



# Tee to Green

May 1986

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## Survey Focuses On Mechanics

Will Heintz – Hampshire CC

Based on a random selection process, eight of the areas very professional and invaluable golf course mechanics have been asked to help us gain insight into their very busy and challenging worlds through a mini-survey conducted by the Met GCSA.

With new equipment, methods and labor practices coming on the scene every year, the golf course mechanic has become a totally indispensable member of the golf course superintendent's crew. The mechanic must have a ready working knowledge of the principles of gas and diesel engines, hydraulics, welding, electrical systems, braking systems, ignition systems, lubricants, diagnostic testing, record keeping, parts inventory management, budgets, tools and all their applications, shop procedures and organization, scheduling, safety practices, repair and reconditioning – and more.

This quite impressive list is one that most in golf fail to appreciate – both depth and scope-wise. Furthermore, the mechanic must exercise sound judgment in knowing the limits of his shop operation – when to "farm out" work or to keep it within his personal schedule. More and more is being asked of the mechanic every year. Rapid technological advances create new opportunity for the golf course superintendent's crew and new pressures for mechanic. Even the most willing and prepared mechanic can become frustrated with "progress."

We are pleased to have this opportunity to ask just a small sampling of mechanics what they feel about their jobs and what they think would help them do their jobs better. A very interesting sampling of answers follows.

LEE SANDRY (Stanwich Club) – after two years on the job, Lee feels there is a need for more formal training via service schools for the mechanic; and because he is a family man – a summer vacation or long weekend would be appreciated.

WINSTON GREY (Wee Burn CC) – after 16 years on the job, Winston feels as Lee – there is a real need for better training and schooling. Mechanics are capable of doing better jobs with this kind of help.

RICHARD GLATZ (Oak Lane CC) – blessed to find a brand new maintenance building when he came on board in 1984, Dick also would like to see more in-depth training made available to the mechanic. Dick believes the formation of a local Mechanic's Association would help a great deal and allow mechanics to meet on a regular basis to discuss and resolve problems. Finally, more privacy and better security within the shop would help the mechanic keep things in order.

RALPH VILLALONA (Leewood CC) – a 15 year veteran at Leewood, Ralph shares the thought of needing improved security for shop tools and would like to see better lighting for safety reasons.

(continued on page 4)

## Slope Arrives

Are you ready for a handicap that has a decimal, like – 14.77? Are you ready to play Bob Alonzi at Winged Foot when he has a 19 handicap and then the following week at your course when he will be required to play with a 14 handicap? Got your attention with that one didn't we.

This is the way it will be with handicap-ping from now on. Something called "Slope" has arrived. Once we understand it, it should be fun.

The United States Golf Association, and the country's many regional golf associations, like the MGA, are experimenting with a refinement in the USGA Handicap System called "Slope." Simply put, Slope adjusts a player's handicap according to the difficulty of the course being played.

The flaw in the old system was that a player who developed a 15 handicap at Pine Valley was superior to one who established a 15 handicap playing a shorter, easier course. Now a player's handicap will be adjusted at each course he plays.

How do players operate within the new Slope System? Actually, the process is quite simple: *first* – note your decimal (USGA SLOPE HANDICAP) handicap from the print-out sheets at your club; and *second* – when playing at any course, go to the USGA Handicap Table and convert your decimal handicap to the one you will use when playing that course only. The same process applies when playing your home course – the one difference being that because you play your course more than any other – you will remember this playing handicap.

The secret to playing successful golf now – is to play at easier courses where unfamiliar lower handicap numbers might cause your opponent some concern. ■



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# Executive Director's Report

## Communications Are The Key To The Future

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The commentary on this page in the last issue of *Tee To Green* advised that "Communications" were the key to job security. Taking this focus further, a new premise is now offered for your consideration: "Communications" are also the key to a Golf Course Superintendent's adding meaningful new dimension to the balance of his career.

