



THE NEWSLETTER



Golf Course Superintendents

Association OF NEW ENGLAND, INC.

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

December 1995

Brearley leaves GCSANE presidency after two years of solid progress

December Meeting

Tuesday, December 5, 1995
Thorny Lea Golf Club
Brockton, Massachusetts

Host Superintendent
Joseph Rybka, CGCS

9:00 a.m. Board Meeting
11 a.m. Regular Meeting
12 noon Lunch with education to follow
Cost: \$13.50 for lunch

Reservations Required
Call by November 30, 1995
(508) 632-0252

You must pay by check - No cash!
Checks payable to GCSANE

Joe Rybka is in his 30th year as golf course superintendent at Thorny Lea G.C. Prior to that, he was the superintendent at the Basin Harbor Club in Vermont for five years. Joe is a graduate of the turf program at the University of Illinois, Champaign-Urbana. He became a certified superintendent in 1979. Joe and Lorraine Rybka reside in Whitman, Mass. In his free time, Joe enjoys his grandchildren and golf.

Directions: From Rte. 128 take Rte. 24 South to exit 17A Brockton (Rte. 123 East). Bear right at end of ramp. After second traffic light, take fifth street on left (Torrey Street) to end. Take right on Torrey Street to club.

Like the man who came to dinner, Edward "Chip" Brearley is leaving . . . but he isn't going anywhere.

It all comes to a satisfactory if not sensational end this month when Chip steps down from the GCSANE presidency after two eventful years of sometimes strained change that eventually evolved into solid progress. However, that end will serve as a beginning for the popular Evergreen Valley Country Club head superintendent who takes over as chairman of the burgeoning Massachusetts Turf Conference.

"Change equals progress," Chip quipped while looking back through the highlights of his GCSANE reign. "That's the way I'd like to remember these two years. I think it was a time when change was inevitable, like moving the conference from Springfield to Boston. There might have been some hard feeling, some misunderstanding. After everything's said and done, it (the move) was good for the (turf) industry."

In fact, change was what Brearley's life was all about during his tenure as association president. Not only was he a perpetrator of change, as in his deep involvement in relocation of the conference, he also was the object of change, as in his own professional state of being.

While he was glowing in the job of remodeling and redesigning the Bay Pointe Country Club and getting the feel of the gavel at GCSANE meetings, a change in ownership of that Cape Cod project brought with it a change in club personnel.

"It was a tough break," Chip remarked. "That position was just the kind for which I had prepared myself. And I really got into

it. I even did an island hole on my own. So, yes, it was a big disappointment when I was let go. I suppose I'm an example of the loose job security our profession lives with. Job security is one of the things we have to address. It was on my list of things to do when I took office, and I'm still aware that it remains on that list."

The Bay Pointe incident was a shock for Brearley, since his experience in the superintendent's world was one of positive ascension once he decided golf at the grass roots was his cup of tea.

A native of Brighton, Brearley spent two years in college before switching to the outdoor educational patterns at Stockbridge School. He didn't let any grass grow under his feet either. While still in school, he worked at the Hickory Ridge Country Club to get a practical grasp of the business. It paid off, too, because upon graduation Chip applied for and nailed down the assistant super's post at the Brockton Country Club. Two years later it was moving time, up to the head slot. That

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**"Change equals progress.
That's the way I'd like to
remember these two years."**

**Chip Brearley
Evergreen Valley
Country Club**



PRESIDENT

Edward L. Brearley
189 Matfield Street, West Bridgewater, MA 02379
508-584-6568
Evergreen Valley Country Club

VICE PRESIDENT

Robert DiRico, CGCS*
326 Fuller Street, West Newton, MA 02165
617-527-6968
Brae Burn Country Club

SECRETARY

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14 Inman Lane, Foxborough, Ma 02035
617-630-1950
Newton Commonwealth Golf Course

TREASURER

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413-256-8654
Hickory Ridge Country Club

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TRUSTEE

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617-328-1776
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508-752-0031



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was in 1975 and the start of a 13-year run at that club.

Chip's magical ride continued through Taunton for a six-year stay until he took the step toward Bay Pointe where a rosy outlook gradually sank into gloom.

That gloom held in place for a spell but took a welcomed hike when Brearley was selected to head up the maintenance operation at the redeveloped and reconstructed Evergreen Valley Country Club in East Stoneham, Maine.

