

NEWSLETTER



JULY 1977



Golf Course Superintendents Association
OF NEW ENGLAND, INC.

Sponsors and administrators of the Lawrence S. Dickinson Scholarship Fund — Awarded yearly to deserving Turf Management Students.

Stick To Your Guns

At one point in this diatribe a familiar chord will strike the memory cells of virtually everyone reading it... whether he be superintendent or member of the green committee (the heart of our audience).

The message herein is to the green committee. And, as the title implies, it pleads with you to set up your programs for maintaining, changing or what of the golf course and stand steady in the face of verbal bombardment from the members affected by your decisions.

The examples of procrastinating in this direction abound. And often the motivation behind it is, at the least, questionable.

Of course, you must be aware of the trend toward making the old 18 hole spread more compact by bringing in roughs and allowing for a more natural field of play setting. Included in this move -- which carries economic overtones -- is a reduction in cutting of fairways. It's like getting a haircut every three instead of every two weeks.

In the process of "tightening" the course, the green committee opens itself for criticism from members -- those complaints obviously spawned by cases of rising scores and subsequently fractured egos. Sometimes a man wills it upon himself to be a 10-handicap golfer the rest of his life... whether he live to be 60, 70 or 80.

And here is where the green committee must adopt a system of complete autonomy. It must not return the course to those members whose fading swings and unrealistic handicaps put pressure on individuals making up the committee. It must assume a "what's done is done" posture even though consequences from such position appear dangerous.

Oh, why beat about the bush here?

Those consequences are frightfully harmful to the overall picture of providing a golf course without having to worry about how social and business associations will be affected.

This is sticky situation country since business associations at the country club are a part of the complete package. Members of the green committee, then, are constantly in the snipingsights of so-called friends and "customers". There rises the possibility of a storm from the social climate and a backlash from the business circle.

You don't think much of this reasoning? If you don't, your head is stuck in a sand trap somewhere and at this point in time you are about to flip this piece in the wastebasket.

All right, so the obligations of the green committee have been covered. They should be based and carried out to the many rather than the few. The subtle pressures from friends and clients must be handled without giving ground. No backing off there.

Another suggestion to the same committee is adoption of a long-range plan in regard to changes and improvements. How many times has the superintendent been authorized to remove a sand trap one year, then told to restore it three years later? Again, the matter here has economic overtones and the plan which promotes continuing and cycling change is the one which will breed economic headaches.

Let's review things. Tighter courses cut down expenses but raise handicaps. And complaints are sure to follow. Do you waver

or stand tall? Changes in designs, hazards, etc., should not have a whimsical force behind them. Do you plan for today or plan for tomorrow?

The green committee is on the spot in each of these matters. Its job is not all that easy... but most important jobs aren't.

Gerry Finn

NEXT MEETING

Mon., July 11, 1977
Halifax Country Club
Superintendent's Championship
Director's Meeting 10 a.m.
Regular Meeting 11 a.m.
Buffet Lunch 12 Noon
Golf Following

Directions: From Rte. 24 take W. Bridgewater exit. Follow Rte. 106 for 10 miles. Club is on the right. From Rte. 3 take Rte. 3A exit in Kingston. This runs into Rte. 106. Follow 8 miles. Club is on the left.

Host Superintendent this month is Frank Murphy. Frank has been Superintendent at Mt. Washington Valley C.C., N.H., Boca Raton in Florida, was Asst. to John Callahan at Spring Valley for 4 years, and came to Halifax C.C. in its second year in 1968. He is a graduate of Boston College with a degree in Biology. Halifax C.C. is known as one of the finest golf courses anywhere and the credit for its reputation certainly goes to Frank. The course will be an excellent test for our championship tournament.

TO BE VOTED ON NEXT MEETING

For Associate Membership, Edmund B. Fraser of Chelmsford Country Club and Robert J. McIntyre of Holden Hills Country Club.

Recurring Menace

For a while it was thought to have been stifled. . . scrubbed forever and written off as a foolish mistake.

However, that old, nagging annoyance of the country club general manager theory is finding its way back into the already complicated life of the golf course superintendent. Thus, its resurrection is deserving of comment. . . the critical kind.

Ah, there should be included a third party here -- part of the defense, as it were, since the golf professional also is affected by the silly overseer concept. Surely, he must be aware of the hard times ahead should the general manager system be adopted.

The idea behind having one person occupy the executive suite of directing the three services (clubhouse, pro shop, golf course) of the country club is idealistically sound but hollow in practicality. A better co-ordination of delivering these services would appear to be sensible. However, invariably one source of service suffers at the expense of another when the general manager cracks his whip.

Better co-ordination, in the case of the financially-dragging country club, always means a tightening of the budget. And a matter of history proves the tightening of the purse strings translates into robbing the grounds to refurbish the clubhouse. And this is where the superintendent bears the brunt of the administrative changeover.