One of the fascinating things to note as we pass through the always challenging and opportunity filled business world is "how much can happen when some one knows how to put a few hundred words on a single piece of paper." (see "Writing" page 7 of this newsletter.) Good writing skills can elevate one's career three or four fold. Failure to recognize a need to develop writing *and other general communication skills* can limit a career significantly.

Golf Course Superintendents are placed at a DOUBLE DISADVANTAGE when it comes to the art of full scale communicating: first – their undergraduate and graduate education basically fails to address this discipline area; and second – many do not perceive that a Golf Course Superintendent's job requires the use of extensive professional communicating skills. This is a wrong and dangerous assumption to make. There is no more fertile ground for generating data, information and developing concepts than the field of golf course management. The computer era will facilitate the generation of this kind of information and, like bees taking to honey, will attract many outside the profession to harness this potential.

If Golf Course Superintendents fail to recognize the opportunity before them, or to make the necessary commitment to package, manage and communicate about this emerging and continuing information flow that only they generate, that only they intuitively understand, that only they should put a stamp of authority on – others will do it for them and a door will close that may not open again. You can count on this. Golf Course Superintendents can anticipate an approximate five year period of grace to gather their thinking and to develop the "know-how" to become professional communicators – possibly less time, because the computer world is moving very fast.

It is important to identify the component parts of being a good communicator, because the concept goes well beyond the simple art and difficult challenge of writing. We should look at the tools and methods of communication; then the forums and audiences that superintendents need to have contact with; and finally, the subject matters and things that need to be communicate about.

Clearly, there is both a beautiful opportunity and huge challenge for the Golf Course Superintendent to communicate within his professional environment – a situation that requires organization, structure, prioritizing and training. The Met GCSA will present an original seminar on this vital subject for its members early this Fall.

There is a mountain to be climbed; a race underway to the top that is designed for the Golf Course Superintendent to win – without any guarantees, however, and where leaders can slip and fall behind with little chance of regaining the lead; a race where there can be only one winner; a race where those who achieve will be granted status and a view never before imagined. The starting line is before us, the finish line on high. It is time to learn how to negotiate between the two. (JMCL) ■



# Benefits Of New Spray Materials

Terry Stone – SDI

Innovative new materials and components are finding their way into today's lawn, turf and tree spray rigs. The results are strong, reliable power sprayers that are light weight, low maintenance and less costly to repair. This article will cover some of the new materials that spray rig manufacturers are currently offering and the resulting benefits.

*Fiberglass* is leading the list of spray tank materials because it is light weight, yet extremely strong and durable. Fiberglass (molded polyester resin reinforced by interlocking glass strands) is not affected by ultraviolet attack or weather extremes and has excellent chemical and corrosion resistance. Fiberglass tanks will not suddenly burst, resulting in quick and possible total chemical loss. If a leak should appear, it will be detectable long before any significant chemical loss occurs. A fiberglass tank can be inexpensively restored to like new condition quickly and easily with a field repair kit.

Mechanical agitators have long been recognized as the best way to keep spray chemicals, particularly wettable powders in suspension. However, the various metals used in end bearings and packing glands have been a high maintenance item, requiring daily greasing and frequent repair. The maintenance problem has been solved by manufacturing the packing gland and nut and rear end bearing out of a specially formulated glass reinforced *nylon* material. Teflon packing and a 304 grade stainless steel shaft complete the agitator assembly resulting in a long wearing low-maintenance mechanical agitator that is *self-lubricating* and never needs greasing!

New technology has also provided a superior alternate to the antiquated piston cup cylinder liner spray pumps that have been dominant for the past century. The *Piston-Diaphragm* spray pump is not really new, as it has been successfully used for many years in the California and European Agricultural sprayer markets. Introduced to the U.S. turf market about 4

years ago, it has rapidly gained acceptance and is not preferred by many spray operators because of its lighter weight and more economical operation.

The diaphragm flexing movement accomplishes the same pumping functions as the cup sliding through the liner. This can result in considerable savings on repair cost when replacing a set of diaphragms versus replacing a set of cups and liners. This design allows the diaphragm pump to run dry without damage and it will also handle wettable powdered chemicals better. Excellent diaphragm life has even been improved by the introduction of new diaphragm material within the past year.