"Now, this is exciting," Chip described his role in a massive project with the Robert Trent Jones-designed golf course as its focal point. "I'm in on the ground floor, working with the Jones people and putting a heavy hand into the construction end. We're doing everything, including setting up a spring water sales wing. There's no opening projection date, but that will come. Between this and the conference involvement . . . I mean, I'm a busy guy."

Busy is only a half-word for Chip's life-style these days. He lives in Maine during the week and comes home to wife Nancy and sons (Geoff, Andrew) on weekends. Andrew, in fact, is a (ugh) chip of the old block since he's into a turf program at Norfolk High School.

When Brearley began his two-year term as GCSANE president, he was determined to have it marked by an increasing numbers game involving members in association affairs.

"I wanted to see more faces at meetings, new ones taking part in our discussions and showing an awareness of what being an active member is all about," he explained. "And I can see this happening. Our younger people are getting into things

like our research tournament and conference planning. We're becoming a well-rounded outfit. That's very satisfying to me."

Of course, the light at the end of any president's tunnel is a gigantic undertaking like moving the Massachusetts Turf Conference to Boston and overseeing a deeper involvement in its operation by the GCSANE.

"We've put a lot of time in this change-over," Chip said. "The most vital aspect of the switch from Springfield to Boston and the switch of chairmen from Joe Troll to me is that this is what Joe wanted. He and Lonnie (Mrs. Troll) have put so much into the success of the conference. It's their baby, so to speak. We're just taking care of baby while they relax and enjoy the transition. We didn't want it any other way. That was the condition."

So, Chip is stepping down as association president and, yes, leaving while he still stays on in a visible and viable capacity. He thanks his lucky stars for having a board of directors that was both cooperative and compatible, and feels confident about the association's future as he turns over his office to Bob DiRico. "It's a perfect fit," Chip paints a pretty picture of the administrative change. "Bob and I wear the same size presidential shoes. I have to like the state of the GCSANE at this point in time."

A point well taken by a guy who makes habit of making good points.

GERRY FINN

GCSANE proposes '96 Board of Directors

The GCSANE nominating committee has proposed the following for 1996:

- President Robert DiRico, CGCS
- Vice President Kevin Osgood
- Secretary James Fitzroy, CGCS
- Treasurer Robert Ruzala
- Educational Chairman Michael V. Iacono, CGCS
- Finance Chairman James Conant, CGCS
- Golf Chairman Michael Hermanson
- Newsletter Chairman Michael Nagle, CGCS
- Trustee John Hassett
- Past President Edward Brearley

Calendar

- Dec. 5 **GCSANE Monthly Meeting**
Thorny Lea Golf Club
Brockton, Mass.
- Jan. 3 **GCSANE Annual Meeting**
Mt. Pleasant C.C.
Lowell, Mass.
- Jan. 15-17, 1996 **65th Mass. Turf Conference & 20th Industrial Show**
Boston Marriott - Copley Place
Boston, Mass.
- Feb. 5-11, 1996 **67th Annual International Golf Course Conference & Show**
Orange Cty. Convention Center
Orlando, Florida
- Feb. 26 **GCSANE Monthly Meeting**
Stow Acres G.C.
Stow, Mass.
- March (tentative) **GCSANE Monthly Meeting**
Franklin C.C.
Franklin, Mass.

Proposed amendments to GCSAA Bylaws will be voted on at January GCSANE meeting

The following are proposed amendments to the GCSAA Bylaws/Articles of Incorporation for 1996. Please review for the January, 1996 GCSANE meeting. A vote will be taken at that meeting to guide our delegate. If you have any questions or comments regarding these changes, please call Bob DiRico at (617) 527-6968.

ARTICLE I. MEMBERSHIP. Section 1. Application for Membership. This proposed amendment states that effective July 1, 1997, all Class A and B superintendents applying for membership living in the United States, except Alaska, must also be a member of an Affiliated Chapter. The purpose of this amendment as agreed upon by the chapter representatives attending the Chapter Representatives Meeting at GCSAA headquarters, is to strengthen both the national association and the local chapters by requiring a common membership of Class A and B member superintendents who join either national or a local chapter after July 1, 1997. It was felt that all current GCSAA and local chapter Class A and B superintendents should not be forced to hold dual memberships. Therefore, these individuals would be grandfathered by only requiring new Class A and B applicants to meet this requirement. As you are all aware, in the beginning of the association all members were required to belong to both the national association and the local affiliated chapter. Chapter delegates felt that it was time to begin the process of returning to our roots and that both the national association and the chapters would be strengthened by working towards the goal of mutual membership.