Since most country clubs are "romanced" into selecting the club manager as their general manager, it's rather ludicrous of them to offer sound reasoning for the popular selection. For the most part, the club manager is closest to the individual member and by reason of his business suit appearance for most of that association, he is deemed the logical choice to become an executive.

It is indeed strange that the club manager even be considered for the general manager post. It is no secret that the financial losses at most country clubs begin and end in the clubhouse. If it weren't for hugh intake of liquor receipts, virtually every country club in existence would revert to a public golf course operation. The term "white elephant" has been synonymous with the post-

audit comments of the country club. And the source of that descriptive resides in the clubhouse.

But let's not tie the poor club manager to the stake and smoke out his ambitions. In many cases the unsuspecting fellow falls into the trap of being "appointed" general manager without campaigning for the title. He just happens to be around when members get to thinking that another executive vice-president should be created.

The slam against the club manager is meant only because certain of the breed believe they can take crash courses in the other two fields (professional and superintendent) and become experts in each overnight. It's not confined to the club manager but he is the most likely of the three to take that route to the top.

The purpose of this reminder of the recurrence of the general manager menace is not to speak out against individual pursuers of that position but against the concept, itself. True, the thought behind the system is to place a co-ordinator at the top and give him the task of tying the three services together. three services together.

But this is bad because the services are divorced from one another by the very nature of what each provides. Therefore, it is almost impossible to administer all three services with one ruling hand. However, if there is a connection between, say, lobsters and dollar spot on the 18th green, perhaps all of this preaching is for the birds. Until that connection approaches logic, the country club should stick with the three-job concept and let each assume responsibility for his own contribution to the operation of it.

Gerry Finn

Answers to EEOC True-False Test

- | | | | |
|------------|--------------|-----------------|-------|
| 1. T | 13. F | 25. F | 37. T |
| 2. T | 14. T | 26. T | 38. T |
| 3. F 40-65 | 15. TOF** | 27. F*** | 39. T |
| 4. T | 16. F | 28. F One month | 40. F |
| 5. F | 17. F | 29. F | 41. F |
| 6. F | 18. F | 30. F | 42. T |
| 7. F | 19. T | 31. TOF*** | 43. F |
| 8. F* | 20. F Seldom | 32. F | 44. F |
| 9. T | 21. F | 33. T | 45. F |
| 10. T | 22. T | 34. T | 46. T |
| 11. T | 23. F | 35. T | 47. T |
| 12. T | 24. F | 36. T | |

*May be true if test has been validated

**This answer is generally true; it is false, however, if the employee's work cannot be done by another employee of substantially similar qualifications during his absence on the Sabbath. The employer has the burden of proving that undue hardship would result from accommodating the employee's religious needs.

***Women must be raised to \$2.80 if they perform with equal skill, effort and responsibility and the jobs are performed under the same working conditions.

****The answer is generally false; it is true, however, if sex is a BFOQ.

Family Picnic August 15, 1977

A family picnic to be held at Francis Farm in Rehobeth, Mass. will be held on Monday, August 15, 1977. We will join the superintendents and their families from the Rhode Island association for a day of fun. Softball, horseshoe, basketball and volleyball will be just a few of the games for an exciting day. At 12 noon clam cakes and chowder will be served and at 5:30 a traditional New England clam bake with all the trimmings will be served. Make plans now to attend the picnic for an exciting fun filled day!

President	First Vice President	Second Vice President	Secretary	Treasurer	Trustee	Trustee	Trustee	Finance Chairman
WAYNE ZOPPO 9A Village Green North E. Providence, R.I. 02915 Home Phone 434-1759 Office Phone 434-8512 Club Affiliation Agawam Hunt	DEAN ROBERTSON 24 Riverview Drive Newbury, Mass. 01950 Home Phone 462-4540 Office Phone 254-3678 Club Affiliation Chestnut Hill Country Club	RONALD KIRKMAN, CGCS 25 Green St. Needham, Mass. 02192 Home Phone 444-8412 Office Phone 444-5548 Club Affiliation Needham Golf Club	DAVE BARBER 1 Muriel Road Chelmsford, Mass. 01824 Home Phone 256-4417 Office Phone 358-4882 Club Affiliation Wayland Country Club	DONALD HEARN 4 Topoka Road Chelmsford, Mass. 01824 Home Phone 256-8709 Office Phone 594-5909 Club Affiliation Weston Golf Club	PAUL JOHNSON RFD 1 Locust St. Middleton, Mass. 01949 Home Phone 777-0902 Office Phone 777-1134 Club Affiliation Ferry Country Club	ARTHUR WASHBURN, CGCS 520 No. Main St. Cohasset, Mass. 02026 Home Phone 383-9532 Office Phone 383-1670 Club Affiliation Cohasset Golf Club	MAX MIERZIWA 18F Crestwood St. Chicopee, Mass. 01020 Home Phone 594-4996 Office Phone 592-9540 Club Affiliation Chicopee Country Club	AL AUGER 3 Andover Rd. Beverly, Mass. 01915 Home Phone 927-0050 Office Phone 922-9511 Club Affiliation Folly Hill Country Club

Bylaw Amendments

The following bylaws were printed in the May Newsletter and were to be voted on at that meeting. Because of the snowstorm the meeting was not held. The bylaws were read at the April meeting by President Wayne Zoppo.