Spray nozzles have also benefited from new materials. Nylon and Celcon are used in nozzle assemblies that feature self-aligning tip and quarter turn cap removal without tools. This saves considerable time when cleaning or changing nozzle tips. Recently introduced Celcon tip bodies with a stainless steel or hardened stainless steel orifice offer a cost saving over the regular stainless steel or hard stainless steel.

There are inexpensive digital flow meters available that accurately display GPM flow for more accurate calibration. Better yet are the various automatic sprayer control systems now available. A simple system can provide a direct readout of speed, distance and acres covered. The more expensive sophisticated controls can give you additional information such as gallons applied per acre, swath width, total gallons, pressure control, GPM, volume left in tank, area hours worked and tip monitor. Somewhere between the two extremes may be a control system to help you get more efficient use of your power sprayer.

Today's sprayer market offers you more variety than ever before. This keen competition will undoubtedly continue to bring you better spray equipment in the future. ■ (44)

## Coming Events

### May

12	CAGCS Monthly Meeting	CC Farmington
13	Met GCSA Golf / Meeting	Apawamis C
15	GCSA-NJ Monthly Meeting	Oak Hill GC
13-18	LPGA Classic	Fairmont CC

### June

3	Metropolitan Golf Writers Dinner	Stouffer Hotel
5-8	Westchester Classic	Westchester CC
12	Met GCSA Invitational	Woodway CC
12-15	US Open	Shinnecock Hills GC
26	U. Mass. – Turf Research Day	S. Deerfield, MA

## U. MASS FIELD DAY

University of Massachusetts

Turf Research Field Day

Turfgrass Research Center

### Contact:

Dr. Rich Cooper

413 / 545-2353

**June 26th**

## Survey Focuses on Mechanics (continued from page 1)

RAY LUTIVICONI (Race Brook CC) – Ray looks upon his shop as a “home away from home” and is very proud of the many air lines, an electric hydraulic hoist and over 80 hanging plants that jointly occupy his shop. Ray’s one request: to update and replace old equipment.

STEVE SMUTEK (Blue Hills GC) – after 13 years at Blue Hill, Steve feels that the one great change that would enhance the mechanic’s position is having an input opportunity when consideration is being given to the purchase of new equipment. Steve has been extended this courtesy at Blue Hills and believes it has allowed him to do a better job.

FRANK PUGLISI (Elmwood CC) – Frank is “satisfied” and totally appreciates the operation and support he is given at Elmwood and finds no need for specific enhancements.

JOHN NOHI/JOE GEHERING/DAVID FINK (Greenrock Corporation) – Greenrock has three mechanics that manage the Rockefeller estate’s 3,600 acres and mini-golf course. Collectively, John, Joe and Dave focus on their need for better equipment operator training and a more complete inventory of tools and trucks.

Clearly, this sampling of mechanics’ thinking reflects on the very responsible attitude of their profession. In summary, they are looking for better training, an association forum for discussion, better equipment security, improved safety and the opportunity to influence equipment purchase. As Robert Kennedy often said, “Some look at things and ask why, I look at these same things and ask why not?” ■

## Foolproofing Your Decisions

How do the world’s top executives make those \$60-million decisions. Contrary to popular opinion, few do it alone. According to a recent survey, not one of 152 corporate executives polled reported making decisions without at least a little help from their colleagues.

The survey showed the following patterns of decision making: 32% – listened to recommendations then decided; 20% – developed a consensus opinion that they can agree with; 13% – simply approve or veto other’s ideas; 5% – develop their own plans, listen to replies then decide; 3% – go with consensus, even if they disagree; 2% – support the decision of the most competent person; 20% – do a combination of the above; and 5% – do something else.

As one very successful manager put it, “Remember, the boss can’t execute and execution is 90% of the game. What we have learned the hard way is that conceptual planning needs to involve everybody who is accountable for turning plans into reality.” ■ (Working Smart)

## Apawamis Correction

It was recently reported incorrectly in the Apawamis Meeting Notice that the Jack Nicklaus Group was remodeling the golf course. This is not the case. The Jack Nicklaus team is consulting in the area of golf course maintenance only. Redesign work on the golf course focuses on bunker renovation and is being done by David Postlethwaite Design & Construction Company.

