



# THE NEWSLETTER

October 2006

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

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## *The Results are in..... The GCSANE Superintendent Survey – Part I*

**By: Mark Gagne, Andrew Eick and John Eggleston**

This month our feature story is based on a survey recently sent to all GCSANE superintendent members. We asked you how you manage your crew, how you manage yourself, and how you manage particular aspects of your operation. The types of questions we may not ask each other, but in always wanting to compare, would like to know the answers to. The survey results will be published in two parts, with the second part being featured next month.

The response exceeded our expectations; nearly 100 of our 300 superintendent members replied. Of those who responded, 71 gave their identity and offered commentary to their responses. The group includes private, public, 9, 18 and 36 holes facilities. The group is also geographically well represented, and includes members from throughout the northeast.

We are interested in your feedback as to this new style of feature article, and are asking for topics that we might survey the membership in similar fashion in the future.

Much effort went into responding to the questions and compiling the data. Thanks to all of who took time out to complete the survey. Many thanks to Newsletter Committee members Andrew Eick of the Kittansett Club and John Eggleston of Kernwood Country Club for their time and energy in developing the concept and helping to write this article. We hope you will find the effort worthwhile and the results intriguing.

### Managing Ourselves

#### 1. How many hours do you work during the golf season?

40-50	13%
<b>50-60</b>	<b>41%</b>
60-70	30%
70-80	14%
80+	2%

*Most of the group works between 50 and 70 hours during prime time. According to an International Labor Office survey, workers in the United States put in the longest hours (among industrialized nations) on the job, nearly 2000 hours per year. At an average of 60 hours per week during the golf season and 40 hours during the off season, we end up working about 2,780 hours per year or 39% more than the national average.*

#### 2. What time do you arrive to work each day during the golf season?

3 to 4am	3%
4 to 5am	28%
<b>5 to 6am</b>	<b>58%</b>
6 to 7am	11%

*Most of the group starts their work day between 4 and 6am during the high season. Bill Yanakakis of Rockport Country Club prefers to be at his course before 5am. "I like to catch up on paperwork or walk and scout the course before the crew arrives at 6".*



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continued from page 1

**3. How many hours do you work during the off season?**

20-30	3%
30-40	51%
40-50	43%
50-60	3%

We all look to the off-season to get back to a more "normal" schedule, rejuvenate and spend more time with our families. Pat Daly, CGCS of Framingham Country Club said "By the time late fall rolls around, I hand more responsibility over to my assistant to help give me a break. Having worked for superintendents who had a '7 days a week, sun up to sun down' work ethic, I feel I need to put in the long hours during the golf season to be where I want to be professionally and personally in my career."

**4. What time do you arrive to work each day during the off season?**

3 to 4am	0%
4 to 5am	2%
5 to 6am	17%
6 to 7am	49%
7 to 8am	32%

Naturally, the off-season provides an opportunity to sleep in a little, or for personal/family time before heading to work. Still, most of us are at our clubs before the rest of the working world.

continued on page 4

**CALENDAR...**

Dec. 12	<b>GCSANE Monthly Meeting</b> Woodland Golf Club Auburndale, MA Host: David Mucciarone	Feb. 16-21 2007	<b>GCSAA National Championship &amp; Golf Classic / Four Ball</b> Palm Springs, CA
Dec. 15	<b>GCSANE Holiday Gala</b> Belmont Country Club Tewksbury, MA Host: Arthur Silva, CGCS	Feb. 19-24 2007	<b>Golf Industry Show</b> Anaheim, CA
Jan. 31 2007	<b>GCSANE Annual Meeting</b> Walpole Country Club Walpole, MA Host: Mark Gagne		



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# President's Message - Update on Recent GCSAA Delegates Meeting

I'm on my way back from the delegates meeting in Lawrence and I'm excited about the direction of the GCSAA. There have been incremental changes the last several years for the betterment of our association but this



year the fruits of these small changes appear to be adding up. The golf industry show continues to grow and expand our educational opportunities. Field staffing is finally underway.

