



# THE NEWSLETTER

January-February 2021

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.

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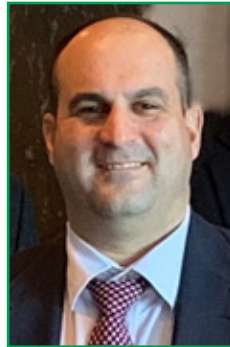
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## President's Message *by Peter J. Rappoccio*



Dear Member;

I hope this message finds you well and you are enjoying the winter! Thank you for all those who attended our annual meeting on January 7th; we had a nice turnout and a great speaker. I am optimistic our annual meeting next year will have the opportunity to be in-person. As the winter ends in a few weeks, the golf season will be here before we know it. I hope that all of you got a little bit of a break over the winter and are ready for the upcoming season. If 2021 is anything like 2020 in terms of golf, golfers will be busy enjoying all of our courses. I am hopeful the weather will be

cooperative to get the year started off on the 'right track' and the spring is much warmer than in seasons past.

We have a great golf calendar lined up and I am very hopeful that we will be able to enjoy seeing each other at these meetings. Obviously, it will be all dependent on gathering sizes and restrictions but I am optimistic for the year ahead! Also, the Board will be presenting a few new ideas to the association in the months ahead which we feel will be an added value to the membership.

I wish all of you much success in the 2021 season and good health in the months ahead.

Peter

## WELCOME NEW MEMBERS

**Nick Bonasoro**, Equipment Manager  
Worcester CC, Worcester, MA

**Ryan Dignard**, Superintendent  
Greenock Country Club, Lee, MA

**Kevin Calocci**, Assistant Superintendent  
Shaker Hills CC, Harvard, MA

**Ryan Carey**, Assistant Superintendent  
Farm Neck Golf Club, Oak Bluffs, MA

**Kevin Fasulo**, Assistant Superintendent  
Kernwood Country Club, Salem, MA

**Patrick Gleason**, Assistant Superintendent  
Hopkinton Country Club, Hopkinton, MA

**Brian Hawkes**, Superintendent  
Golf Club of New England, Stratham, NH

**Jay Popko**, Affiliate  
Winfield United, Florence, MA

## GOOD LUCK TO

**Rick McHugh** on his retirement and **LIFE MEMBERSHIP** in the Association. Rick has been on the staff at Framingham Country Club for more than 30 years. His contributions to the success of the course will be missed.

**Steve Thys** who recently became the Superintendent at Warwick (RI) Country Club. Steve was formerly at Metacomet Golf Club in Providence, RI.

**Robert "Chip" Fitzgerald** who was recently selected as the Superintendent at Renaissance in Haverhill, MA. Chip moved on from the National Golf Links on Long Island where he was Assistant Superintendent.

We wish Rick, Steve and Chip good luck, continued success and a happy future.

## CONDOLENCES TO

The family of **Mel O'Kelly**. Mel passed away December 19, 2020. He was a 72 year member of the GCSA of New England.

**Bob Barrow**, sales representative for MTE Turf Equipment Enterprises, whose mother passed away December 31, 2020.

## BEST WISHES TO

**Amy Pease**, the wife of **Dave Pease**, Executive Secretary of the Alumni Turf Group, who is recuperating after a fall. Amy usually accompanies Dave during the days spent at the Providence Show and has become a friend to many by her presence there.

We send our heartfelt thoughts for a speedy recovery to **Kip Tyler**, retired superintendent of Salem Country Club. Kip is recovering from surgery needed to remove a lesion from his brain.

## Back Issues!



Past issues of the NEWSLETTER are available using this link: <http://bit.ly/GCSANEnewsletters>.

As in the past, *The Newsletter* continues to invite Affiliate members to submit a press release about new personnel, new products or a company bio. We will print each and every release **free of charge**. This is a great way to advertise for free. Who said nothing in this world is free? Free advertising to better your company, wow what an offer.

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**Don Hearn** at 774-430-9040 or  
[donhearn@gcsane.org](mailto:donhearn@gcsane.org)

## Thoughts From Your Executive Director *by Don Hearn*

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Well, GIS is over and it certainly was a different experience. Though the content of many sessions was the same as if in person, being online wasn't the same. This isn't a criticism, just an observation. I can't imagine the technical talent required to produce such a multi-faceted event and the teams from GCSAA and the production company that worked together to make it happen should be given credit for doing such a challenging task so well.

The Annual Meeting was held and it went well. Usual business was conducted, votes were taken and the 2021 Board of Directors was elected. Those elected are listed elsewhere in this issue.



One of the week's highlights was the presentation of various awards for environmental stewardship. Matt Crowther, CGCS was recognized as the recipient of GCSAA's 2021 President's Award for Environmental Stewardship. This award was established in 1991 to recognize "an exceptional environmental

contribution to the game of golf — a contribution that further exemplifies the golf course superintendent's image as a steward of the land." Matt has been an environmental leader in our profession for many years. He was nominated for his work at both Mink Meadows Golf Club in Vineyard Haven, MA., where he was superintendent from 1995 to 2019, and Cape Cod Country Club, where he is currently the superintendent. Matt's course management focuses on using as few inputs as possible while also creating a healthy, quality playing surface.