## Trivia

Who is the only athlete to have played for both football coach Frank Kush and baseball manager Earl Weaver?

Answer: player’s number appears in TTG. ■



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# PERENNIAL RYEGRASS

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Repell (QT-II) was developed to provide improved resistance to the following turfgrass insect pests:

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- Chinch Bugs
- Armyworms
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Repell is a leafy, turf-type perennial ryegrass capable of producing a persistent, dense, attractive, low-growing turf of a bright, dark green color.

Repell will provide excellent turf performance in both full sun and moderate shade on golf courses, lawns, parks, school grounds and sports fields in areas where turf-type ryegrasses are well adapted.

Repell was developed and released by Lofts Inc. using germplasm obtained from the New Jersey Agricultural Experiment Station.

## HOW DOES REPELL RESIST INSECT ATTACK?

The seed contains an endophytic fungus.

An endophyte is a fungus that lives within a plant, but is not necessarily parasitic on another plant. The presence of an endophytic fungus produces no known adverse effects to the host plant but provides many advantages which enhance turf grass performance.

Upon seed germination the endophyte grows into the seedling and continues to live in the tissues of the mature grass plant.

In nature endophyte infected plants survive insect attacks.

Resistance has been found with insects which typically feed on the lower stem and crown of plants as these areas normally have the highest concentration of endophytes.

Plants containing endophytes may show improved disease resistance, drought tolerance, persistence and seedling vigor.

Certified seed of Repell Perennial Ryegrass is produced to insure that over 80% of seed will contain viable endophyte at the date of testing.

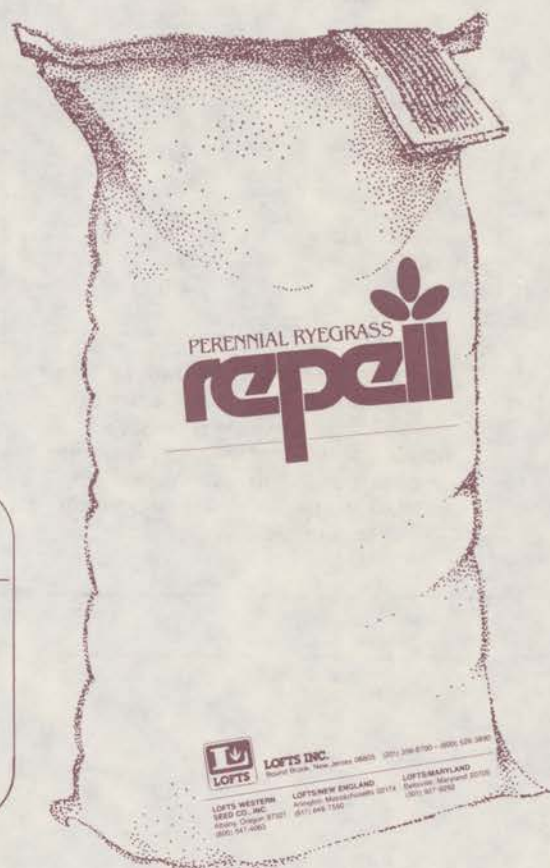
Endophyte viability can be lost by normal seed storage practices within two years. (Use only freshly harvested seed for insect resistant turf).

## ENDOPHYTE LEVELS IN SELECTED SEED LOTS OF SOME COMMERCIALY AVAILABLE RYEGRASS VARIETIES:

Very High	High	Moderately High	Moderate	Low
Repell Pennant*	Prelude	Palmer	Gator	
Regal*	Cowboy	Derby	Manhattan	
	All*Star	Dasher	Elka	
	Premier	Pennfine	Citation	
		Delray	Ranger	
		Linn	Omega	
			Diplomat	
			Yorktown II	
			BT-1	

\*Some lots of seed may contain lower levels of viable endophyte due to storage of breeder, foundation, or certified seed.