ARTICLE I. MEMBERSHIP. Section 2. Membership Classes. This proposed amendment was agreed upon by the chapter representatives who attended the 1996 Chapter Representatives Meeting at GCSAA headquarters and would call for taking the vote away from all Class C members. Subsequently, if this amendment is passed, a ballot will be placed before the membership that would call for the reduction of Class C membership dues to one-half (1/2) the rate of Class A & B membership dues. It was the feeling of the chapter representatives that there needed to be action taken to lower the dues rate of

assistant superintendents. The representatives believed that many clubs did not take advantage of GCSAA membership for their assistant superintendents because of the cost involved. They also believed that many student members of GCSAA were leaving the association upon graduation because they could not afford the \$210 Class C dues. The representatives felt that even though a reduction in the dues rate has the potential to cost the association \$300,000 in lost dues revenue, it will be made up in the increased numbers of assistant superintendents who will join the association as Class C members. The representatives felt that, in exchange for this reduction in dues rate, the vote should be taken from Class C members.

ARTICLE IV. CHAPTERS. Section 3. Affiliation. Section 4. Procedure for Probation, Suspension, and Revocation. Section 3 mandates that all current chapters sign the newly approved chapter affiliation agreement no later than January 1, 1997, in order to be affiliated with GCSAA. Section 4 allows for disciplinary actions to be taken against chapters in accordance with the proposed affiliation agreement. The current bylaws state that any chapters possessing Certificates of Affiliation with the Association of National Greenkeepers of America shall be automatically chapters of this association. It

further states that chapters having Certificates of Affiliation issued during 1934 and 1935 to the National Association of Greenkeepers of America are deemed charter chapters of this association. There is a possibility that certain chapters who believe they are charter chapters of the association, may also believe that it is not incumbent upon them to sign the new affiliation agreement. It is the opinion of the association's legal counsel, Dan Church, that since the Board of Directors has adopted a new affiliation agreement, all chapters must sign the affiliation agreement if they wish affiliated status with GCSAA.

ARTICLE XII. AMENDMENTS. Section 1. Procedure. This proposed amendment changes the procedure by which amendments can be made to the bylaws. GCSAA's current procedure allows any member to submit to the Standards/Bylaws Committee proposed changes to the association bylaws. Even though the Standards/Bylaws Committee can recommend the rejection of a proposed bylaws amendment, under current procedures the proposed amendment would still have to be placed on the ballot for consideration by the membership. It is the committee's belief that this original amendment to the bylaws was written when the association had a limited membership. The Standards/Bylaws Committee is concerned that GCSAA's current procedure could allow for disruption to occur at the annual meeting because any member could cause the inclusion of any number of proposed amendments to the bylaws to be placed on the ballot. This proposal to Article XII, Section 1 would allow the Standards/Bylaws Committee to reject any proposed amendment to the bylaws that they do not believe should be placed on the ballot at the annual meeting.

This proposed amendment does allow a course of action for an individual who has proposed an amendment that has been rejected by the Standards/Bylaws Committee. In such a case, if the individual is able to obtain a written petition of support for the rejected proposed amendment, by a majority of the chapter delegates, the proposed amendment would be placed on the ballot at the annual meeting.

The following are proposed amendments to the GCSAA Bylaws/Articles of Incorporation for 1996.

Please review for the January, 1996 GCSANE meeting. A vote will be taken at that meeting to guide our delegate.

Mass. Turf Conference to honor Dr. & Mrs. Troll

The final details for the 65th Massachusetts Turf Conference and 20th Trade Show have been sorted out and the Marriott Copley Place in Boston awaits its opening January 15, 1996. The event, which features accommodations, conference, and trade show facilities under one roof, will run through Jan. 17 with show times 9 a.m. - 4 p.m. Tuesday and 9 a.m. -

1 p.m. Wednesday on the 3rd floor of the Marriott Copley Place.