His approach has reduced chemical inputs dramatically. Mink Meadows features 45 acres of irrigated turf, but only 3½ acres are conventionally maintained with fertilizers and pesticides. In addition, he established low-maintenance native areas at the course, which has benefited wildlife and reduced the cost and energy consumption associated with maintaining those areas.

"I feel as though all superintendents are environmentalists at heart," says Matt. "We care deeply for our courses and the surrounding ecosystems. Some maybe like to think outside the box or take it a step further environmentally, such as I did, but it doesn't diminish the average day-to-day maintenance on most courses."

"Matthew is widely recognized as one of the true shining stars in our industry — a genuine environmental steward whose work at both Mink Meadows Golf Club and now at Cape Cod Country Club are worthy of praise," says GCSAA President John R. Fulling Jr., CGCS. "His accomplishments deserve to be held up as examples of the golf industry doing the right thing when it comes to the environment, and we're pleased that we can honor him through the President's Award for Environmental Stewardship. It

certainly is well deserved."

Matt, who became a Certified Golf Course Superintendent in 1999, has been active in local and regional associations, serving as president of the GCSA of Cape Cod and the New England Regional Turfgrass Foundation during his career.

"I never set out for recognition, and did what I did voluntarily," Crowther says. "I was not under any restrictions. I often questioned my sanity for doing it, but I took great pride in the work and longevity. I feel honored and am deeply humbled to receive this award."

Mass Golf has taken note of Matt and featured him in a recent issue of their newsletter, the February 5, 2021 issue of The Weekender. Read more about Matt [here](#).

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In the UMass Amherst Stockbridge School of Agriculture Newsletter, Winter 2020-2021 is an article featuring Andy Connelly. Andy was a 2020 recipient of a grant provided by the PROFESSOR JOSEPH TROLL and PROFESSOR LAWRENCE S. DICKINSON TRUST. He spent time as a volunteer at Winged Foot Golf Club during the 2020 US Open Championship last fall and has a goal to become a golf course superintendent. Please read more about Andy's background and experiences and about the Stockbridge School of Agriculture [here](#).

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The Association's Annual Meeting was held online January 7, 2021. Business was conducted, reports presented, 25 and 50-year members were recognized, hosts of the few meetings held last year were thanked, Kip Tyler, this year's Distinguished Service Award recipient, was recognized and he expressed words of thanks for the honor, and the election of officers and directors was held. The business of the Association was taken care of. Our speaker was Laura Katen. She was our speaker at the 2020 Annual Meeting also. This year's presentation was another outstanding performance. Her topic centered around business communication and how to present yourself for success.

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You may have read that the Massachusetts Best Management Practices Manual has been published. The manual is being widely distributed and you may have received it by now. If you haven't, and would like to receive a copy, please send me a note and I'll send you an electronic copy.

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We owe our gratitude to Rick Lawlor who chaired the team of Charlie Passios, Eric Richardson and Greg Cormier. All worked diligently to review countless iterations and spent many hours contributing to drafts for review by the group. Please note, since this is an electronic version, there are many hyperlinks in it that might bring you to sites that do not contain relevant information. We do not control the status of these sites.

*What I've experienced during online meetings, no matter the platform, is it's not the same personal interaction that we feel when gathering "face to face." Is it easy to disseminate information? Yes. Is it easy to receive information? Yes. But the lack of "people at the table" leads to a totally different feel. Those in another profession can provide a description of what causes this or what this is called. I just know it as being different. I came across an article relating to Zoom fatigue that is being shared here.*

## Zoom Fatigue: What It Is and How to Alleviate It

### Video conferencing is draining: Here's why and what you can do about it

by Molly McLaughlin

Zoom fatigue is a form of mental strain caused by excessive video conferencing. It's not limited to Zoom. The term applies to any video conferencing service, including Google Meet, GoToMeeting, Skype, and others, but the Zoom moniker stuck because of the service's popularity.

#### What Causes Zoom Fatigue?

Like computer eye strain, Zoom fatigue is partly caused by staring at a computer (or smartphone) screen. It's also taxing to the brain in a few ways, including a lack of visual cues and overstimulation.

#### Body Language

You might not realize how much you depend on body language and other cues that are easy to pick up in person but difficult or impossible over a video conference. Similarly, many people rely on a form of lip reading to help them "hear" better. If the video and audio don't match up, that also wreaks havoc on the brain.

Your body language plays a part too. When you're all in the same room, people understand you're still paying attention even if you glance out the window or look over your notes. But if you're not staring directly into the camera on a video call, it can look like you're not listening. But continuously staring at the same thing isn't natural and can also be exceptionally draining.