Seed of Repell perennial ryegrass is specially tagged to ensure the presence of the endophyte. Cold storage (40°F) will prolong endophyte viability. To insure a high viable endophyte level, seed should be used within nine months of the test date.



U.S. Patent No. 558,338 Pending. Repell Perennial Ryegrass—A plant variety having endophytic fungus enhanced performance.



MEAN QUALITY RATINGS OF  
COMMERCIALY AVAILABLE  
RYEGRASS CULTIVARS IN  
THE NATIONAL PERENNIAL  
RYEGRASS TEST AT  
BELTSVILLE, MARYLAND.<sup>1</sup>

1983 DATA

QUALITY RATING 1-9; 9 = BEST.

Name Yearly Mean,  
April-November.

Repell (GT-II)	7.1
Blazer	7.0
Fiesta	6.9
Palmer	6.9
Regal	6.9
BT-1	6.8
Gator	6.8
Ranger	6.8
Elka	6.5
Premier	6.5
Pennant	6.4
Prelude	6.4
Delray	6.3
Derby	6.3
Omega II	6.3
Omega	6.3
Pennfine	6.3
Yorktown II	6.3
Dasher	6.2
Diplomat	6.2
Cowboy (2EE)	6.2
Manhattan II	6.1
Birdie	6.0
Citation	6.0
Birdie II (2ED)	6.0
Acclaim	5.9
Manhattan	5.9
Barry	5.8
Linn	4.0

<sup>1</sup>Plots were seeded at the rate of 5 lb. per 1000 sq. ft. in September of 1982. Maintenance consists of mowing at 1½ inches with clippings not removed, 3 lb. of nitrogen per 1000 sq. ft. per year, irrigation only to prevent dormancy.



PERFORMANCE OF COMMERCIALY AVAILABLE  
PERENNIAL RYEGRASS CULTIVARS IN TURF TRIALS  
SEEDED SEPTEMBER 1982 AT NORTH BRUNSWICK, NEW JERSEY.

Cultivar	Turf Quality* 9 = Best 1983 Average	Brown Blight 9 = Least Disease December 1982	Fusarium Patch # Patches March 1983	Brown Patch 9 = Least Disease July 1983
Prelude	8.0	8.3	0.0	8.2
Palmer	7.8	7.5	1.0	7.2
Premier	7.7	7.0	1.0	7.9
Repell (GT-II)	7.6	6.7	4.0	6.9
BT-1	7.6	7.3	0.3	6.9
Manhattan II	7.2	7.8	8.0	6.9
Gator	7.2	7.8	3.3	5.9
All*Star	7.0	7.7	5.3	7.0
Pennant	6.9	5.7	2.0	7.3
Ranger	6.8	6.7	17.0	7.6
Blazer	6.7	7.3	3.0	6.0
Regal	6.7	7.3	0.3	6.5
Birdie II	6.6	8.0	1.0	6.5
Cowboy	6.5	7.3	2.7	6.6
Derby	6.5	7.3	5.0	6.3
Yorktown II	6.3	7.8	1.3	6.2
Acclaim	6.3	4.3	15.3	6.0
Fiesta	6.3	5.8	5.0	6.0
Dasher	6.2	6.0	4.7	6.0
Citation	5.9	2.2	5.7	6.2
Diplomat	5.8	7.3	0.7	5.6
Barry	5.7	6.7	10.0	4.2
Ovation	5.7	3.8	16.7	5.4
Omega	5.7	7.2	2.3	5.5
Pennfine	5.7	2.5	15.3	6.6
Birdie	5.3	4.8	4.7	5.6
Manhattan	5.0	6.3	4.3	4.0
Delray	4.9	1.8	11.7	5.1
Elka	4.5	6.2	15.7	3.8
Hunter	4.0	4.3	4.0	3.4
Game	2.1	3.5	11.3	2.4
Linn	1.3	3.5	9.3	1.4

\*Turf Quality is the average of ratings made from March through December.