The transparency of how the organization operates has improved as has access to information by all members. And the willingness to listen on how to best help the local groups is apparent to all in attendance.

Like it or not after 9/11 the golf industry and our annual conference were down. Business had pulled in the reigns on spending. In order to keep up

with the changing times, our national board decided to invite in allied groups and grow the show into a larger, more inclusive event. There was some grumbling but it was a wise move and we retain control over the show and the revenues. The opportunities to learn and network have never been better.

This year a pilot program has been started with field staff hired to help local organizations. One such person is helping the superintendent groups in Pennsylvania and Michigan organize their many small groups into larger units for better coordination of services and resources. If this pilot program is successful, it will be expanded on to better assist the local superintendents.

In the distant past there was some displeasure as to the secrecy of the national. Whether this was true or not, I don't know, but the perception was there. It has taken a few years to open the doors but the secrecy has finally disappeared. I have to thank the recent board members for pursuing this

mission and also the staff in Lawrence for their willingness to change.

The delegates meeting was all about listening to the 104 delegates in attendance and exchanging ideas to further our goals and industry. The superintendent board and the paid staff all do a great job. Give them a thank you next time you see any of them.

On another note, I'd be remiss if I didn't recognize Capt. Kirk's retirement party at the Needham Golf Club. After 45 years of service, Ronnie is passing the baton so that he can dedicate more time to internet pursuits.

In addition to the Captain's retirement is my own. Although mine wasn't voluntary like Ron's was, the result is the same. Because of this the holiday party has been moved from December 9<sup>th</sup> at Essex to December 15<sup>th</sup> at Belmont Country Club. Thank you to Arthur for stepping up and opening your club to us.

Until next month,  
Pat Kriksceonaitis  
GCSANE President

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**5. How many rounds of golf do you play each year?**

<b>0-10</b>	<b>46%</b>
10-20	40%
20-30	10%
30-40	4%

*With the demands on our time during the golf season, most of the group plays less than 10 rounds and almost all less than 20 rounds of golf per year. According to a recent National Golf Foundation study, the "average golfer" in the US manages to play 21 rounds a year.*

**6. What percent do you play home and away?**

Home	45%
<b>Away</b>	<b>55%</b>

*Ken Crimmings, CGCS, at Marlborough Country Club likes to combine his golf with member interaction. "I play about half of my rounds at association meetings, and the other half at my club. I will often fill out a foursome for a member guest tournament and the members love it when I do. Not only do I get to see the course during the afternoon, but the dinner after golf is a great opportunity to communicate, interact and be visible. Also, if I hear of some members that are in the lounge complaining about a particular issue*

*on the golf course, then I will make the effort to join them for a round. Playing golf with that group changes everything. In a relaxed setting, I can explain things like why the greens weren't as fast as usual for a recent tournament. At the end of the round, they have a much better understanding of what we are trying to accomplish; it's worked out well for me here." Chris Donato of Bass Rocks Golf Club fits the norm, playing half his rounds at home and half away. "It just seems to work out that way. I like to see how my course plays but I also like to get away and see what other guys are doing and take new ideas back to my course." Chris is no slouch when he tees it up, playing to an 8.3 handicap index. "I play in some of the member tournaments and think that by playing golf reasonably well, I have more credibility with my members, especially when it comes to making changes to the course."*

**7. What do you wear to work each day?**

<b>Golf attire</b>	<b>73%</b>
Uniform	8%
Other	19%

*Dress for success is the saying and like it or not, what we wear to work affects our perception as professionals. Lianne Larson of White Cliffs Country Club wrote, "What I wear to work depends on the day's work load. It can be jeans and a golf shirt, or if I need to meet with the Board or Finance Committee, then I wear corporate attire." Many of the "other" responses fell under the general description of "work clothes".*

**8. Do you take a vacation in the summer?**

<b>No</b>	<b>78%</b>
Yes	22%

*Chances are as few as five years ago, summer vacations were unheard of. However, with highly trained and multiple assistants, communication technology like email and cell phones, and a heightened societal desire for more time with family, more managers are taking summer vacations; or at least, considering it.*

