



THE NEWSLETTER

September-October 2021

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

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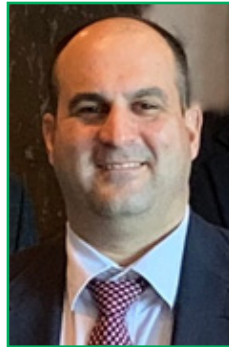
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President's Message *by Peter J. Rappoccio*



Dear Member,

I hope this message finds you well and that you were enjoying these beautiful days in October. It is certainly a welcome change of pace from the wet and stressful summer this year. It is nice to finally plan and implement course maintenance practices without too much interruption from the weather.

While the weather, our golf schedules, and staffing have been a challenge this season hopefully we all can find some time this off-season to wind down a little bit and reflect on the year we had. Hopeful many of you will be able to take some time off, spend it with families, and recharge the batteries for 2022.

It was great seeing so many of you at the Scholarship and Benevolence tournament at the Tedesco Country Club in September. It was a great day and we are certainly grateful to our host Peter Hasek and his team for a great golf course and a great day. I would also like to take a few minutes to thank Dave Stowe, S&B Chair; as well as his committee for a great job putting the event together. Of course, the event would not be possible without the help of our friends, affiliates and all who contributed to the event. On behalf of the board, we thank you for your support.

I also would certainly like to thank everyone who stepped up and hosted an event this year; we are certainly grateful and appreciative for you offering up your club for the day. If you have not in the past or are considering it, please reach out to Bob Dembek, Golf Chair for more information.

Be on the lookout in the future for information on our December and January meetings, we are looking forward to having a great day of education and camaraderie. I hope that you will see some information coming out about that soon.

Again, I hope to see many of you in the near future and the season wraps up nicely for all of us.

Peter J. Rappoccio, CGCS

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David Bailey, Assistant. Superintendent,
The Haven Country Club

Amanda Fontaine, Superintendent,
Ledges Golf Club

Curtis Harder, Superintendent,
Blue Bell Country Club (PA)

Sean Muller, Student,
Saint Michael's College

Dan Tower, Affiliate,
Atlantic Golf and Turf

Peter White III, Assistant Superintendent,
Ekwanok Country Club, VT

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The Newsletter

Thoughts From Your Executive Director *by Don Hearn*



from left: Bob DiRico, Dave Barber, John Lenhart, Dick Duggan, Arthur Silva, Rick Arzillo, Steve Carr, Kip Tyler, Dennis Friel, Ron Kirkman, Artie Miller, Ed Eardley, Jim Fitzroy, Wayne Zoppo, Dick Zepp, Jack Hassett, Mike Nagle, Ken Mooradian, Don Hearn, Mike Hermanson



from left: John LeClair, Mike Poch, Mike Kroian, Nick Burchard

The August meeting was held at Foxborough Country Club in Foxborough, MA. Our host, Superintendent Mike Poch, had the course in excellent condition. He also added his personal touches to the day supplying beverages and complimentary golf caps. Mike did the Association a favor by securing the course at a later than usual date and offered it along with one other when the call went out to request a “last minute” site. This meeting is also when qualifiers are chosen to represent the Association at the New England Superintendents Championship that will

be held at Essex County Club this year. Those who qualified last year will play in the championship this year. Those who qualified this year will play at Essex but not in the championship. This meeting is when retired members are invited as guests of the Association. This year 20 retirees attended and enjoyed the day.

A highlight of the day was the presentation of the Distinguished Service Award to Kip Tyler. This award is usually presented at the Annual Meeting but this year that couldn't be done because of the restrictions created by the pandemic. Ryan Emerich made the presentation and Kip was gracious with his acceptance of this well-deserved honor.



Ryan Emerich, left and Kip Tyler

The annual Assistants / Equipment Managers event was held at Crystal Lake Golf Club in Haverhill, MA., September 20. It was a beautiful, calm and sunny day. Ryan Green and John Racicot, Superintendent and Assistant Superintendent respectively, and the Crystal Lake team worked hard to make the event a nice time for all who attended. It's good to meet the next generation of assistants and talk with them and the equipment managers about their courses, their place in our industry and to see them having some fun on a course they don't have to be responsible for.

Crystal Lake is owned by Kevin Osgood the president of Sterling Golf Management and a past president of the GCSA of New England. We owe thanks to Kevin for having this event at the club. The GM/Golf Professional, Rob Hardy handled the pairings and scoring and made everyone feel at home. Brian Farrell catered the food and the meal was enjoyed by all.