In accordance with our bylaws as stated in Article XIII: These bylaws may be amended by a two-thirds vote of the Regular Members at any Regular meeting of the Association providing the amendments are included in the notice of said meeting. The next Regular meeting of our Association to be held is Monday, July 11, 1977 at Halifax Country Club. The following bylaw changes or additions will be voted on:

Present Bylaw

Page 8 - Article IV - Section 7 - Item 1

When a 25 year member retires as a Golf Course Superintendent or is permanently disabled, he becomes a Life Member. He shall have all the privileges of the Association except to hold office. He shall not pay annual dues.

Proposed Bylaw

Page 8 - Article IV - Section 7 - Item 1

When a 25 year member retires as a Golf Course Superintendent or is permanently disabled, he becomes a Life Member. A member with less than 25 years may become a Life member at the discretion of the Board of Directors. He shall have all the privileges of the Association except to hold office. He shall not pay annual dues.

Proposed Bylaw

Junior Associate Member

1. A Junior Associate Member shall be employed as a superintendent of a golf course and shall be primarily interested in golf course maintenance. A Junior Associate Member will not have the right to vote or hold office and shall pay the initiation fee and the annual dues established by the Association. One who has been a Junior Associate Member for three years shall automatically qualify as an Associate Member.



Winners of the Superintendent-Chairman Tournament held at Franklin C.C. From the left is Bud Willmott and Mel O'Kelley from Marshfield C.C., low gross winners, Bill Carter and Bruce Congdon from Foxboro C.C., low net winners.



From the left is J. P. Jones and Mike Bartucca of Walpole C. C. and Marshall Goodwin and Richard Gillis from Sharon C.C.

Improve Your Decision - Making Process

The golf course superintendent makes decisions every day in every area of his work. Most are good decisions, or he wouldn't be where he is. But some aren't so good, and then the superintendent should review his decision-making process. Here are four suggestions for making good decisions.

First, ask others for their opinions. Incorporate worthy ones into your thinking but don't base your decisions solely on someone else's opinions.

Second, approach decision-making with creativity, as explained above. Don't assume that what worked in the past will still work today - check it out.

Third, use your intuition and play your hunches, but temper them with facts. Legitimate hunches can be easily confirmed by seeking out relevant information.

Fourth, attack the problem. Don't procrastinate, hoping it will go away or solve itself. Fight problems with action, not inaction.

Superintendent-Greens Chairman Tournament Results

Individual Tournament		Bob Johnston	71
		Richard Petty	71
		Pete Coste	71
FIRST GROSS	Mel O'Kelley Bob Willmott	Marshfield C.C.	76
FIRST NET	Bill Carter Bruce Congdon	Foxboro C.C.	64
SECOND NET	Ron Kirkman John Reilly	Needham C.C.	65
THIRD NET	Norm Mucciarone T. O'Rouke	Woodland C.C.	66
	J.P. Jones Mike Bartucca	Walpole C.C.	66
	Nary Sperandio Dave Makown	Concord C.C.	66

Golf Chairman BRIAN COWAN Robins Way Harwich, Mass. 02646 Home Phone 432-9341 Office Phone 945-8230 Club Affiliation Eastward Ho Country Club	Educational Chairman PETE COSTE, CGCS 89 Pleasant St. Medfield, Mass. 02052 Home Phone 959-7247 Office Phone 566-0240 Club Affiliation The Country Club	Newsletter Chairman LARRY BUNN 145 Dedham St. Canton, Mass. 02021 Home Phone 828-7286 Office Phone 828-8540 Club Affiliation Blue Hill Country Club	Past President THOMAS CURRAN Fox Chase Rd. South Sutton, N.H. 03273 Home Phone 938-6438 Office Phone 863-4500 Club Affiliation Eastman Golf Club
---	---	---	--

Information contained in this publication may be used freely, in whole or in part, without special permission as long as the true context is maintained. We would appreciate a credit line.

Please patronize **FRIENDS OF THE ASSOCIATION**

Alfco, Inc.
Fertilizers and Chemical Specialties
P.O. Box 267, Marietta, Ohio

Baker Tractor Corp., Ford Tractors
Harley Davidson Golf Cars
Swansea, Massachusetts

Chanderlin Seed Co., Inc., Division of
Lofts Pedigreed Seed, Inc.,
20 Beck Road, Arlington, Mass. 02174
Joe Moran - Rep.