This is the first year the GCSA of New England will sponsor this event. Cooperative sponsors are the Connecticut AGCS, Inc., GCMA of Cape Cod, Inc., Mass. Turf and Lawngrass Association, New England Sports Turf Managers Association, New Hampshire GCSA, UMass Cooperative Ex-

tension, Vermont GCSA, and the Golf Course Mechanics Association.

An excellent list of speakers, including GCSAA President Gary Grigg, CGCS, Paul Latshaw (Congressional C.C.), Dr. Houston Couch (VPI), Doug Petersan (Baltimore C.C.), Dr. Eric Nelson (Cornell U.) and golf course architects Tom Doak and Bill Love are scheduled to discuss golf course and turf topics. Two concurrent sessions will be a mechanics educational format and a general/sports turf/horticultural session for non-golf turf topics.

The keynote speaker will be Boston Globe columnist Mike Barnicle.

The Mass. Turf Conference and Show will be highlighted by a special reception Tuesday evening honoring Dr. Joseph Troll and his wife Lonnie for their work and exceptional dedication producing the conference for over 20 years. Tickets are \$20 per person and can be purchased when preregistering or at registration on-site. The reception will be 5:30-7:30 p.m. in the 4th floor grand ballroom with cocktails and hors d'oeuvres served. Let's show Lonnie and Joe our appreciation for all their hard work over the years. Please purchase your tickets now for this great event.

For more information, please call Denise Ruzsala, Executive Secretary, at 413-592-0120.

Professional Development Catalog is key to year-round planning

The Golf Course Superintendents Association of America recently distributed a new, comprehensive Professional Development Catalog that provides more information on educational opportunities and association services than any previous publication. Presented in partnership with the Valent U.S.A. Corporation, the catalog provides members a more integrated approach to GCSAA services.

The Career Development section of the catalog outlines services and materials that can help individuals define a career path and achieve career goals. For example, the Employment Referral Service, available only to GCSAA members, is a weekly list of employment opportunities. The Employment Resources Kit offers tips on topics such as how to network and prepare for interviews.

More than 160 GCSAA seminars in 80 locations across the United States and Canada are outlined in the catalog. Seven seminars, including "Lake and Aquatic Plant Management", "Spanish and Golf Course Management", and "The Superintendent as Grow-In Manager" are offered for the first time in 1995-96. Seminars being held at GCSAA's 67th International Golf Course Conference and Show are described in detail as well.

Two new correspondence courses: "Emergency Planning and Community Right-To Know", and "Personal Protective Equipment for Pesticide Applicators", have been added to the menu of options that allows students to learn at their own pace. Eight GCSAA correspondence classes, each designed to be completed in seven to 14 hours, are now available.

Also included in the catalog is information on two important GCSAA education programs: the Environmental Management Program and the Certification

Program. Program participants can now more easily review options for classes in their areas of study.

GCSAA Technical Information Services listings form another large section of the catalog. TIS offers a wide selection of pre-packaged materials that provide answers to some of the most common issues facing superintendents. Textbooks, GCSAA research reports, training videos and copies of GCSAA's television show, "Par for the Course," also are included in the TIS bookstore listing.

Free copies of GCSAA's Professional Development Catalog may be obtained by calling 800-472-7878.

Research Committee advocates funding

The Research Committee of the Golf Course Superintendents Association of America (GCSAA) considered 27 research proposals last month. The committee recommended that the GCSAA Foundation board of trustees approve funding for several of the proposals and made a second call for proposals under a special cooperative program with affiliated chapters.

The Safety Awareness Program, aimed at identifying occupational health and safety risks in the golf course maintenance profession and developing educational programs to help minimize risks, was among the proposals the 15-member committee endorsed. Other proposals suggested for funding include: (1) research of water quality monitoring results at U.S. golf courses; (2) the Wildlife Links Program administered by the National Fish and Wildlife Foundation; and (3) a Rutgers University study on how assistive devices used by physically impaired golfers impact growth and performance of putting green turf.

The Research Committee reviewed 17 proposals for green research and recommended \$50,000 be committed to co-fund five studies with the USGA. Details as to which proposals receive co-funding will be announced after the USGA's Turfgrass and Environmental Research Committee meeting in November.

The GCSAA committee recommended trustees approve funding for the Florida GCSA's proposal to conduct DNA fingerprinting of bermudagrass cultivars under the Chapter Cooperative Research Program. Committee Chairman Tommy D. Witt, CGCS, Wynstone Golf Club, N. Barrington, Ill., also announced a second call for proposals to be funded as part of this program, which provides matching research funds to affiliated chapters. Eligible chapters may be granted up to \$10,000 per year for three years to study issues of local and regional interest. All funding recommendations were considered by the trustees during their Oct. 26-27 meeting.