Thoughts *continued*

We had sponsors of this event who need to be recognized for their generous support. An annual sponsor has been Tom Irwin, Inc. The Tom Irwin company has been supporting this event for many years and it has been appreciated by all who play. Others who supported this year's event are Bob Dembek, Supt. and Lexington Golf Club; Kevin Banks, Supt. and the Vineyard Golf Club; Pat Daly, Supt, Framingham Country Club; Glen Misiaszek, Supt. Cohasset Golf Club.

The winners were:

Low Gross

Kyle Franey, Bass Rocks Golf Club

Chris Grady, Bass Rocks Golf Club

Connor Kuehl, Kernwood Country Club

Kevin Fasulo, Kernwood Country Club

Low Net

Alec Nisbet, Vineyard Golf Club

George Ducharme, Vineyard Golf Club

Wyatt Jones, Sagamore Golf

Chad Davis, Sagamore Golf

Closest to the Hole #2

Jake Donohue, Concord Country Club

Closest to the Hole #6

Chris Grady, Bass Rocks Golf Club

Closest to the Hole #9

Mike Miller, Sky Meadow Country Club

Closest to the Hole #13

Alec Welch, Essex County Club

Closest to the Hole #16

Mike Miller, Sky Meadow Country Club



*from left: Brandon Walsh, Bryce Fountain,
Tim Cosgrove, Dave Bailey*



*from left: Alex Nisbet, George Ducharme,
Wyatt Jones, Chad Davis*



*from left: John Racicot, Rick Giverson,
Mason Mahoney*

Atlantic

golf & turf

Thoughts *continued*



from left: Ryan Boudreau, Alex Foster,
John Locke, Scott Lynch



from left: Mike Leahy, Joe D'Ambrosia,
Jackson McPherson, Keith Daury



from left: David Miethe, Jake Donohue,
Derek Odea, Dave Rice



from left: Kyle Franey, Chris Grady,
Connor Kuehl, Kevin Fasulo



from left: Mike Miller, Jake Koomler,
Hunter Mott, Alec Welch



Our Hosts: Jake Racicot, left and Ryan
Green



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from left: Jess Hamilton, Chris Donato, Gene Survillo, Russ Heller

The Member-Guest was played at Bass Rocks Golf Club in Gloucester, MA. Superintendent Chris Donato and his staff, as usual, had the course in excellent condition. The weather was beautiful and coupled with the course conditions, views of the ocean and the hospitality extended, it made for a wonderful time. GM/Director of Golf, Peter Hood made sure all was in

place upon arrival. Peter is the brother of Tim Hood, Superintendent at Needham Golf Club. Head Golf Professional, Todd Scarafoni handled all the details with a smile. The food and beverage was under the direction of John Goodhue who made sure all were served well.

Low Gross
73 Joel Cyr and Jonathan Jones

Low Net
67 Anthony Howard and Aidan O'Sullivan

Closest to the Hole #8
Alex Martin

Closest to the Hole #13
Michael Carlson

WANTED
GOLF COURSE SUPERINTENDENT
Qualifications: College Graduate with extensive knowledge and experience in the following fields: Turf Grass Management, Horticulture, Irrigation Design and Repair, Construction, Personnel Management, Budget Development and Implementation, Mechanics and Public Relations. You must be willing to work as many hours as necessary to get the job done, regardless of personal life. You must be willing to work for hundreds of bosses who will second guess every decision and program you propose. You will also be expected to forecast, compensate for and budget for every whim of Nature. You must be able to motivate underpaid employees to produce top-quality work on a daily basis. All these goals must be accomplished without interruption to play or inconvenience to the Membership. Finally you must be willing to work in a Barn.

I saw this on Twitter. A sad but, in many instances, true commentary.



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Thank You to Supporters of the Scholarship and Benevolence Tournament



From left: Steven Tomasi, Adam Tomasi, David O'Kelly, Beth O'Kelly, David Stowe, Linda Tomasi (O'Kelly), Jim O'Kelly, Peter Rappoccio

This year's tournament was held at the Tedesco Country Club in Marblehead, Massachusetts. 100 players teed it up on a beautiful course where Peter Hasak is Director of Agronomy and Mike Burke is the Assistant Director of Agronomy.

This year's memorial honoree was Mel O'Kelly. Mel passed away December 18, 2020. He was a 72-year member of the GCSA of New England and the retired superintendent of Marshfield Country Club. He was a mild-mannered person, with a humble presence and a nice word for everyone. We were fortunate to have all of Mel's children and a grandson and son-in-law present for the recognition given to Mel.

We are privileged to have companies, individuals and allied associations continue to support this fundraiser. It is the only event we have each year to support scholarships for children and grandchildren of members and to help those in need who have come on hard times. To all of them we want to recognize their special support and donations to the fund. Please keep in mind these are the ones who support you and the fund.