* The Charles C. Hart Seed Co.
Wethersfield, Conn.
Bob Kennedy, Rep.
Steve Hart, Rep.
203-529-2537

The Clapper Co.
1121 Washington St.
West Newton, Mass.

* Geoffrey S. Cornish & William G. Robinson
Golf Course Architects
Fiddlers Green, Amherst, Mass. 01002

George E. Cull
Terra-Green Soil Conditioner
112 Green St., Abington, Mass.

C. S. Curran
T. R. C. Products, Oils and Greases
7 Linden St., Framingham, Mass.

* E-Z-Go Golf Car
Sales - Service - Rentals
Polaris/E-Z-Go Northeast
Box 817
North Falmouth, Mass. 02556

Farm Bureau Association
158 Lexington St., Waltham, Mass. 02154
Fred Heyliger, Representative
Bus. 893-3570 Home 772-3605

Scotts Pro-Turf Div.
Rep Ed. Wiacek 1-401-253-4284
Rep Allen Cumps 1-413-253-2995.

Gold Star Sod Farms, Inc.
Sod & Pine Bark Mulch
Canterbury, New Hampshire
1-800-528-5205

* Contributors to the Lawrence S. Dickinson Scholarship Fund

Grounds Equipment Co., Inc.
383 Boylston St., Newton Cen., Mass.

Gull Agricultural Service Co.
Allen Bonnell 617-362-2181
Joe Silk 617-784-3966
55 Freeman Road
Yarmouthport, Mass. 02675

Holliston Sand Company, Inc.
Lowland Street, Holliston, Mass. 01746
Sand for Golf Bunkers and Traps

I & E Supply, Inc.
66 Erna Ave.
P.O. Box 9
Milford, Conn. 06460
Tele (203) 878-0658

Kenneth Barrie Corp.
249 Milton St., Dedham, Mass. 02026
Tel. (617) 364-3333

Tom Irwin, Inc.
11B A Street
Burlington, Mass.

Karandrew Turf Farms, Inc.
Sam Mitchell, Sales Representative
15 Longmeadow Drive, Canton, Mass.

* Larchmont Irrigation Co.
Larchmont Ln., Lexington, Mass.

Lee Lime Corp.
Lee, Mass. (413) 243-0053
2 Special Lime Spreaders
Designed for Golf Courses
Rep. Bill Kershlis 413-253-7485

Mallinckrodt, Inc.
Second and Mallinckrodt Streets
St. Louis, Missouri 63147

Magovern Company, Inc.
Lawn Acre Road
Windsor Lock, Conn.

* D. L. Maher
Box 127, Concord St.
N. Reading, Mass. 01864

New England Power Sweeping Co., Inc.
Parking Lots and Roadways
187 South Street
Needham, Mass. 02192
Jack Kidd Phone 332-1451

New England Sealcoating Co., Inc.
Tennis Court Const. and Maintenance
Sealcoating - Hingham Industrial Center
Hingham, Mass. Tel. 749-3236

Old Fox Chemical Inc.
Fertilizers - Seeds - Turf Chemicals
66 Valley Street
East Providence, Rhode Island 02914

P & L Equipment Corp.
Golf Cars & Commercial Turf Equipment
80 Lynde Street, Melrose, Mass. 02176
Phone 617-665-5990

Sil Paulini, Inc.
6 Manor Avenue
Natick, Mass. 01760

* Richey & Clapper, Inc.
28 Rutledge Road
Natick, Mass. 01760

Trencher & Equipment Leasing, Inc.
Ditch Witch Trenchers
38 Fairview St., Agawam, Mass. 01001
Phone 413-786-8600

* Sawtelle Brothers
565 Humphrey Street
Swampscott, Mass.
Tel. 617-599-4856

Tuco Products Co.
Division of the Upjohn Company
Kalamazoo, Michigan
David Sylvester 203-828-3790

White Turf Engineering
5 Summer Drive, Winchendon, Mass. 01475
617-297-0941

Philip A. Wogan
Golf Course Architect
21 Budleigh Ave., Beverly, Mass.

NEWSLETTER

Golf Course Superintendents Association
OF NEW ENGLAND, INC.

LARRY BUNN
Newsletter Committee Chairman
145 Dedham St.
Canton, Mass. 02021
Home Phone 828-7266
Office Phone 828-6540
Club Affiliation
Blue Hill Country Club

DONALD HEARN
Business Manager

LEON ST. PIERRE
Co-ordinator

GERRY FINN
Contributing Editor



FIRST CLASS

First Class
U. S. Postage
PAID
Maynard, MA
Permit # 17

