump Station Service *by J. Matthew Faherty*

Many changes are occurring presently on the golf courses - benches, bunker rakes and even golfers are being removed! With these challenges, let us not forget the preparation of the pump station for the season.

Avoiding the pump station service, because of its complexities, can be a crippling mistake. Yearly preventative maintenance can save money by avoiding costly breakdowns.

An authorized service technician can perform annual check-ups, diagnostics and preventative maintenance. A preventative checklist of pump station data may ensure that the station is ready for the spring with the records available for comparison to the prior year's operation. Are the pumps producing similar flow to past years? Motor winding insulation value and resistance can be tested (meg-ohm meter), to ensure that the motor not degrading and will

determine available life.

A weekly inspection of the pump house (superintendent), to observe the pump and motor vibrations, leaks and smells that differ from the norm is recommended. An inspection of the pumping capacity of the pumps or excessive vibration on the motors may literally save your position. Keep notes and a checklist of power, performance, electrical inspection and test data. Keep the pump station clean of debris and wildlife to ensure proper cooling to extend service life. Seasonal events such as algae blooms will affect filter maintenance.

Motor and pump controls should be upgraded before they fail, technical advances in PLC's and electrical components may make upgrades a smart decision.

A list of services provided by that are performed and reported back to the superintendent includes:

- Vibration test on each pump
- Lube bearings
- Inspect and tighten any leaking joints
- Test, adjust pressure relief valves
- Change oil in wet sump motors only
- Meg test on each motor
- Test and review PLC operation; make corrections and updates
- Check manual valves
- Pump packing adjusted
- Inspect, clean component filters
- Control cabinet inspection, including tightening of any connection points
- Inspection/cleaning of cooling components
- Test all fuses and circuit breakers
- Dynamic flow test
- Check amp test – all motors; examine intake screens for debris
- Hydraulic valves (including Cla-Valves), need periodic service, cleaning and adjustment

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March - April 2020



April 6, 2020

Volume 21:2

Gazing in the Grass

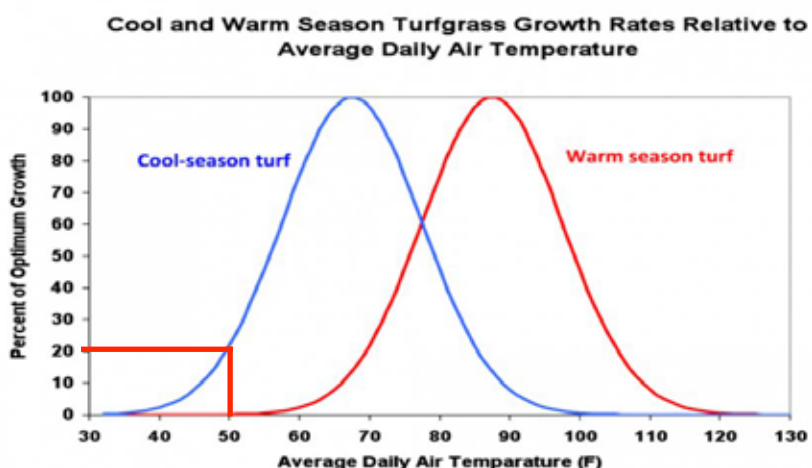
Frank S. Rossi, Ph.D.

The growing season continues to progress with warming air temperatures, and some drying conditions leading to increasing soil temperatures that will encourage more top growth of grasses. *But how much?* At average air temperature of 50F the growth potential of cool season turfgrass at this time remains about 20% (the % of growth a grass plant COULD produce at a certain air temperature).

Expect some top growth to occur, but it is unlikely to warrant dramatic increases in maintenance over the next week to 10 days with forecasted temperatures averaging in the low 50's in NYC and south. North of NYC, GDD accumulation continues slowly and lags behind normal accumulation.

Mild winter and now cool soil temperatures promote healthy active rooting depending on drainage. A longer more expansive root system will develop the longer regular mowing can be delayed. Any increase in rooting at this time would aid in surviving longer periods of minimal maintenance when water and other inputs are not feasible.