Thank you to Jim Fitzroy; Jeff Kane, Kane's Flower World; and David Stowe for their generous donations to the raffle.

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Dress for Success *By Don Hearn*

No doubt you've heard this axiom. Maybe you've adopted it. Maybe you've completely ignored it or paid very little attention to it. Have you chalked it up to some stupid verse you've heard that really doesn't ring true to you. Well, I want you to know this verse is reality. If you don't think this doesn't mean much or doesn't have an influence on people's perception of you, think again. I have seen many people performing maintenance on courses during my years as a superintendent and during my years as executive director of this Association. At times I have been saddened to see how the golf course maintenance staff are dressed.

Don't misunderstand what I'm writing. Being a golf course superintendent has allowed me to work with some very talented people. I really feel bad when I see people being looked down on based on nothing more than how they're dressed. These people are judged by others on how they look rather than what they do and how well they do it. I've read that research shows that your appearance strongly influences other people's perception of your financial success, authority, trustworthiness, intelligence, and suitability for hire or promotion.

We have a perception problem from the

golfing public. The only way I can see it changing is if we cure it, or try to cure it, ourselves. Think about this: Appearance ranked second only to communication skills when respondents named qualities most often associated with professionalism, according to a 2010 national poll conducted by the Center for Professional Excellence at York College of Pennsylvania.

I believe providing clothing for the course staff is a must. Not doing so is like not purchasing products for maintaining the turf. The initial investment can be substantial. If you can't make it happen at once, ease into a program to make it happen. Start with full time, then seasonal, then summer employees. Once everyone is supplied then it's providing a yearly amount in the budget to maintain what's needed to keep the staff looking neat and professional. For starters, golf shirts and/or tee shirts, pants, rain suits and caps can be purchased. Shirts and caps can be embroidered with the course logo and rain suits can be silk screened with the logo. As time goes on you should consider lightweight jackets, winter coats, sweat-shirts, rubbers and boots, and work gloves. Whatever it takes to provide for a professional looking staff.

When you see the course staff and volunteers at a major golf event usually they are dressed in clothing that matches in style and color. They look sharp, professional. They radiate pride, confidence, and a caring attitude. I can only imagine how this team would be perceived if they were poorly dressed.

Whatever else we think about dressing for success, we need to be reminded that first impressions are everything, and we only get one chance to make a positive first impression.



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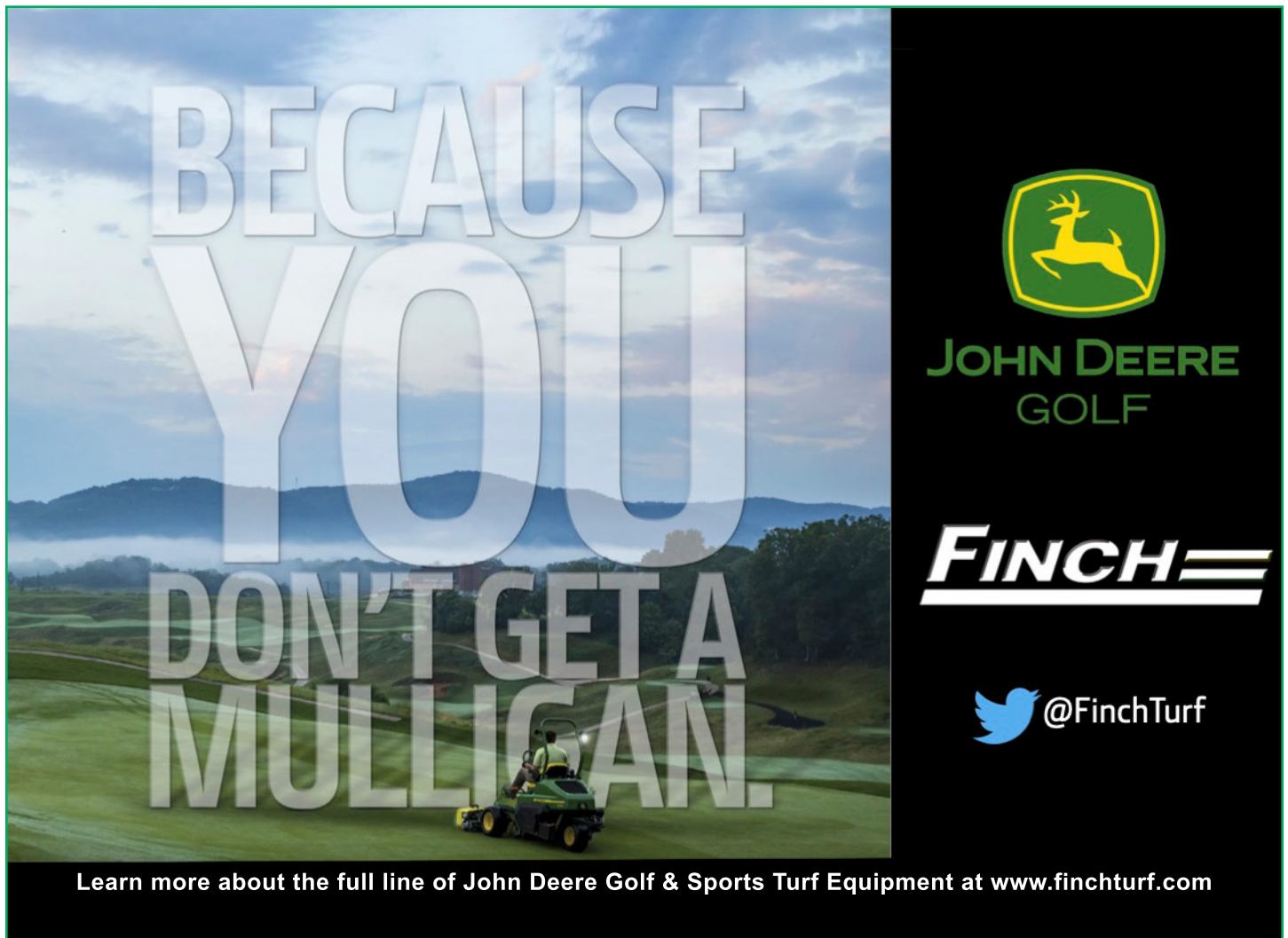
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Membership Promotion Initiative