*Bill Yanakakis took some time out this year. "This was the first time I took a vacation in the summer in my 18 years. But if you have a good assistant, along with cell phone, e-mail and blackberry communication, than it makes it easier." Despite this, when duty calls we have to make adjustments. "However, I came back earlier from vacation than I planned with the forecast of some 100 degree weather."*

*"Up until this year, I never thought about taking a vacation", said Ken Crimmings. This year I was as close as ever to taking one as my children are at the age where they can go away for a few days and we don't want to miss summer vacations while the kids still want to take them as a family. Timing is everything though. I jokingly told my wife that we were definitely headed to the beach this year - we just needed to wait for the first rainy day in July. Seriously though, I would like to make it happen in the future. The club president is very supportive and has told me a number of times that I should get away for a few days in the summer."*

**9. How many hours do you spend on the computer each day?**

0-1	42%
<b>1-2</b>	<b>46%</b>
2-3	10%
3-4	2%

*It may be difficult to determine exactly how much time we spend behind the monitor as we bounce back and forth between it, the course and the crew. We might be surprised just how much time this aspect consumes if we actually tracked it for a short period of time. However, the majority of the group believes they spend less than 2 hours per day on the pc.*

# Needham Golf Club Honors Ron Kirkman

By Mark Gagne

On October 13<sup>th</sup>, the members and staff of Needham Golf Club honored Ron Kirkman's 45 years of service to the club by hosting a golf tournament and reception.

The reception was well attended and included many GCSANE members, as well as current and past employees of Kirkman. GCSANE Past President Michael Hermanson delivered a proclamation from GCSAA CEO Steve Mona, recognizing Kirkman's contributions to the club and years of service to the association.

Tim Hood, who will be taking over for Kirkman as superintendent in the new year, entertained the crowd with a humorous slide show of Kirkman's adventures over the years, and how through his efforts, the club has become what it is today. Daryn Brown of Braintree Municipal Golf Club (and Kirkman's former assistant) displayed his skills at "roasting the host" and had everyone roaring with tales of what it was like to work for "The Captain".

Kirkman will continue to be involved at Needham Golf Club, assuming the title of "Lead Agronomic Manager" next season.

Photo Credit: Tom Halliday



The Captain (right) congratulates Tim Hood



"The Captain and his boys"

Front Row (L-R): Greg Holder, Supt., Webhannet GC, Maine; Rich Hasenfus, Golf Professional, Needham GC; The Captain; Daryn Brown, Supt., Braintree Municipal GC; Tim Hood, Needham GC  
Middle Row (L-R): Mark Phillips; Steve Donohue, Vice President, Tuckahoe Turf Farms; John Connelly, former night water man, now a member at Dedham Country & Polo; Ford Peckham, employee, Needham GC  
Back Row (L-R): Steve Buckley; John O'Leary, employee, Needham GC; Tom Phillips, assistant, Brae Burn CC; Andy Cross, former employee, past Green Chairman and past President, Needham GC; Phil Culgin, employee, Needham GC

## October Meeting Results: Vesper Country Club, October 2, 2006

### Superintendent Division

1<sup>st</sup> Gross: 67 Ron Dobosz  
 Jim Small  
 1<sup>st</sup> Net: 62 Jason Adams  
 Kurt Calderwood

### Combination Division

1<sup>st</sup> Gross: 76 Dick Duggan  
 Mike Nagle  
 1<sup>st</sup> Net: 61 Dennis Friel  
 Dave Donaghue

Long Drive: Bob Dembek  
 Closest to pin #4: Dick Gurski  
 Closest to pin #14: Peter Hasak



The par 5 18th at Vesper Country Club

## December Meeting - Woodland Golf Club, Auburndale, Massachusetts

December 12, 2006

Host: David Mucciarone

### Format:

- Registration: 10:30 am
- Meeting: 11:00 am
- Lunch: 12 noon
- Education: Look for details on meeting notice cards to be mailed

Woodland Golf Club was founded in 1896 and was originally laid out by architect Wayne Stiles. In 1927, the course was redesigned by Donald Ross. WCC is a founding member of the MGA and has hosted numerous state open and amateur championships. Francis Ouimet was a member at WCC and today, the club is the annual site for the final round of the Ouimet Scholarship Tournament.