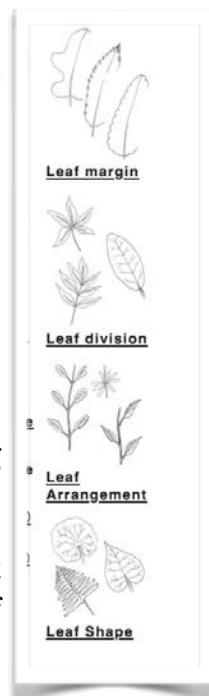
Establishing minimal maintenance plans should consider area use and traffic. Vigilant attention to worker safety and environmental conditions are required for effective management during the pandemic. Many turfgrass managers continue to face high traffic stress from outdoor “social distancing” activities. High traffic areas require more maintenance and this should be communicated to facility administrators and property owners. Currently, pest pressure remains very low in the Northeast and annual grassy weed germination still weeks away, so it's a good time for planning.



What's that Weed? Using Cornell Weed ID Tool!

Weed ID is the first and most important step in designing a pollinator friendly turfgrass or a progressive control program that targets weeds when most susceptible. Weed ID can be confusing, websites use uncommon words, and often require a lengthy internet search looking for similar plants. Thankfully, Professor Jenny Kao-Kniffin and her team at Cornell developed and improved the practical, easy to use, weed ID tool.

The website is formatted simply to observe some easy to distinguish characters such as leaf shape, creeping/upright, and flower type for broadleaf and grassy weeds commonly found in the turfgrass landscape. Each selection of a feature narrows the plants that fit the description with many high quality images at the click of a finger. Program Manager Carl Schimenti produced a quick screen narrated video demonstration that is available at our Cornell Turfgrass Website.



Identification leads to management options. Some flowering plants in turfgrass provide benefits to pollinators and others might require some control depending on location and use. Each plant in the database has life traits and characteristics that are useful in designing control programs targeting periods of high weed susceptibility.

Always follow label directions. In New York, find the latest label information at the New York Department of Environmental Conservation's Bureau of Pest Management - Information Portal

Conventional

Carfentrazone + MCPA + MCPP + dicamba (POST)
Clopyralid (POST)
Clopyralid + Triclopyr (POST)
Fluroxypyr (POST)
Iron HEDTA (POST)
Mesotrione (PRE, POST)
Sulfentrazone (POST)

Reduced Risk

Acetic acid (POST)
Citrus oil (d-limonene) (POST)
Iron HEDTA (POST)
Pelargonic acid (POST)
Potassium salts of fatty acids (POST)

Minimum Risk

2-Phenethyl propionate (POST)
Cinnamon (POST)
Cinnamon oil (POST)
Citric acid (POST)
Citric acid, malic acid, and clove oil (POST)
Cloves and clove oil (POST)
Corn gluten meal (PRE)
Eugenol (POST)
Lemongrass oil (POST)

Control options are NY-centric conventional chemical labels and a revised list of reduced and minimum risk chemicals allowable under the Child Safe Playing Fields Act are listed as well as a new-

Pesticide-free Management

Choose your environment below or go to [Control Options](#)



Pesticide Free Management Section.

Pesticide-free management information is available for fence lines, grass playing fields, gravel, hard surfaces, mulch, and playground areas.

Pesticide-free management of these areas focus on prevention using cultural practices to keep weeds from becoming problematic. Progressive control options such as thermal weeding are discussed.

<http://turfweeds.cals.cornell.edu/>

An Update from RISE, the Voice of the Specialty Pesticides & Fertilizer Industry *By Megan Provost*



*Megan Provost,
President of RISE (Responsible Industry
for a Sound Environment)*



Jon Lobenstine, director of agronomy at Montgomery County Golf in Maryland, Megan Provost, President of RISE, and Peter McDonough, golf course superintendent at Keswick Hall & Golf Club in Virginia.

When I started as the President of RISE this past December, I began planning for a year of change and continued growth for our association. Responding to a global pandemic was beyond my predictions, but we've successfully advocated for policies that support applicators and keep products available – and will continue to do so no matter the challenge before us.