#### Visual Stimuli

It's also more challenging to take in all the visual stimuli over video than in person.

According to National Geographic, "Gallery view—where all meeting participants appear Brady Bunch-style—challenges the brain's central vision, forcing it to decode so many people at once that no one comes through meaningfully, not even the speaker."

#### Interruptions

Finally, it's not possible to have side conversations or ask to look at your neighbor's notes as you can in a conference room, and it's hard to interject. The constant false starts and talking over one another kills the momentum.

#### How to Alleviate Zoom Fatigue

The ways to ease or avoid Zoom fatigue are all about reducing brain strain. Methods include cutting down on visual stimuli, maintaining focus, and taking frequent breaks. The tips below can also help with in-person meetings.

1. **Keep video meetings short and focused.** Ideally, they should not run longer than an hour without a break. If it's your meeting, set up a clear agenda; if it's someone else's meeting, ask for a summary. Avoid doing other activities while attending meetings.
2. **Turn your camera off when you're not speaking.** This way, you don't have to worry about where you're looking or what kind of face you're making. Go to Settings > Video > Turn off video when joining a meeting to start meetings without video. If you must be on camera, hide the video of yourself, so you don't have to worry about getting distracted.
3. **If available, use speaker view rather than grid or gallery view, so you don't have to see everyone at once.**
4. **Take frequent computer breaks.** Block off times before and after meetings to step away from the screen.
5. **Limit video meetings.** Figure out what you do over chat, email, or a regular phone call before opting for a video call. Work with your colleagues to set aside days of the week where there will not be any video meetings so everyone can focus on other work.
6. **Cut down on meeting size.** Limiting your invite list can help keep meetings short and focused. If you must have a large gathering, consider using breakout rooms.



# ***Jordan Elected 85<sup>th</sup> President of Golf Course Superintendents Association of America***    ***Feb 05, 2021 | Kate Hiebert***

Election took place as part of the virtual 2021 Golf Industry Show Lawrence, Kan. (Feb. 5, 2021) – Mark F. Jordan, the certified golf course superintendent (CGCS) and natural resource leader at Westfield Country Club in Westfield Center, Ohio, was elected to a one-year term as president of the Golf Course Superintendents Association of America (GCSAA) at the association's annual meeting Feb. 4, held in conjunction with the Golf Industry Show. He is the 85th president in the association's history.

Jordan served as vice president of the association in 2020 and has been a member of the association's board of directors since 2014. A 34-year member of GCSAA, Jordan is also a member and past president of the Northern Ohio GCSA.

Jordan has served as the natural resource leader at Westfield CC since 2007, but has been with the club since 1988, previously serving as general manager, club manager, superintendent and assistant superintendent. Prior to Westfield CC, Jordan

had stints as an assistant superintendent at Winding Hollow Golf Club in New Albany, Ohio, and Hyde Park Golf and Country Club in Cincinnati.

"As Col. John Morley was establishing GCSAA in 1926, he used the altruistic principles of justice, faithful brotherhood and generous benevolence as foundational elements. These timeless principles continue to guide the association today," Jordan said. "I am humbled and honored to lead this same organization that Col. Morley and every single president before me has led."

He graduated from the Ohio State University – ATI in Wooster, Ohio, with an associate of applied science degree in turfgrass management; and the Ohio State University in Columbus with a Bachelor of Science degree in agronomy. Other elected officers were Kevin P. Breen, CGCS and golf course superintendent at La Rinconada Country Club in Los Gatos, Calif., as vice president, and Kevin P. Sunderman, CGCS, director of grounds at Isla Del Sol

Yacht and Country Club in St. Petersburg, Fla., as secretary/treasurer.

Board members Jeff L. White, CGCS and superintendent at Indian Hills Country Club in Mission Hills, Kan.; T.A. Barker, CGCS and superintendent at Fore Lakes Golf Course in Taylorsville, Utah; and Paul L. Carter, CGCS and superintendent at Bear Trace at Harrison Bay in Harrison, Tenn., were elected to serve again, while Marc E. Weston, CGCS and superintendent at Indian Hill Country Club in Newington, Conn., was newly elected to the board.

Douglas D. Dykstra, CGCS, golf course superintendent at White Mountain Country Club in Pinetop, Ariz., continues his service on the board. John R. Fulling Jr., CGCS, grounds and facilities manager at Kalamazoo (Mich.) Country Club, will serve as immediate past president, while past president Rafael Barajas, CGCS and the director of golf course operations at Boca Grove Golf and Tennis Club in Boca Raton, Fla., retired from board service.

The logo for Atlantic golf & turf features the word "Atlantic" in a large, bold, green serif font. To the left of the "A" is a stylized green grass tuft. Below "Atlantic", the words "golf & turf" are written in a smaller, green, cursive script font.