In the mid 1990's, the club developed a master plan with architect

Stephen Kay and David has been busy since implementing improvements, including bunker renovation, fairway leveling, new drainage systems and tee renovation. Currently, David is managing a major renovation of the 8<sup>th</sup> and 9<sup>th</sup> holes. The fairways have been stripped to a depth of one foot and a geotextile installed over the subgrade. A layer of gravel is then placed over the geotextile for good drainage, and a root zone mix using on site soil finishes off the surface. DHT Golf Services is the contractor and David says great care is being taken to shape the finish grade for good surface drainage. Irrigation has been replaced where needed and new drain lines installed. David elected to go with Penn trio sod for the fairways, dwarf bluegrass for the intermediate rough and a bluegrass/ryegrass blend for the primary

rough. While the fairways receive a facelift, David is also installing new bunkers and forward tees on #9.

John Ponti, formerly of Framingham CC, has served as David's first assistant for 4 years and Ethan Tease, formerly of The Orchards GC and Walpole CC, joined the team as 2<sup>nd</sup> assistant this season.

David is in his 16<sup>th</sup> year as superintendent, having served previously as assistant to his father, Norman, for 7 years. When not working, David enjoys playing golf and spending time with his 2 sons, daughter and wife Debbie. David and Debbie are celebrating 25 years of marriage this year – congratulations!

## Chapter Delegates Look to the Future

Noting the association and its members have made significant gains on several fronts, the GCSAA Chapter Delegates meeting, October 13-14-15, took a strategic approach in discussing how GCSAA could sustain that momentum in achieving its mission, vision and goals.

"I commend and appreciate the Delegates for the energy they displayed during the meeting," said Ricky Heine, CGCS meeting chairman and GCSAA vice-president. "They were focused and well-prepared in giving the board of directors and staff their perspectives on how we achieve our long-term vision. They took ownership of their association and in their responsibility as delegates. It is obvious they engaged their members in talks before the meeting."

The exchange of ideas and comments focused primarily on three items: a.) the development of long-term revenue streams to fund programs and services; b.) growing the GCSAA membership; c.) and positioning GCSAA and its membership classes in the

marketplace (primarily to employers and influential golfers).

The financial conversations centered on the establishment of a long-term dues pricing strategy. At the request of the Delegates, the board and staff presented a proposal that would tie the establishment of membership dues to an index (such as the Consumer Price Index). Historically, the association has enacted a dues increase in larger increments on average every five to seven years. The result has been a loss of members. There was widespread agreement at the meeting that smaller dues increases would be more easily absorbed at the facility level and less likely to result in membership declines. Directors further discussed the issue at their fall meeting, October 20-21 in New Orleans.

Tied to the discussion of revenues was an examination of GCSAA membership numbers. From a high of more than 22,000 in 2001, the association's membership has declined approximately 10 percent to just over 20,000 today. There was agreement that

the situation has been created in large part by a struggling golf economy and the implementation of member standards. Staff presented a seven-phased membership growth and recruitment campaign enacted late last year. Delegates supported the efforts, realizing such an initiative will take time to yield results and must be long-term in nature. They were especially supportive of the GCSAA field staff pilot program and encouraged strong consideration for expanding it in the near future.

The liveliest debate was on GCSAA's philosophy regarding the positioning of the association and its membership classes. Delegates shared a variety of opinions, but ultimately agreed that for membership standards to have value in the marketplace, then they must be promoted externally. There was unanimous support that greater resources be dedicated to marketing

*continued on page 9*

10. Where do you eat lunch?

<b>Break room</b>	<b>27%</b>
Clubhouse	19%
Office	23%
Golf Course	5%
Combo of above	14%
Off Property	12%

Almost all of the group eats lunch on club property and the largest group prefers the break room, no doubt to interact with the crew and join in the camaraderie. Chris Donato usually takes his midday break in the Clubhouse. "For two reasons. Not only is it just easier for me to have lunch in the clubhouse, but I'm also available and accessible to the members while I'm there."