In February, RISE entered its thirtieth year as the voice of the specialty pesticides and fertilizer industry, just before COVID-19 spread across our communities. Beyond the pandemic, we're in a crucial time for our industry, with an increase in efforts to ban products at the local, state, and federal levels. We remain incredibly grateful for the continued vocal support online and in person from golf course superintendents to ensure that pesticide products remain available as a tool to help keep public and private spaces available for use.

Allen James' first official trip as RISE President in 1991 was to the Golf Industry Show, and only a month into my tenure, I too attended GIS. At our annual GIS Industry Issues Breakfast, two GCSAA members joined me in speaking to breakfast attendees about their personal advocacy efforts: Peter McDonough, golf course superintendent at Keswick Hall & Golf Club in Virginia, and Jon Lobenstine, director of agronomy at Montgomery County Golf in Maryland. Our members appreciated hearing first-hand from superintendents about their advocacy efforts and learning more about how we can continue to work together to ensure that pesticides remain an option for fighting pest threats.

Through close working relationships with applicator associations such as GCSAA, we're making sure our members can meet your products needs now and into the future. We recently kicked off our strategic planning process to launch our next five-year plan and take a deep look at how we

can make the greatest positive impact. We look forward to continuing to work with GCSAA, regional associations, and any applicators willing to educate consumers about the importance of pesticides.

RISE is happy to provide any assistance we can with your advocacy efforts. In addition to our association website, www.PestFacts.org, we provide educational material on natural turf, pollinator protection, invasive species, and more at www.DebugtheMyths.com. I look forward to working with you in the years to come.

Megan Provost is the President of RISE. Before joining RISE, she worked for Farm Foundation; Dow AgroSciences; Senator Richard Lugar; the U.S. Department of Agriculture, Foreign Agriculture Service; and the American Farm Bureau Federation. Provost holds a B.S. in agribusiness, an M.S. in agricultural economics from Oklahoma State University, and a J.D. from The George Washington University Law School.

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March - April 2020



Recommended Reading: Golf Course Design by Ryan Green

Perhaps one of the most misunderstood facets of golf is golf course architecture. As a superintendent my mind is naturally more focused on the turf. Many golfers playing all types of courses designed by accomplished golf architects have little appreciation for design due to a lack of understanding about the architect's intent on each hole they encounter.

Admittedly, I am no authority on golf course architecture, but more of a casual 'armchair' student of the trade. My genuine interest in golf design came about later on. In fact, I squandered a real chance to closely study one of the most revered courses in American golf design, even though I completed my internship there! The National Golf Links of America in Southampton, NY for me, at the time, I knew it was top ten course that was truly special place, but being a young turf student I didn't learn about or steep in its grandeur of golf design as I was busy at work and had not yet read much about golf course architecture. Once I began to read books on the subject, it became clearer that The National, considered by many to be the first truly great American course, is one of the essential stops for anyone considering golf course architecture or anyone simply interested in the subject. It's not uncommon to not give it much thought. I think most golfers, superintendents or even golf pros, unless they have educated themselves, are potentially missing out on learning about classic and modern golf design and about the people who have brought these courses into existence. Being so closely tied to our courses, I think it's important to bring design into our daily maintenance practices. While it may be difficult to change the land itself, we do have a direct impact on the golfer and are able to decide to either keep up the original design intent of the architect or make changes to such things as fairway contours, landing areas and green complexes. I think it's especially important to have a basic understanding to be able to communicate these concepts with a golf course owner, board member or greens committee chairman. Surely, many poor golf course features have been added and other great ones have disappeared based on the personal preference of a particular club member with authority but lacking proper knowledge of golf strategy and design. Additionally, with all golf course maintenance, I believe it is best to keep course design intent as one of the primary points of focus, and not make too many sacrifices to the course for turfgrass maintenance alone.

Over the last couple of off-seasons, I've read several books on golf architecture which give a good broad knowledge of architecture to those seeking its history and basic processes. These books are not intended so much to learn landscape design or how to read grade, topographical and land drawings, but more to give you the basics on where certain design concepts, features, and ideology came from and developed over time. There were, and are, many prolific golf architects who designed dozens, even hundreds of courses worldwide, and those who built a single course.