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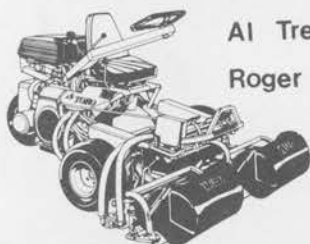


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## Maintenance Building Repair

John Carlone - Middle Bay CC

The thrill of getting your first Golf Course Superintendent's position is nearly overwhelming. It's something we all work very hard and patiently for during our early years.

Soon after taking over, I realized that our maintenance facility was in disorder when I could not find a wrench to change the cutting units on a Greensmaster. Quickly, I decided it was time to reorganize and repair.

Our first step was to completely gut the inside of our repair shop. Everything movable was put outside; walls and floors were scraped clean; insulation in the ceiling was tucked back into place and holes were boarded shut. Other holes in the walls and floor were patched with cement to make our shop ready for a fresh coat of paint.

When the paint was dry, we hosed off and repaired most shop equipment before replacing each piece in the shop. Employee lockers were replaced in a fashion that provided a corner of the shop for dining and relaxation. Our two work benches were covered with sheet metal to give them a neat appearance. A new vice and bench grinder were placed on each bench. With this new arrangement, we now have room for three or four additional pieces of equipment in the repair shop.

Next we tried to rectify the tool and supply problem. A new lower tool box was purchased to house our ever growing inventory of guaranteed tools. Each tool's serial number was recorded when purchased and then engraved with Club initials. Our nut and bolt bins were emptied, painted, labeled properly for all sizes of nuts, bolts and washers - then restocked with over \$400 worth of new supplies. The shelves in the parts room were cleaned, painted and labeled by manufacturer's name - then restocked with frequently used parts, spark plugs, oil filters and other supplies.

Presently, two more reorganization projects are underway: our equipment storage area will soon have signs hung and lines painted on the floor so specific equipment can be parked in the same place every night; and, the plumbing in the men's room is being repaired. A new sink and toilet will also be installed.

I feel the greatest benefit we gained from reorganizing and creating a neat mainte-

## Work Improves With Age

Workers may get better at their jobs as they get older, refuting the notion that job performance declines with age, says a survey of more than 5,000 workers.

"Age explains very little in terms of a person's job performance," says industrial psychologists Bruce J. Avolio of the State University of New York at Binghamton, who conducted the study.

The study analyzed the work habits of workers of all ages for a period between 1940 and 1983. Job performance among professionals and non-professionals was measured by productivity and ratings by supervisors and co-workers.

Productivity increased with age among workers in both groups: salesman wrote more contracts, writers produced more papers, managers generated more business.

"If you work hard in life," says Avolio, "you will work hard later." Workers who take on challenging jobs as they age may improve or at least maintain performance.

"The older worker who may appear to be dull has accumulated boredom." Offering older workers renewed stimulation may help maintain high levels of productivity. ■

## Liquor Liability Doubles

A recent Gallup survey revealed that the average cost of liquor liability insurance increased 110% during 1985.

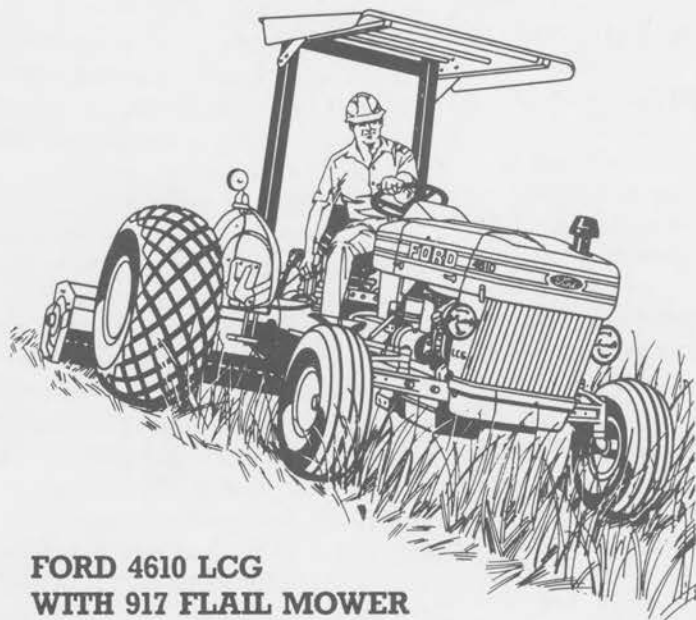
The Gallup organization interviewed 304 owners or managers of foodservice operations which sell alcoholic beverages. Of those interviewed, 79% have liquor liability insurance coverage. The average premium paid for the insurance is \$39,555 for the current fiscal year.