## 2021 Virtual GIS at a Glance

While GCSAA continues to update the membership on happenings from 2021 Virtual GIS, this brief update will utilize much of the same information, with a twist. Below are some of the highlights including an emphasis on accolades and recognition achieved by those close to home.

## Old Tom Morris Award Winner: Jim Nantz

Jim Nantz, three-time Emmy winner and lead anchor of CBS's golf coverage, will be the recipient of the 2021 Old Tom Morris award. Nantz began covering golf for CBS in 1986 and became the lead anchor of the network's golf coverage in April 1994, partnering with 1998 Old Tom Morris Award winner Ken Venturi until June 2002. He currently partners with six-time major championship winner Sir Nick Faldo. In addition to his golf broadcast responsibilities, Nantz is also the lead play-by-play announcer for the network's NFL and college basketball coverage.

If you missed the award presentation during the GIS Opening Session Tuesday February 2nd, make the effort to watch it on demand. Nantz shared wonderful stories many of which highlighted his deep respect for golf course superintendents and his continual efforts to recognize our peers during his golf broadcasts.

At the conclusion of the presentation, Nantz asked all superintendents to please introduce yourselves to him should you ever have the chance. He would like to thank you each in person for recognizing him with such a meaningful award.

## 2021 Annual Meeting Results

The 2021 Annual Meeting of the Golf Course Superintendents Association of America was held Thursday, Feb. 4 as part of the virtual 2021 Golf Industry Show.

### Officers

#### PRESIDENT:

Mark F. Jordan, CGCS

#### VICE PRESIDENT:

Kevin P. Breen, CGCS

#### SECRETARY/TREASURER:

• Kevin P. Sunderman, CGCS

#### DIRECTOR POSITIONS

- Jeff L. White, CGCS
- T. A. Barker, CGCS
- Paul L. Carter, CGCS
- Marc E. Weston, CGCS

Douglas D. Dykstra, CGCS, has one year remaining on his two-year term. John R. Fulling Jr., CGCS, will serve on the board for one year as immediate past president. Rafael Barajas, CGCS, retires from the board after serving the last year as immediate past president. Congratulations to Marc Weston, CGCS, of Indian Hill Country Club of Newington, CT on a very busy GIS. Weston was elected to a one-year term as a GCSAA Director garnering significant support from the membership. In addition, Weston had been named a Grassroots Ambassador Leadership Award winner just a few days prior to the Opening Session.

## GIS Education

GIS educational offerings had a heavy dose of NE Region turf professionals. Rutgers university had its usual lineup of industry leading research. Friends Paul Jacobs and Adam Moeller from the USGA played prominent roles in the program as well. Many of your peers from the region offered insights to attendees, including Chris Carson, David Parson, Andrew Wilson, Stephen Kay, Delphine Tseng, JR M Wilson, and Jennifer Torres. Depending on your GIS registration selection, the wonderful insights from these folks and many more may still be available to you on the Virtual GIS platform. All Access registrants have until March 6th to view every session and event. Attendance for the virtual GIS was strong with more than 9,300 attendees from around the world during the live event. The education component of the event featured 88 sessions, with preliminary numbers for those presentations currently at 9,197 participants total.

## Matthew A. Crowther, Cgcs, Named Recipient Of 2021 President's Award For Environmental Stewardship

**Matthew A. Crowther, the certified golf course superintendent (CGCS) at Cape Cod Country Club in East Falmouth, Mass., has been selected as the recipient of the 2021 President's Award for Environmental Stewardship by the Golf Course Superintendents Association of America (GCSAA).** Crowther was nominated for his work at Mink Meadows Golf Club in Vineyard Haven, Mass., where he was superintendent from 1995 to 2019 and more recently at Cape Cod Country Club. His course management focuses on using as few inputs as possible to keep the surrounding environment in mind, while also creating a healthy, quality playing surface.

## Thank you!

Many thanks to all who supported the 2021 Golf Industry Show. Whether you registered as attendees or took part as vendor partners, we hope GIS this year met or exceeded your expectations. GCSAA in conjunction with our presenting partners at the Golf Course Builders Association of America and American Society of Golf Course Architects try to provide a location where you, the greatest minds in our industry, can gather, network, and learn. We hope you found value in Virtual GIS 2021 and sincerely hope to welcome you to a snow-free 2022 Golf Industry Show in San Diego February 5-10, 2022.

## GCSAA Resources and Deadlines

### UPCOMING Scholarship Deadlines

GCSAA believes in investing in the future of the profession. To ensure this, GCSAA's philanthropic arm, the Environmental Institute for Golf, administers a number of different scholarships for students pursuing careers in the golf course industry, future turfgrass researchers and educators, children and grandchildren of GCSAA members, and foreign students studying in the United States.

**Par Aide's Joseph S. Garske Collegiate Grant Program - March 15th**

**Gcsaa Legacy Awards - April 15th**

Visit [Scholarships | GCSAA](#) for details and the application.