Basic concepts you'll read about along the way are the three schools of design: penal, strategic, and heroic architecture. You can also

become familiar with how the profession of golf architecture developed. For example, in the early years, golf course design was not necessarily a trade of design and construction. Today's golf course architect either has their own construction crew or remains on site while construction is being completed to ensure the design is executed as planned. However, years ago many country clubs and golf clubs simply hired a golf course designer to 'stake out' a course routing, or simply find teeing and green locations, after which the club would hire out local construction. This might have included simply mowing down the existing turf and using horse-drawn earth scrapers to smooth out the existing landforms. I was surprised to learn that our very own GCSANE member club and host of the 2020 U.S. Open, The Country Club in Brookline was originally laid out (although only 6 holes at the time) for a fee of only \$50 in 1893! One prolific designer, though his name is not as common in New England was Tom Bendelow, who had a golf design method what he described as "18 stakes on a Sunday afternoon". Often these early clubs did not have the funds for more than a design fee to find a good golf course routing, and that is how many architects worked in the very early days of golf.

In the books listed here, you'll move through time and see the perspectives of Alister MacKenzie, C.B. Macdonald, Donald Ross, to the more modern Robert Trent Jones, Sr., Jack Nicklaus, Coore and Crenshaw, Pete Dye and Tom Doak.

There are three books which I recommend reading if you are interested and would like to learn more in golf course design and architecture. There are many more books on the subject, but these are a good starting point.

- 1) *Golf's Grand Design* - Bob Cupp & Ron Whitten. Written in 2012, this is a companion to the PBS television special *Golf's Grand Design*, which I would also highly recommend watching on YouTube. This book is more of a 2-man conversation between Bob Cupp, who was Jack Nicklaus' right hand man, and Ron Whitten, a long time Golf Digest writer who is a wealth of knowledge of all things to do with golf design. Overall a great primer, conversational, a very easy read with brief, entertaining stories about many course architects and great golf holes over time.
- 2) *The Golf Course*: Geoffrey Cornish and Ron Whitten. Written much earlier in 1982, with revisions in 1987, this book also features Ron Whitten with the accomplished architect Geoff Cornish. This book gives a good history of how golf and golf design developed. It also dedicates a full half of its text to a huge and impressive list of every course designer, a brief bio and list of every course they ever built and a cross reference by course to designer. Overall a good book for beginners on the subject. A couple of years after reading this book, I still find myself cross referencing and turning to random pages and finding more information about different courses and architects.

- 3) *The Anatomy of a Golf Course*: Tom Doak. 1992. This book was written by Tom Doak, early in his career. It also gives a good basic perspective in layman's terms, one great golf hole at a time. Doak uses individual golf holes and outlines such concepts as routing, fairness, hazard placement, tee, fairway and green design, construction, and maintenance.



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March - April 2020



The following article was submitted by Cody Stone, Assistant Superintendent at The Quechee Club in Quechee, VT. Writing and publishing an article for a chapter newsletter or *Golf Course Management* magazine is a requirement for completion of the GCSAA Assistant Superintendent Certificate Series. The Assistant Superintendent Certificate Series is composed of certificates covering key competency areas of:

- Agronomy
- Business
- Leadership and Communication
- Environmental Management/Best Management Practices

The certificates are golf-centric, available to GCSAA members and non-members, and can be completed in any order. It is strongly recommended that an assistant superintendent has at least two years of work experience before beginning any of the ASCS certificates. However, the certificates are available to all and not limited to assistants.

Cody and his twin brother Owen grew up in the small town of Littleton, NH. Throughout their childhood they grew up playing basketball, baseball, soccer, and golf. After high school they attended Texas State Technical College where they earned their degree in Turfgrass Management. During school they both worked at Twin Rivers Golf Course in Waco, TX. After graduating they went their separate ways, Cody working at Oyster Harbors Club in Osterville, MA and Owen working at Hudson National Golf Club in Hudson, NY. Several months later they both joined back up at The Quechee Club in Quechee, VT where they are currently Assistant Superintendents.