11. During the golf season, do you regularly work weekends?

Saturdays	28%
Sundays	12%
<b>Both</b>	<b>43%</b>
Alternate with Asst.	6%
Other	11%

Surprising that most of the group works both days on the weekend? We thought so. It stands to reason though with an average work week around 60 hours during the golf season. Chris Albrecht of Ipswich Country Club favors a balanced approach, "I rotate every third weekend with my assistant and foreman". In contrast, Mike Hermanson said, "I live a mile away from work. I am a creature of habit and have been at the same course for 35 years. I love

to work and it is just a habit getting to work by 6am, seven days a week." Glen Misiaszek, CGCS of Cohasset Golf Club added, "Working both days on the weekend is more about my comfort level than anything else. I like to stay in a routine during the season and if I feel like I need a day off, then I take it. I typically help get the course ready for play each morning and will come back one afternoon on the weekend to scout and help hand water if needed." Many in the group commented that there were numerous 7 day work weeks during the 2006 season. In the "other" category, most indicated that their need to work weekends was dependent on the weather or golf events.

12. How often do you feel pressed for time?

<b>Daily</b>	<b>52%</b>
Weekly	22%
Monthly	0%
Occasionally	26%

Bruce Packard, CGCS of Stockbridge Golf Club wrote that he feels most pressed for time "In the spring and fall before the help gets out of school and after they go back to school." Russ Heller, CGCS of Franklin Park Golf Course added, "Everyone feels pressed for time. It isn't a huge problem for me, but I do feel the crunch primarily early in the day to get the crew going and get everything done." Pat Daly, CGCS offered his opinion, "Being pressed for time is the nature of the business. You always feel pressed early in the morning because the majority of the work needs to get done between 5:30 and 10:00am. There is always more that needs to be done then time will allow." Whether related or not, it interesting to note that the group that feels a daily time crunch was also split as to their staff allotment being adequate or not adequate for their maintenance standards.

13. When do you tour the course?

AM	20%
PM	1%
<b>Both</b>	<b>74%</b>
Other	5%

No doubt that an important part of the day is visually inspecting the turf and conditions and most feel it necessary to do this at least twice a day. Brett Johnson, CGCS of The International is one who makes his rounds both in the morning and the afternoon. "With 36 holes spread out over a very large piece of property, it is difficult but I try to see both courses every day. I may not see every green or tee, but between my assistants and I, we cover the bases. We also have a 9-hole course that I count on one of my assistants to keep an eye on."

11. What percentage of your time do you spend on the course and in the office?

<b>Course</b>	<b>72%</b>
Office	28%

No surprises here for the averages, although it was interesting to see some major differences throughout the group in where we spend our work day. The individual responses for time on the course ranged from as much as 99% to as little as 20%. Time in the office ranged from as much as 80% to as little as 1%.

## Managing the Crew

### 1. How many assistants do you employ?

0 -	13%
1 -	33%
2 -	<b>42%</b>
3 -	8%
4 -	4%

The results show the developing trend of clubs to employ more than the traditional single assistant as expectations for conditions increase, demands on the superintendent's time to complete more administrative work, and the need to have assistants who can specialize in particular areas of the operation. It was a surprise to see that 13% of the respondents do not employ an assistant and instead have to go it on their own; we can only guess due to budget constraints.

### If you have more than one assistant, why?

<b>Too much work for one</b>	<b>63%</b>
Avoid burnout	10%
Other reasons	27%

The majority of the "other reasons" for having more than one assistant boiled down to four main areas: grooming a replacement for the first assistant's eventual move to a superintendent's job, the need for "specialization" among assistants (irrigation, pesticide applications, crew supervision), multi course operations requiring more skilled supervision, and the

need to manage ancillary activities (pool, tennis, etc.) requires the additional help.