### Environmental Leaders in Golf Awards Applications OPEN!!

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.

We have moved the application period. ELGA applications are open from February 1 to April 30, 2021.

In 2018, the ELGAs were updated to recognize more superintendents in more focused areas of environmental sustainability. The ELGAs are based on the environmental best management practices that GCSAA recommends all courses utilize.

There are 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.

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.

## you Get Cool Stuff from your Association Already

### Upcoming Webinars

Mar. 16 @ noon

[Epidemiology and Management of Spring Dead Spot](#) presented by PBI-Gordon

Jim Kerns, Ph.D.

Mar. 23 @ 10 a.m.

[More Leading Your Team](#)

John Cunningham, CGCS, and Pat Finlen, CGCS

Mar. 25 @ 10 a.m.

[El riego del césped: la cantidad y calidad de agua, y la falta de ambas](#)

Marco Schiavon, Ph.D.

Apr. 1 @ 10 a.m.

[To Ignore Nematodes in Turf is April Foolish!](#)

Bruce Martin, Ph.D.

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

**Kevin Doyle**

GCSAA Field Staff

[kdoyle@gcsaa.org](mailto:kdoyle@gcsaa.org)

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## Officers and Directors elected at the GCSA of New England 2021 Annual Meeting

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Concord Country Club

#### *Vice President*

**Brian Skinner, CGCS, CPO**  
Bellevue Golf Club

#### *Secretary / Treasurer*

**Bob Dembek**  
Lexington Golf Club

#### *Past President*

**David Johnson**  
The Country Club

### DIRECTORS

**Greg Cormier, CGCS**  
Tom Irwin, Inc.

**Ryan Emerich**  
Vesper Country Club

**Michael Murphy**  
Robert T. Lynch Municipal  
Golf Course

**Eric Richardson**  
Essex County Club

**David Stowe, CGCS**  
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**W**hile we weren't able to present membership pins to recognize 25 and 50-year members at this year's Annual Meeting, all were sent their pins. The 50-year pin is a new hallmark for membership. This year, all who reached 50 or more years of membership were awarded this pin. Below is the list of those who reached these milestones.

## 25-Year Awards

**Peter Hasak** – Tedesco CC ++  
**Ernie Bernard** – Retired  
**Ken Crimmings, CGCS** – Retired  
**Rich Gagnon** – Meadow Brook GC  
**Russell Heller, CGCS** – Wm. J. Devine GC  
**Michael Johnson** – King Rail & Reedy Meadow GC  
**Mike Kroian** – Harrell's  
**Rob Larson** – Tom Irwin, Inc.  
**John LeClair, CGCS** – Poquoy Brook GC  
**Mark Richard, CGCS** – Kirkbrae CC  
**Carl Teschke** – Amherst GC

++ more than 25 years

## 50-Year Awards

<b>Larry Anshewitz</b>	1970*
<b>Dave Barber, CGCS</b>	1965*
<b>Len Blodgett, CGCS</b>	1964*
<b>Steve Butler</b>	1965*
<b>Nick Cammuso</b>	1959*
<b>Dave Clement</b>	1965*
<b>Brian Cowan</b>	1970*
<b>Tom Curran</b>	1960*
<b>Doug Dadeau</b>	1960*
<b>Dick French</b>	1969*
<b>Don Hearn, CGCS</b>	1968*
<b>Paul Johnson</b>	1971
<b>Ron Kirkman</b>	1960*
<b>Roy Mackintosh</b>	1966*
<b>Ken Mooradian</b>	1971
<b>Norman Mucciarone</b>	1950*
<b>John Nugnes, CGCS</b>	1971
<b>John Petraitis</b>	1964*
<b>Dean Robertson</b>	1964*
<b>Wayne Zoppo, CGCS</b>	1965*

\* more than 50 years of membership

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*January-February 2021*



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## Kip Tyler 2021 Distinguished Service Award.



**K**ip Tyler has been selected as the recipient of the Golf Course Superintendents Association of New England's 2021 Distinguished Service Award.

Kip was the superintendent at the Salem Country Club where he served for 38 years before retiring at the end of 2019. He is an Ohio native who spent time as an assistant superintendent at Medinah Country Club prior to his relocation to Salem. He earned a BS degree in Agronomy with a specialization in Turfgrass Management from Ohio State University.

While at Salem he hosted three championships of the United States Golf Association. The 1984 Women's Open, 2001 Senior Open and the 2017 Senior Open. In addition, numerous Mass Golf and New England Golf championships have been held at Salem during Kip's tenure.

One of Kip's biggest challenges at Salem was dealing with turfgrass injury coming out of the winter of 2000-2001. The course was devastated from the widespread damage left from the ravages of winter. This was just months before the Senior Open was to be played and there was concern about the conditions during the upcoming championship. Not to worry. Kip and

his team began the process of restoring the damaged turf and to some people's surprise, the course was, almost miraculously, in immaculate condition for the 2001 Senior Open. Kip, in his humble way, stated it was simply good agronomic practices that created the turnaround.