National Restaurant Association President Ted Balestreri advises, "Like physicians, lawyers, municipal governments and others - restaurants and clubs are caught up in a liability insurance crisis which is going to have a profound affect on the cost and availability of products and services in this country." ■

nance building is the attitude change within our staff. Everyone is more conscious of keeping things in order and returning things to where they belong. My Green Committee Chairman was so pleased with these results that he has scheduled a Committee meeting in our shop. ■



# MOWING SLOPES IS EASY WITH A FORD LCG TRACTOR (Low Center-of-Gravity)



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## Business Writing Is Different

If you feel the time you spend writing reports and memos goes unheeded, don't blame your school classroom sessions. *Business writing requires entirely different skills* than social or academic writing—the most important of which may well be the ability to think strategically *before* you commit a single word to paper.

To help address this challenge, Marya Holcombe and Judy Stein, partners in a management consulting firm have devised an unusual, but highly effective, step-by-step approach to business writing that stresses the need for up-front preparation and political sensitivity. The following six step format is recommended, because it works.

**STEP ONE:** *Think through your strategy before writing anything down.* If you don't have a strategy, you will waste a lot of time—yours and everyone else's. People lose out every day because they write before they think. Sloppily conceived reports, proposals and memos can kill the most brilliant idea. A great idea badly expressed sounds like a bad idea.

**STEP TWO:** *Do feasibility testing.* You *must* try your idea on the people who have the authority to make decisions about it. Business writing should be surprise free. You should not just spring ideas on people. Kick your idea around for awhile in the rough stage before writing.

**STEP THREE:** *Take cues from your opponents.* Expect to run up against walls of resistance. It is easy to kill an idea. Your detractors can be a valuable source of counsel and feedback. Take inventory of political and operational concerns about your idea. Neutralize opponents objections and marshal defenses within your writing.

**STEP FOUR:** *Make sure the timing is right.* Sometimes if the timing is not right, you will do better to drop or postpone presenting the idea. Do not be impatient. Great ideas are lost because no one is willing to stick with them until the tide changes.

**STEP FIVE:** *Do not assume anything.* One of the big mistakes made when writing is assuming the reader knows something about the subject you are writing about. Based on this assumption, writers organize less and take short-cuts. Always assume your reader audience knows nothing about your subject - this will force you to deliver your best writing.

**STEP SIX:** *Don't count on an easy out.* Writing is plain hard work—for everyone? the good and the bad. The real test for a business writer is being able to put on one page what you would like to put on five pages. This is a unique skill that is only developed through constant practice.

What is the reward for good writing? Managers who can communicate crisply and persuasively have a tremendous career advantage. Business writing is a political art. Holcombe observes, "It is amazing so much can happen when someone knows how to put a few hundred words on a single piece of paper."

### DO NOT WRITE

... just because it is expected; when you are emotionally upset; when you are not comfortable with everyone reading your commentary; when you are afraid to confront someone personally; or when you want to toot your own horn. Don't tell people how good you are—show them. ■ *(Working Smart)*

## June Embark Survey

### Coming Next Month

With the increased interest and popularity in the use of Embark for Poa annua seedhead suppression, next month *Tee to Green* will conduct a membership survey. We will be looking for such things as application rates, timing of applications, and most of all, what kind of results you observed this Spring. Survey results will then be tabulated and published in *Tee to Green* the following month to share with the membership. Keep your data handy!

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