Scott Lagana, CGCS of Oak Hill Country Club wrote about the benefits of having more than one assistant, "A more qualified staff will result in better course conditions. Also, the more eyes and ears to manage crew, the better." Don D'Errico of Pleasant Valley C. C. adds, "I like to separate responsibilities. The 1st assistant performs course setup and maintains the irrigation system and the 2nd assistant manages the staff and serves as spray tech."

### 2. How many mechanics do you employ?

0	15%
1	<b>70%</b>
2	10%
3	2%
4	1%
Mech/asst.	2%

Most of the group employs the traditional one mechanic. However, a growing trend, especially for clubs budgeted over \$1 million, is the need for 2 mechanics to keep up with the workload.

### 3. What is the size of you staff during the summer season?

0-10	17%
10-15	26%
<b>16-20</b>	<b>28%</b>
21-25	18%
26-20	8%
30+	3%

### 4. What is the size of your staff during the off season?

<b>0-5</b>	<b>56%</b>
6-10	36%
11-15	7%
16-20	2%

### 5. Is your staff allotment adequate for your standards of maintenance?

Yes	47%
<b>No</b>	<b>53%</b>

As the demand for more intensive practices continues, so does the need for a larger staff. The way we condition the golf course today can be extremely labor intensive. Have budgets and resources kept pace? More than half of the group said no. Glen Misiaszek, CGCS offered, "I feel fortunate that we are adequately funded in the area of labor. We rely heavily on foreign labor and

in doing so, we have been able to meet our needs for manpower." Ken Crimmings, CGCS is on the other side of the fence.

"The size of our staff is probably adequate for my membership's expectations, but for what I'd like to see done, its not. For my membership, as long as the greens are in great shape, I'm not sure if they are concerned if I'm driving for better fairways, bunkers and tees. However, I do have two new positions budgeted for next year that will allow us to mow fairways with light-weight equipment and remove clippings" Chris Donato also said he was shorthanded. "My club is in the mid range of budgets and like most all superintendents, I have high standards. If we had more money for labor, then we could pay greater attention to all of the details. A heavy tournament schedule requires us to finish preparing the course early in the morning and there is often more to do than we have time for."

6. Who on your staff has a supervisory license?

<b>Superintendent only</b>	<b>43%</b>
Superintendent & assistant	37%
Supt., assistant, 2 <sup>nd</sup> assistant	14%
Supt. + 3 or more assistants	6%

The average for the group was 2 supervisory licenses per facility. Just more than half of the assistants have obtained this status, which is surprising given such a license is often a prerequisite for career advancement.

**Your Budget**

1. What is the amount of your operating budget?

<b>Less than \$400,000</b>	<b>17%</b>
\$400-\$500,000	14%
\$500-\$600,000	13%
\$600-\$700,000	9%
\$700-\$800,000	13%
\$800-\$900,000	5%
\$900-\$1,000,000	15%
\$1,000,000+	14%

Although statistically the highest percentage fell in the less than \$400,000 budget category, the group is well represented throughout the range in operating budgets.

2. What percentage of your budget is your salary and bonus?

less than 10%	18%
<b>10-15%</b>	<b>56%</b>
15-20%	18%
20%+	8%

3. What percent of your total operating budget is the total labor budget?

Less than 30%	5%
30-40%	10%
40-50%	28%
<b>50-60%</b>	<b>37%</b>
60-70%	20%

**Editors Note:**

We would like to thank Scott Niven of the Stanwich Club in Greenwich, Connecticut and former editor of the Met GCSA newsletter, "Tee to Green", for permission to borrow the concept of this article, which Kurt published in the September/October 2004 issue of "Tee to Green."

Chapter Delegates - continued from page 6

the association, with a focus on Class A as being the preferred membership class. It was noted, however, that promoting Class A does not mean that marketing other membership classes should not be part of the program. Noting that chapters will be integral to the success of revenue generation, membership growth and retention, and marketing efforts, discussion also included an examination of chapter effectiveness. Specifically, the delegates were charged with providing the board and staff direction as to how the association could best invest resources to enhance chapter operations. The top

three items were: a.) membership recruitment and retention; b.) chapter executive development and support; c.) chapter meeting effectiveness (attendance, timing, satisfaction, value, etc.). It was the consensus that many of the issues were interrelated and thus could be addressed if programs and services are developed and coordinated appropriately. Once again, support for expanding the field staff pilot program was communicated, and suggested as a means to implement effectiveness programs.