He was selected as the Superintendent of the Year in 2001. A national honor awarded by Golf News.

In addition to his endeavors at Salem, he has contributed to the betterment of the GCSA of New England in many ways. During his 38 years of membership he has been a director of the Association and served as newsletter editor for many years.

As one nominator stated, "Kip was always willing to assist, guide and educate his fellow superintendents." Those who know Kip agree - he's humble, a nice guy, always calm and goes about life with a smile.

He has made presentations to people in the golf industry at educational events sponsored by GCSAA, GCSANE, the Canadian Golf Course Superintendents Association, Maine GCSA, USGA

Regional Conferences and other groups explaining his methods of producing excellent conditioning for players of all calibers to enjoy.

Kip's talent extends beyond his expertise with turf. His skill with a camera has been recognized by the publication of his photos in promotional materials in GCSAA publications and various news articles about his practices at Medinah and Salem Country Club.

Kip and his wife Mary Lou, a CPA, are the proud parents of Christopher, a Physician Assistant who is employed by Landmark Health and Ben, a PGA Golf Professional, who is the City Tour Manager for Nextgengolf.



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**January-February 2021**





## **Mitigating the Environmental Impacts of Increasing Water Withdrawals for Massachusetts Golf Courses**

Audubon International Golf Course Certifications in Water Management Act Permits

Shi Chen, Environmental Analyst, MassDEP<sup>1</sup>

The Massachusetts Water Management Act (WMA) permitting program requires environmental mitigation for increasing water withdrawals. To implement the new requirements, the Massachusetts Department of Environmental Protection (MassDEP) has identified Audubon International's Golf Course Certifications to be practical and manageable mitigation options for WMA permitted golf courses. In addition, golf courses may reduce their costs for energy, water, pesticides, and fertilizers and may find that their members take pride in their golf course's environmental stewardship.

### HISTORY

The Water Management Act (M.G.L. c. 21G) became effective in March 1986 and requires MassDEP to regulate large water withdrawals from surface and groundwater supplies by balancing a variety of factors including, but not limited to:

- Protection of land values, investments and enterprises;
- Conservation consistent with efficient water use;
- Protection of drinking water, water quality, groundwater recharge, wetlands, fish and wildlife, agriculture; and
- Economic development and job creation.

The Water Management Act (WMA) includes two ways to recognize users, a registration process for historic withdrawals (withdrawals made from 1981-1985) and a permit process for new withdrawals. Those in existence from 1981-1985 had the opportunity to register their existing water withdrawals by January 4, 1988. Registrations can be renewed or transferred.

Since 1988, water withdrawals of 100,000 gallons per day (GPD) or more on average, or 9 million gallons in any three-month period, are required to obtain a WMA Permit if not already registered. Typically, golf courses requiring a WMA permit are courses that missed the registration process, new courses and expansions of existing registered or unregistered courses. Because golf courses can be required to obtain a WMA permit before beginning construction, therefore before a course would have data identifying whether water use would equal or exceed the 9 million-gallon permitting threshold, Massachusetts convened a working group of golf course professionals that identified that courses irrigating the following acreage were assumed to need a permit:

- 23 acres or more during the period of initial vegetation grow-in or 36 months from planting, whichever period is longer; or
- 35 acres or more of mature established turf.

Currently, 87 golf courses are registered and 62 are permitted under the Water Management Act in Massachusetts.

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<sup>1</sup> Shi Chen has served as an Environmental Analyst at the MassDEP Water Management Program since 2014. She participated on an interagency workgroup from 2014 to 2018 that developed mitigation criteria for Water Management permitting and was the lead on developing guidance on mitigation credit for permitted golf courses.

### GROWING RECOGNITION THAT MORE ENVIRONMENTAL PROTECTION IS NEEDED

In 2010 Massachusetts convened the Sustainable Water Management Initiative (SWMI) in order to incorporate the best available science into management of Massachusetts' water resources. In 2012, the SWMI Framework <sup>2</sup> concluded that increased protection of coldwater fish resources and mitigation of the environmental impacts of increasing water withdrawals was needed to effectively manage Massachusetts' water resources over the long-term.

In November 2014, MassDEP adopted revised WMA regulations (310 CMR 36.00) that required permittees to mitigate the impacts of increasing water withdrawals over a baseline period (2003-2005), defined in the WMA regulations (310 CMR 36.03). Water use during the baseline period serves as a reference point from which to measure future increases in water withdrawals. MassDEP has since worked to identify specific activities that will directly or indirectly result in enhanced groundwater recharge and streamflow, or will provide other environmental benefits.