Outside of work they are both avid outdoorsmen, enjoying snowmobiling, hunting, and fishing.

We are honored to have Cody choose *The Newsletter* as the vehicle for his article.

A Unique and Challenging Experience: Managing Alongside your Twin Brother by Cody Stone

Being an Assistant Superintendent alongside your twin brother is a unique and challenging experience. There are pros and cons to having a twin brother. From my childhood to assisting in managing a golf course, I have experienced a lot of these pros and cons.

Owen Stone and myself, Cody Stone, are both Assistant Superintendents at The Quechee Club in Quechee, VT. The Quechee Club is a 36-hole facility, featuring two golf courses, Highland and Lakeland. Owen is an Assistant on Highland and I am an Assistant on Lakeland. We both grew up with the same interests. Playing the same sports all the way through high school. We each developed a passion for golf in high school which led to both of us pursuing a career in the Turf Industry. Owen and I ended up attending the same school for Turfgrass Management at Texas State Technical College. From there we each did an Internship at The Quechee Club. After we both went to separate clubs for a brief time. Eventually, we both ended up back at The Quechee Club where we still are today.

If you have a sibling, you know that your sibling is your biggest critic. They are not afraid to let you know when you make a mistake. Some might think working alongside your biggest critic is not beneficial. I would disagree. Having someone that is not afraid to let you know when you make a mistake will only make you a better employee and manager. Being challenged day in and day out, always competing to outdo each other elevates you to be the best you can be.

Being able to learn from someone who thinks in the same manner as you is a benefit that not a lot of people in any industry get to experience. It is a benefit that I do not take for granted. We constantly are bouncing ideas and strategies off each other. Ideas and strategies from managing people to managing turf. Growing up with someone from birth you develop a bond that you can't really describe. You know what one another is thinking without having to say anything. It helps working with someone who is on the same page as you.

Working alongside your twin does have

cons that come with it. Even though there are many benefits to working alongside your twin brother, it is also the biggest challenge in our careers. People tend to think of you as one. It is important to make sure people know, we are our own person. Although we are alike in many ways, we do have differences and we do disagree with each other. We are each pursuing an end goal in our own careers to become a Golf Course Superintendent. If one of us achieves this goal that doesn't make the other one achieve it. Both of us have to earn everything we accomplish in our careers.

Not only is this a unique and challenging experience for Owen and I as twin brothers, it is also a challenge for our superiors. Having to manage twins that are both part of the management team is a challenge not many get to experience. How do you handle promotions? Bonuses? Raises? While it is hard for me to explain some of the benefits and challenges my superiors have with managing twins, I do believe it is something that can make everybody better.

When new employees start on our team, some struggle with knowing who is who. This is another challenge that Owen and I are tasked with. It is our responsibility as managers to develop a relationship with each employee, not only is this essential to being a leader but to help employees tell Owen and myself apart. Every relationship with each employee is different. Some are more personal than others but I believe it is important to make a relationship with every employee. The better the relationship one has with one another the better connection they have. This is an aspect that helps our employees know who is who.

Being an Assistant Superintendent, I am a leader at our golf course. I need to set the example and keeping everything professional is key. As brothers, we may have issues linger outside of work. We can't bring those issues to work. As we are both Assistant Superintendents at the same facility, we are a team. We go into each and every day with that attitude and it has helped us grow into better leaders and managers.

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Turf Show 2020 by Gary Sykes, Executive Director, NERTF, Inc.

If you have ever been out on a golf course trying to get a job done or finish a round in the path of a severe thunderstorm on the horizon, you would know how it felt as we watched the news of the mounting threat of the Coronavirus, or COVID-19. We knew it was coming and it was going to affect a lot of people, but what we didn't know was that by the time this thunderboomer arrived it was going to be more like a category 5+ hurricane from coast to coast! Luckily, our show dates were March 3-5. If they were the 10th-12th, the outcome would have been much, much, less successful and if they were March 17th-19th the entire show would have been cancelled for 2020! Never, did any of us think that we were going to feel like the squirrel that just ran through 5 lanes of traffic during rush hour unscathed, but by the end of the week, it is fair to say that many of us were all very glad to get the show over with very little damage caused by the Coronavirus storm....