GCSAA Public Relations Committee focuses on strategic plan

The Public Relations Committee of the Golf Course Superintendents Association of America met at association headquarters Oct. 8-9, to discuss implementation of a grassroots strategic plan. The committee also made recommendations for the third season of "Par for the Course," GCSAA's television show on ESPN.

Committee Chairman R. Scott Woodhead, CGCS, said, "We have a number of new programs being developed that will help our members tell the public about their role as environmental stewards. A key element to the success of many of these programs is the active participation of our affiliated chapters."

For example, affiliated chapters may take the lead in the Audubon Cooperative Sanctuary Program for Schools, a program developed by the Audubon Society of New York State and sponsored by GCSAA. Chapters can form partnerships with local elementary schools to teach students about nature - including activities that range from building bird feeding stations to taking nature walks on golf courses.

Communication with the media is another important part of the strategic plan. The committee reviewed proposed guidelines that will teach members and chapters how to work more effectively with local media. Other materials will aid members

in educating the media about the superintendent's responsibilities and how the golf course can serve as a community asset.

The committee broke into small groups to brainstorm topics for the 1996 season of "Par for the Course." Included in the myriad ideas are: (1) Focusing on technology changes in the game, from mowers to balls to course design; (2) Visiting with superintendents hosting tour events, both before and after play; (3) Providing "Turf Tips" on home lawn care.

"'Par' is definitely the most visible part of our strategic plan," said Committee Vice Chairman Tommy D. Witt, CGCS.

DIVOT DRIFT...announcements...educational seminars...job opportunities ...tournament results...and miscellaneous items of interest to the membership.

MEMBERSHIP

Proposed for Membership: Eric Brox, Regular, Hickory Hill Golf Course, Methuen, Mass.; Steven Colangeli, Assistant, Country Club of Darien, Darien, Conn.; Greg Albanese, Affiliate, P.I.E. Supply, Milford, Conn.

Welcome New Members: Donald Derrico, Asst., Franklin C.C., Franklin, Mass.

INFORMATION

The Mass. Pesticide License/Recertification applications have hit the mailboxes. They must be completed and returned by Jan. 1, 1996 or you will be required to re-take the exam.

In October, at the Ocean State Marathon in Rhode Island, John Lenhart ran the 26 miles in 3 hours, 20 minutes and 59 seconds. A great time, but the heartbreaker was that in order to qualify for the 100th Boston Marathon in 1996, he needed a time of 3 hrs. 20 min. He missed by only 59 seconds! Great job, John. We're all proud of you!

Ron Kirkman responded to the editor after reading the November feature story ("Green Chairman Not Monsters After All"). He wanted everyone to know that he has "trained" four chairmen and moved them on up the Board of Governors ladder at Needham G.C. Apparently, when someone new comes onto the board, they start as Green Chairman "under" Drill Sergeant Kirkman.

As Newsletter editor, I've made it a point to get on the mailing lists of other chapter publications and also reciprocate with those editors. In looking over their meeting and

golf schedules for 1996, I've discovered that the GCSANE is the only one without a firm schedule of sites for this upcoming year! Come on, folks. Mike Hermanson can beat the bushes only so much. If you've hinted to Mike that your club couldn't host a meeting in 1995 but could in '96 or '97, please call him (508-632-2713) and line a date up.

By unanimous approval at the November Board meeting, the GCSANE will be sending out postcards to Superintendent, Assistant, Affiliate and Retired members for each monthly meeting. The meeting location, date, times, cost, reservation phone number, and directions will be included on the postcard.

Make your room reservations for the Mass. Turf Conference at the Boston Marriott-Copley Place, January 15-17, 1996 ASAP. The hotel is filling up faster than expected. Phone 1-800-228-9290 for reservations, or for more information, call Denise Ruzsala at 413-562-0120.

The GCSANE at its November board meeting voted to make a donation in memory of Manny Francis, Sr. to the Mass. Association for Retarded Citizens. The Association invites any member who would like to make a donation on their own to send it to: M.A.R.C., 217 South St., Waltham, MA 02154.