Delegates also expressed interest in providing support to GCSAA's

advocacy efforts. They were briefed on the process the association follows for commenting to the EPA on product re-registration. The process includes an element for member input to GCSAA actions, plus the opportunity for chapters and members to become directly engaged as well.

Source: GCSAA Press Release

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

## **MEMBERSHIP**

### **Welcome New Members:**

- Sean Parsons, Assistant, Charles River CC
- Jeff Wood, Assistant, Charles River CC
- Jeff Truskowski, Assistant, Worcester CC
- Todd Farland, Superintendent, Cohassee CC

### **Proposed for Membership:**

- Mark McEachern, Assistant, Eastward Ho! CC
- The Northeast Golf Company, Friend, Saunderstown, RI

## **ANNOUNCEMENTS**

Well wishes go out to Robin Hayes' mother who is recovering well from her recent hospitalization.

Wishing Neil Wendell a speedy recovery from his recent knee surgery.

### **Researchers Seeking Velvet Bentgrass:**

Do you have old velvet bentgrass greens or fairways on your course? We are launching a project to collect the old velvet bentgrasses of New England and the Northeast for preservation and evaluation. The collection will be kept at URI and UMass. We plan to evaluate the collected material for resistance to a range of diseases, copperspot and anthracnose tolerance, cultural intensity requirements, winter color retention, traffic tolerance, thatch tendency, salt tolerance, aggressiveness to creeping bentgrass and recovery. The collection will also be used to study bentgrass genetics using molecular and cytogenetic tools, and may be used to develop new velvet cultivars and interspecific cultivars through hybridizations with colonial and creeping bentgrasses. If you are interested in having us collect velvet bentgrasses from your course, please contact:

Dr. Rebecca Brown at [brownreb@uri.edu](mailto:brownreb@uri.edu) or Dr. Geunhwa Jung at [jung@psis.umass.edu](mailto:jung@psis.umass.edu)

## **GCSANE NEWS**

### **Web Site Update:**

As you may or may not be aware, we recently launched the newly revamped GCSANE web site, <http://www.GCSANE.org>. With the implementation of this new web site, our goal is to provide every GCSANE member with a powerful tool that can be used for purposes such as planning, communicating, researching, e-commerce, and advertising within our membership, as well as our allied associations.

With a shift towards fully electronic delivery of our association's information, we expect to become primarily an internet based source of information for our membership effective January 1, 2007. What this means is that the GCSANE newsletter, as well as membership directory and bylaws, will be available only on the web site, GCSANE.ORG. As a result of this shift, you will no longer receive the newsletter and membership directory in the mail, but will have the capability to access, search, download and print them out from our web site. Provisions will be made for those members who do not have internet access. We will continue to offer advertising space in the newsletter for Friends and Affiliates. Information on advertising elsewhere on the web site will be available soon.

Our first full month of the new GCSANE web operation experienced nearly 900 unique visitors, 3500 visits, and approximately 40,000 individual page views based on our research data thus far. We expect this trend to continue, and anticipate increased traffic to the site once we go fully electronic.

Again, please make note of this impending change to our information delivery system, and enjoy your new web site. I hope you will all take advantage of everything your new site has to offer.

Michael Luccini, CGCS, Web Site Chairman

### **Please Note:**

**Members without internet access or email service may contact Sharon Brownell at 1-800-833-4451 to request that *The Newsletter* be mailed to them. Please place your request with Sharon prior to January 1<sup>st</sup> to ensure you do not miss an issue.**