At GCSANE, we aim to promote all of the work that our men and women do to make the golf industry so special. We recognize the need now more than ever for golfers, golf course owners, and other stakeholders to recognize the value that our members bring to their facilities. Our industry is flying high with rounds and revenue at the highest level in years. Without the hard work of our Golf Course Superintendents, Assistant Superintendents, Equipment Managers and the rest of their teams, golfers simply would not have the great experiences they have come to enjoy out on the golf course. When our stakeholders are able to recognize the value and worth of the work we do, it will be easier for them to see the need to increase resources and compensation for those in our profession.


Since most of the work that our members perform is seldom seen by the rest of the golf industry, our Board decided to produce a video to help communicate this message. We received a grant from GCSAA which GCSANE matched to fund a professional video production. FMC has also generously given back to our associa-

tion and these funds will go towards the video production as well. Filming began over the past few weeks, and we expect to have a final product for the spring which we will publish through various local media channels to our golfing community. 2022 will be an exciting time for golf in New England with the U.S. Open coming to The Country Club. Let's take the opportunity to showcase to people what goes on behind the scenes every day on the golf course.




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Why We Do What We Do: Crew Management

By Gary Sykes, Executive Director, NERTF, Inc.

Recently, I found myself in a conversation with an acquaintance who had worked for various well established golf course superintendents. We were discussing how hard it can be to motivate employees to achieve the results that a superintendent and therefore the members expect. No matter how well-trained employees can be, when they are out on the job, they are mostly on their own. Will their efforts procure the results that are expected by superintendents and turfgrass managers? Especially on golf courses, there can be large physical distances between the employee and employer. When the boss shows up, does he see a job well done or does he wonder what his operator was thinking? Does he see evidence of effort to improve and prepare an area to be seen and appreciated by clients and players or does the result reveal that the operator had no regard for final appearance? Maybe the operator had only one thought and focus and that was, Get'er-done!

There is no doubt that the most important tool in the superintendent's bag is his crew. This is true all throughout the turf industry and when the crew knows what the captain expects, then the ship will sail smoother. Good communication is extremely important to receive the results you hope for, but what seems to communicate to some might not to others and the quality of their work might express their differences. Sometimes a crew member just doesn't

click with either the manager, the team or possibly the facility. This might lead to other's frustrations. Management might task others to bring the problem child along with varying success. Showing personal interest in a worker might encourage him or her to try harder if they feel appreciated. Not everyone takes a job for the same reason. If a worker is only interested in making money, getting them to join the effort might be frustrating and lead to alienation of the individual. Rewards and punishment may be their only true motivation because they need a job (They desperately need the wages, and they want to avoid punishment.). What comes from experience is knowing that crews are made up of individuals and individuals make up your team. The stronger the bond between team members the stronger the team performance will be. The more the individuals of the team feel appreciated for their work the longer that team will continue to run effectively. Not all managers subscribe to this same formula and will handle their crew the way that works for them best. Some managers are masters of crew management and others struggle with it throughout their career.