MEETING NOTES

A special "Thank You" to Bob Dill and the entire staff at Hopedale C.C. for their efforts to accommodate us at the November 6 meeting. Because of the large turnout, they had to do a great deal of reshuffling in order to serve lunch and then provide us with a great meal after golf. Thanks again

TOURNEY RESULTS

Two-Man Scramble at Hopedale C.C. November 6, 1995

1st net Tim Keating & Joe Farina, 52
2nd net Dave Mucciarone & Norm Mucciarone, 54
3rd net Daryn Brown & Ron Kirkman, 55
Closest to the pin #3 Robin Hayes
Closest to the pin #9 Dick Duggan

Special thanks to Bob Dill, Supt. & John Potti, Golf Pro and the entire staff at Hopedale C.C.

The GCSANE thanks the following tee and green sign sponsors at the 1994 GCSANE Turf Research Tournament:

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Chris Cowan
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Brad Herman - (401) 846-3515;
FAX (401) 846-8012

Best Bent Turf, Inc.
P.O. Box 318, Raymond, NH 03077
Alan Anderson - (603) 895-6220

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Jack Borden - (508) 897-2571

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Mark Doering - (508) 520-3629

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Canterbury, NH - (603) 783-4717

Golf Direction Associates
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Nora Berard - (508) 543-9822
FAX (508) 698-0402

The Charles C. Hart Seed Co.
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Roy Sibley, Dick Gorski
1-800-326-HART

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5 Purcell Rd., Arlington, MA 02174
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Antonios Paganis
(617) 648-2351 or (508) 428-3022

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Bob Healey, ASIC, CID - (508) 653-0625

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1-800-582-5959

Ken Jones Tire Co.
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Gerry Jones - (508) 755-5255

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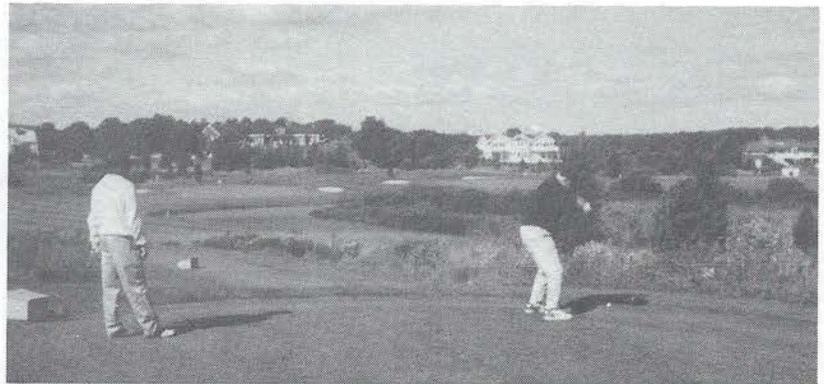
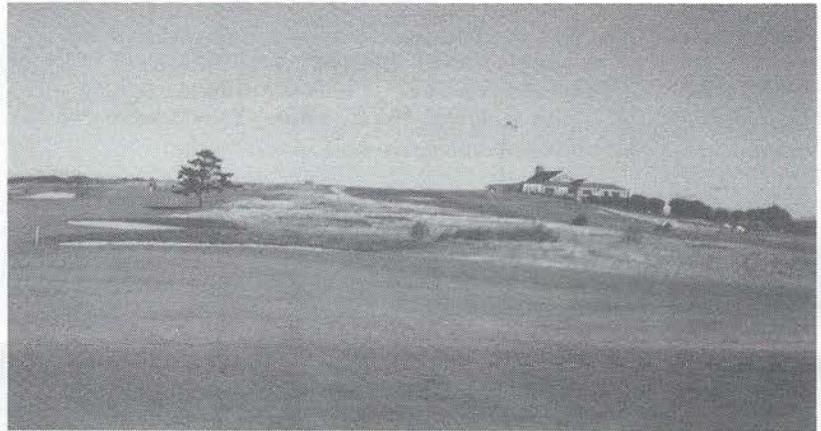
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The 1995 Islands Invitational Tournament, Oct. 16-17, 1995

At right is a panoramic view from the 15th tee back to the clubhouse at Sankaty Head G.C. Below, a former GCSAA president auditioning for the lead in "Weekend at Bernie's III". Below right, Duggan and Duggan tee it up at Farm's Neck 9th hole.



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