### PERMIT REQUIREMENTS FOR GOLF COURSES

Golf course water use is unique, and most of the mitigation activities that are available to municipal permittees are not applicable to golf courses (e.g. surface water releases, sewer systems improvements, enhanced local wetlands and stormwater management by-laws). Understanding that, MassDEP recognized that golf courses needed an alternative approach and developed a mitigation credit approach focused on achieving professional certifications designed to implement environmentally focused Best Management Practices (BMPs). After reviewing the certification programs offered by Audubon International (Audubon), MassDEP agreed to an indirect mitigation crediting system using these programs. That decision is based on Audubon's long history of working on sustainability issues in the golf industry and recognition by the environmental community that Audubon practices are aligned with the principles of sustainability.

Audubon has three certification programs with established guidelines for golf courses to implement a variety of environmental management practices to achieve certification in each program. The programs are:

1. Audubon Cooperative Sanctuary Program (ACSP) for Golf, designed for existing golf courses and including practices that protect and preserve the natural heritage of the course;
2. Classic Sanctuary Program for existing golf courses that are planning or undergoing a renovation, expansion, or master planning of any size; and
3. Signature Sanctuary Program which provides comprehensive environmental planning assistance to new golf courses.

Audubon Cooperative Sanctuary Program (ACSP) for Golf - Was developed for existing golf courses, and in MassDEP's mitigation crediting system is appropriate for those courses in need of additional water that are not expanding their footprint. Such courses may mitigate their additional withdrawals through participation in the ACSP for Golf by adopting various components. Those six components for Golf include:

- Environmental Planning
- Wildlife and Habitat Management
- Chemical Use Reduction and Safety
- Water Conservation

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<sup>2</sup> Massachusetts Sustainable Water Management Initiative Framework Summary, November 2012, <https://www.mass.gov/eea/docs/eea/water/swmi-framework-nov-2012.pdf>

- Water Quality Management, and
- Outreach and Education.

Golf Courses must receive recognition in the Environmental Planning and Water Conservation components as a prerequisite for receiving indirect mitigation credit. Depending upon how much mitigation credit is needed, each golf course may then choose among Wildlife and Habitat Management, Chemical Use Reduction and Safety, and Water Quality Management, worth 3 credits each, for a maximum of 9 credits. Each credit is worth 10,000 gallons per day (gpd), so a course in need of up to 30,000 gpd would choose one of the three components for recognition. A golf course in need of mitigation credit for more than 90,000 gpd can complete full certification in all six components, including Outreach and Education, and will receive a maximum of 12 credits.

During the life of their WMA permit, golf courses must maintain recognition or certification as appropriate, based on the Audubon requirements. In the event of superintendent changes, Audubon may require the golf course to resubmit documents to confirm certification or recognition status.

(Note: The Classic Sanctuary Program and Signature Sanctuary Program outlined above and developed for expanding or new courses have not been applied in MA to date and as such are not the focus of this paper.)

Currently there are six golf courses in Massachusetts that have incorporated partial or full participation in the ACSP for Golf into their mitigation plans in their most recent WMA permits. MassDEP estimates that another 20 to 30 WMA permitted golf courses will be required to address their mitigation requirements in the next few years.

By recognizing these professional certifications that are designed to implement environmentally responsible maintenance practices, MassDEP provides a practical and manageable mitigation option that can also reduce energy, pesticide, and fertilizer costs through implementing the holistic environmental measures in these certification programs.

MassDEP hopes to see this approach of combining the best available environmental management strategies, which have been tailored to the needs of the golf industry, with state or local regulatory requirements become more widely accepted. This approach can help ensure broader recognition of the need for better environmental management to protect natural resources while also promoting best management practices for the golf industry without sacrificing the quality of play or causing financial hardship.






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# Woodland Golf Club's Forward-Looking Approach to Superintendent Role

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Woodland Golf Club has always recognized the importance of the Golf Course Superintendent position. Even back when superintendents didn't have the professional status they're accorded today, Woodland's management respected the superintendent's role in the club's success.

For example, until recently Woodland had had only two superintendents in 66 years – both named Mucciarone. Norman Mucciarone held the position for 37 years before passing the reins to his son Dave in 1991. The Mucciarones set a high standard of turf care and were long appreciated by the Woodland member community.

But the most telling example of Woodland's forward-thinking approach was the way the club handled the promotion of Chris Donadio to head superintendent in October 2020.

A graduate of the Stockbridge School, Donadio had interned at Blue Hill Country Club and Black Rock Country Club before taking his first job after graduation at Cohasset Golf Club, where he spent three seasons. Donadio joined Woodland as assistant superintendent in 2009.

Over the next six years, Chris learned from Dave Mucciarone while bringing a fresh approach to maintenance practices at Woodland. Chris then decided that he was ready for a head superintendent position and began interviewing. He was a finalist for a job at a top New Hampshire private course.

Club leadership recognized an opportunity to not only retain Chris at the club, but also ensure a smooth transition when Dave Mucciarone stepped down. They pledged to Chris that if he stayed, the head superintendent position would be his in five years. The club then backed up its promise by putting together an agreement. In a business that rarely sees such arrangements – and where clubs are more likely to shop around for a new superintendent – it seemed extraordinary.