Challenges such as these are the basis of our building an education program each year for the New England Regional Turfgrass Conference and Show. We seek out opinions of turfgrass professionals in our conversations to see what concerns and challenges are



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Why We Do What We Do: Crew Management (continued)

out there. Then we try to fill those needs with topics and speakers that are most important to them. In our upcoming turfgrass conference in March 2022, one seminar we have scheduled is titled, "If You Build It, They Will Come: How to Attract, Recruit, and Retain Employees." If you are concerned with this topic, then you need to plan on attending. I think you will find some valuable information that will help your efforts. The show is designed to benefit all turfgrass managers and professionals with many different topics built into the program. So, whether you are looking for agronomic seminars, professional development, design, and construction information or maybe just something new that you didn't expect, we hope you will find it at our 25th Conference and Show, March 8-10, 2022!

Currently, we are in the middle of planning for our show for 2022. It is our intention to be live and in person at the Rhode Island Convention Center for March 8-10! We are excited to get back together with everyone and bring in people from around the country and some even out of the country to the show for everyone's benefit. The show has been a large and important part of the turfgrass

industry in New England and many of us hope that it will pick up right where it left off. This being a special year, our 25th, we hope it will be a memorable show for everyone. As the country continues to deal with Covid-19 and now it's sibling the Delta Variant, and vaccination issues, we will keep everyone involved aware of our plans and restrictions if they do come our way. In the meantime, we will keep planning for our show in Providence and to celebrate our 25th year!!

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Assistant Superintendent – GCSANE Board Member-in-training Position

Dear Member,

I am excited to announce the creation of a GCSANE Board Member-in-training position for Assistant Superintendents. No matter the size of your budget, Assistant Superintendents are essential and extremely valuable management team members of our operations. GCSANE currently has 63 Assistant Superintendent members, and they are the future leaders of our industry and GCSANE. The Board and I firmly believe that their inclusion/participation in our association's affairs will only benefit GCSANE and all its members. A great deal of thought went into this initiative to minimize the impact of lost time to the Assistant Superintendent's employer while setting realistic expectations regarding their participation. The details are as follows:

Qualifications / Candidate Selection

- The candidate will be identified and chosen by the nominating committee
- A member of GCSANE in good standing
- Currently employed as an Assistant Superintendent
- Minimum of one year of experience as an Assistant Superintendent
- Direct supervisor (i.e., Superintendent, Director of Agronomy, etc.) must formally agree to allow their Assistant to participate (via email or letter)
- Assistants working for current GCSANE Board members (excluding the past president) will not be considered but can join and contribute to the Assistant Superintendent committee

Duties and Responsibilities

- Abide by the GCSANE's code of ethics, personal conduct guidelines, and by-laws
- Review GCSANE by-laws, policies, and procedures and offer formal input with regards to how the association can further the development of Assistant Superintendents
- Develop initiatives that will increase Assistant Superintendent memberships and participation in GCSANE
- Develop a committee of 2-3 current First or Second Assistant Superintendents who are members of GCSANE in good standing

- All committee members should be mentored and groomed to succeed the current chair.
- Meet twice annually and report back to GCSANE Board regarding any recommendations. Meetings can be in-person or virtual.
- Must join and participate, at a minimum, one other GCSANE committee
- Contribute, at minimum, one article to the Newsletter annually
- Assist the Golf Chair and Executive Director with the organization and implementation of the annual Assistant Superintendent golf tournament

Benefits

- No dues payment
- Free entry into one GCSANE golf event (excluding the S&B)
- Participate in GCSANE board meetings (excluding executive sessions)

Expectations

- The GCSANE board understands participation during in-season meetings (May 1 – September 30) will vary due to work-related obligations. Virtual attendance during in-season board meetings is allowed
- The GCSANE Board will discuss amending the by-laws to make this position a formal board position with full voting rights

This initiative is the first of several the GCSANE Board is working on to promote the various member classifications in our association. I wish I could expound on the other initiatives, but that would spoil the hard work of Brian Skinner, Bob Dembek, and Greg Cormier.

If you are interested in being considered for the GCSANE Assistant Superintendent Board Member-in-training position, please contact Don Hearn at donhearn@gcsane.org by Sunday, November 14, 2021. In addition, if you have any questions or concerns regarding the initiative, please feel free to contact me directly at erichardson@essex.org.

Best,
Eric Richardson – GCSANE Board of Directors

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