## **POSITION OPENINGS**

### **Assistant Golf Course Superintendent, LeBaron Hills Country Club, Lakeville, Massachusetts**

LeBaron Hills Country Club is a private 18-hole country club located in Lakeville, Mass. The club opened in 2001. It has G2 creeping bentgrass greens and creeping bentgrass mix on the tees and fairways and a Rainbird two-wire decoder irrigation system with Cirrus central control program. Candidate must have an A.S. or greater in Turf Management or related field. Minimum of five (5) years experience in golf course maintenance preferred (2-4 considered). Candidate must have an eye for details, a strong work ethic and be self-motivated. Applicant must have a MA Pesticide License and knowledge and understanding of the rules of golf. Ability to assist superintendent in all phases of golf course maintenance including staff training and supervision, irrigation scheduling and repair, pesticide and fertilizer applications, course set-up and record-keeping. Salary is commensurate with experience. Benefits include health insurance with dental (60/40%), vacation, national and local association dues. Position is open until filled. Please send resume to: Sue Dickow, Human Resources, LeBaron Hills Country Club, 183 Rhode Island Road, Lakeville, MA 02347  
Email: [hr@lebaronhills.com](mailto:hr@lebaronhills.com)

### **Assistant Golf Course Superintendent Marshfield Country Club, Marshfield, Massachusetts**

Marshfield Country Club is a private 18-hole golf club founded in 1922, designed by Wayne Stiles. Qualifications include a Turf Management degree and three (3) years experience running a grounds crew. Pesticide applicators license is required. Irrigation experience with Toro Site Pro a plus. Responsibilities include aiding the superintendent with daily course maintenance, assist in golf course set up and assist in all fertilizer and chemical applications as well as record-keeping. Compensation is commensurate with experience with health benefits, meals and all dues for local and national associations. Deadline for applications is December 15, 2006. Please send resume to: Thomas Harrington, Superintendent, Marshfield Country Club, PO Box 635, Marshfield, MA 02050

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Specializing in quality seed and related golf  
course maintenance supplies.  
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Michelle Maltais - (401) 835-0287

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Tim Gould, Guy Travers  
(800) 313-3320, (978) 388-5110

## The Andersons Technologies, Inc.

26 Waite Ave., S. Hadley, MA 01075  
Manufacturer of fertilizer & control products.  
Rick Forni - (413) 534-8896

## BASF Turf & Ornamental

47 Falmouth Rd., Longmeadow, MA 01106  
Emerald, Insignia, Pendulum AquaCap,  
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Sahara.  
John Bresnahan - (413) 374-4102

## Bay State Fertilizer/MWRA

100 First Ave., Boston, MA 02129  
Manufacturer & supplier of dry organic  
fertilizers.  
Kristen Patneau - (617) 788-4437

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114 Summer St., Maynard, MA 01754  
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## Boston Irrigation Supply Company

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## Country Club Enterprises

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Dave Farina, Darin Eddy, Darren Orr -  
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fittings.  
Richard Young - (860) 623-5207

## DGM Systems

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Office - (401) 647-0550  
Manny Mihailides - (401) 524-8999  
David Mihailides - (401) 742-1177

## DHT Golf Services

dba Weed & Feed, Inc.  
20 Clark Lane, Marshfield, MA 02050  
Golf course renovation & construction in all  
areas: bunkers, tees, greens, drainage, irrigation,  
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Dahn Tibbett, Chip Brearley - (508) 746-3222

## Michael Drake Construction, Inc.

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Golf course reconstruction; professional shaper.  
Michael Drake - (508) 875-8247

## E-Z-GO/Textron

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Doug Hopper - (800) 234-0474

## G. Fialkosky Lawn Sprinklers

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## Gold Star Sod Farms

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Canterbury Office - (603) 783-4717

## Golf Cart Services, Inc.

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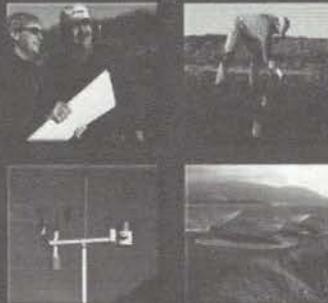
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## INSIDE...

- Feature: Superintendent Survey Results (Part 1)
- Calendar
- From the President
- Needham GC honors Ron Kirkman
- GCSAA Chapter Delegates Meeting Outcomes
- Divot Drift