Not to Steve Kohr.

"We owed it to the club to make sure Chris stuck around," said Kohr, who's helmed the club since 2017. "It was a no-brainer simply because he's so good at what he does."

Kohr sees the best of both worlds in Chris Donadio.

"He's a little bit of a 'new-world' super," said Kohr. "He has a wealth of education behind him. He enjoys working with the guys and trying new things. But also, having worked with Dave, he's picked up a lot of the 'old world' wisdom. That combination is going to ensure he has a great, great career here."



There was also a practical side to the written commitment. "One of the advantages of planning five years ahead is you can groom the person during that time to ensure a smooth transition," said Kohr.

As each year went by, the club included Donadio in more meetings and gave him more leadership responsibilities. For example, he was put in charge of a major, very successful bunker renovation project at Woodland last year.

The bunker project is representative of an increased investment in the golf course at Woodland in recent years. A drainage system was installed two years ago, and the success of that project and the bunker renovation led to the greenlighting of an irrigation system upgrade planned for this year.

Steve Kohr believes that Woodland's forward-thinking approach to the head superintendent position is also the result of another factor – the unique community spirit of Woodland's membership.

"The membership has been very good at building relationships," he said. "Woodland started as a blue-collar club, and while there are new demographics coming into the club, our members still include

a lot of self-made men and women who built their own businesses. I think that makes them more appreciative of the people working behind the scenes.”

That may also explain why Woodland golf pro Ted Griffin has been with the club for 35 years, and bookkeeper Dominic Dougherty has worked there for a remarkable 60 years!

Chris Donadio’s five-year agreement with Woodland ended on October 1, 2020 when he finally assumed the head superintendent position. In carrying out his responsibilities, he says his greatest role model is his predecessor, Dave Mucciarone, who remains involved with the club as the Special Projects Manager.

“I’ve learned so much from him, especially from his work ethic,” said Donadio. “He doesn’t take a day off. He doesn’t call in sick. It’s nice to have someone who’s on the same page as I am.”

“It’s pretty much unheard of to have a transition like this,” said Donadio. “I feel very fortunate. My loyalty to this place is second to none.”



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# ***Golf Course Superintendents Association of New England***

## ***The Newsletter—Rate Schedule***

### **THE NEWSLETTER DISPLAY ADVERTISING ORDER FORM**

Company Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Contact Name: \_\_\_\_\_ Email: \_\_\_\_\_

Issues (List month and total number): \_\_\_\_\_

Amount of Check: \_\_\_\_\_ (Made payable to "GCSANE")

Payment can be made by check payable to GCSANE or by credit card using the Pay Pal link on the home page of the Association's website at [gcsane.org](http://gcsane.org). You do not need a Pay Pal account to use your credit card.

<b><u>Member Rates:</u></b>	<b>Monthly Rate</b>	<b>3 Times Per Yr. (Save 5%)</b>	<b>6 Times Per Yr. (Save 10%)</b>
<input type="checkbox"/> 1/4 page (vertical; 3.75" wide x 5" deep)	<input type="checkbox"/> \$ 100.00	<input type="checkbox"/> \$ 285.00	<input type="checkbox"/> \$ 540.00
<input type="checkbox"/> 1/2 page (horizontal; 7.5" wide x 5" deep)	<input type="checkbox"/> \$ 165.00	<input type="checkbox"/> \$ 470.00	<input type="checkbox"/> \$ 890.00
<input type="checkbox"/> Full Page (vertical; 7.5" wide x 10" deep)	<input type="checkbox"/> \$ 220.00	<input type="checkbox"/> \$ 630.00	<input type="checkbox"/> \$ 1190.00
<b><u>Non-Member Rates:</u></b> *All payments must be received in full before the ad appears in The Newsletter.			
<input type="checkbox"/> 1/4 page (vertical; 3.75" wide x 5" deep)	<input type="checkbox"/> \$ 130.00	<input type="checkbox"/> \$ 370.00	<input type="checkbox"/> \$ 700.00
<input type="checkbox"/> 1/2 page (horizontal; 7.5" wide x 5" deep)	<input type="checkbox"/> \$ 200.00	<input type="checkbox"/> \$ 570.00	<input type="checkbox"/> \$ 1080.00
<input type="checkbox"/> Full Page (vertical; 7.5" wide x 10" deep)	<input type="checkbox"/> \$ 265.00	<input type="checkbox"/> \$ 755.00	<input type="checkbox"/> \$ 1430.00

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

### **Ad Preparation Specifications:**

**File Specifications for Ads Supplied in Digital Format:** Files should be created at 300dpi at the correct size for that ad. Formats preferred are JPG and PDF. Full color is available with all ads. Please send ads to Don Hearn at the email address below.

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***January-February 2021***