We have now completed our 23rd New England Regional Turfgrass Conference and Show and would like to take a moment to thank all our attendees, exhibitors, volunteers and sponsors for all your support. The show is very appreciative of each of you and your support provides the fuel to the foundation's ability to fund turfgrass research. The three days in Providence were jammed packed with educational opportunities, trade show interaction, receptions, an auction, and other specially designed activities. The overall format was very similar to 2019. At the start there were 12 seminars on Tuesday, more than 700 seats were sold that covered many different topics of interest to attendees. The Trade Show and Conference followed on Wednesday and Thursday. Education started at 8am, the trade show opened at 9 and the show floor was buzzing until 4pm when the auction began. It was our 16th annual auction and with enthusiastic buyers it set an income record with more than \$25,000 raised for turfgrass research! Thursday morning began like Wednesday, but with the always present calm feeling of the last day of any event. Less crowds, less excitement, less energy but still a great opportunity to

view the lines of equipment and products that would be available for 2020. Finally, awaiting everyone just before the finish was a trade show lunch! The board had decided to close 2020 an hour earlier than 2019 to help travelers get a head start. So, if you came for the 3-days you were kept very busy if you wanted to be. Each night there were receptions and privately organized events to keep you up as late as you wanted to go! Adaptations to the common handshake were introduced to keep the potential spread of this oncoming hazard to a minimum while keeping the conversations light, though the potential impact to our lives was in the back of our minds, it never seem to get fully in the way of a good turf show experience. Little did we know what was coming.

Since the end of the show, over the last 13 days, we have experienced many shutdowns, cancellations, delays and closures. Schools have closed and are scrambling to come up with an online curriculum and families are adapting to all sorts of disruptions. We have been asked to not congregate in groups of more than 200, and then 100, 50, 20, now 10. I know a few families that have 10 kids, you got to wonder what they are going to do? Our churches are not having Sunday services, no full funerals or weddings, you can only purchase take-out food from

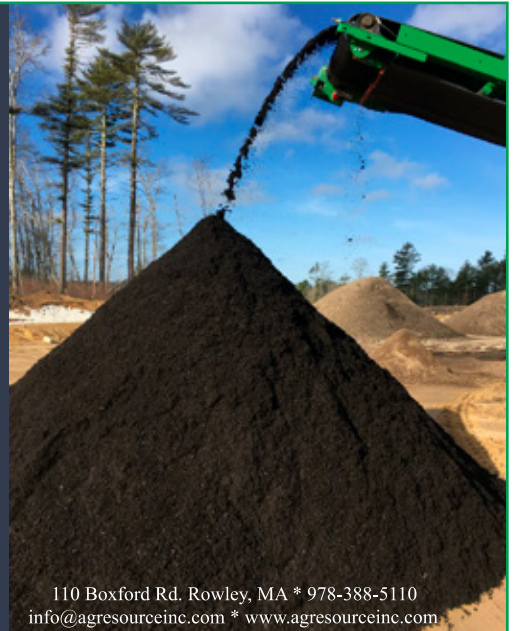
restaurants and fast food places, zero school sports are being played and the list is growing. My buddy owns a bar/restaurant, and he is trying to start a take-out business just to generate some income. Not to mention the cancellation of NCAA Basketball, a delay for the MLB, the Master's is being moved to the fall, the cellar floor of the stock market is giving out and just when you thought it could not get any worse, Tom Brady becomes a free agent and will not return to the New England Patriots after 19 years?! Life, my friends, as we have known it, has changed! At least temporarily. One thing I did notice, Tom's departure is not such a big deal after all with everything else that is going on. I don't know about you, but I can't wait for the grass to start turning green again to help take my mind off all these other things! Let's all do our best to keep ourselves, our families and our friends healthy in all ways.

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Golf Course Superintendents Association of New England

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Issues (List month and total number): _____

Amount of Check: _____ (Made payable to "GCSANE")

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*** Deadline for ads:** *The first of the month for that month's issue.*

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