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Vol. 16
no. 8

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Tee to Green

November/December 1986

Published by the Metropolitan Golf Course Superintendents Association

Vol. XVI, No. 8

Met Golf Association Honors James Hand

Former USGA President James R. Hand of Briarcliff Manor, NY and Sleepy Hollow Country Club is the recipient of the Metropolitan Golf Association's 1986 Distinguished Service Award.

Hand will be the twelfth recipient of the Association's highest honor which has been presented to some of the metropolitan area's most distinguished citizens including Joe Dey, Fred Corcoran, Al Laney, P.J. Boatwright and Dr. Richard Silver among others.

The MGA Distinguished Service Award is presented annually to a metropolitan area resident, "in recognition of distinguished service to golf, consistent with the valued standards and honorable traditions of the game." Recipients are elected by a 50-member Committee composed of members of the press and local and national golf organizations which select from a list of five candidates which have been pared down from over 60 nominees from the local golf community. Included with Jim Hand on the 1986 ballot were Guido Cribari, retired Executive Sports Editor for the Gannett Westchester Newspapers, retired Daily News golf writer Dana Moxley, former USGA Green Section Chairman Al Radko and long-time MGA and NJSGA Tournament Committeeman Arthur Lynch.

An avid golfer all his life, Jim Hand still maintains a 4.1 Handicap Index at Sleepy Hollow Country Club in Scarborough, NY where he has been both President and club champion. He currently lives in Briarcliff Manor, NY with his wife Gussie. They have two sons. From: *MGA News*

MERRY CHRISTMAS



*A candle's but a simple thing
It starts with just a bit of string
Yet dipped and dipped with patient hand
It gathers wax upon the strand
Until complete and snowy white,
It gives at last a lovely light.*

*Life seems so like that bit of string
Each deed we do a simple thing;
Yet day by day if on life's strand
We work with patient heart and hand
It gathers joy, makes dark days bright,
And gives at last a lovely light.*

The Officers, Directors and Staff of the Met GCSA wish you and yours a Merry Christmas and a Blessed and Prosperous New Year.



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"Perfection is Only Marginally Acceptable"

by Virgil Robinson

Superintendent, Burning Tree Club

Bethesda, Maryland

I do not know the source for the phrase that is the title of this article, but many years ago, even before becoming a superintendent, I consciously or subconsciously accepted it as my creed. What a heavy burden it has been to bear; what a labor of love it has been to start shedding!

If one thinks seriously about the phrase, it sounds innocent enough, maybe even a little bit macho. In reality it put me inside the "gerbil ladder" – the little exercise wheel where no matter how fast the gerbil runs he never reaches a goal, he just keeps going faster!

For me, this perfectionist mentality has affected three areas of my life – my personal relationships, my vocation, and my theology. I could have said each of these areas were affected in a negative way, and the tenor of this article might suggest that

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Presidential Message

Thank you for the opportunity to serve as your President this year.

It is appropriate at this time to thank our past President, Peter Rappoccio, for the outstanding job he did during his term at the helm. Pete lead our Association well during a period marked by growth, and the accompanying growing pains. Pete, we sincerely appreciate the time and effort you put forth on our behalf these past two years. Thank you.

Also, to the following members who are leaving the Board and so freely gave of their time to serve our Association.

Thank you . . .

Chuck Martineau
Bob Mullane
Rick McGuinness
Richard Marcks
Ed Walsh

And a warm welcome to our new Board members . . .

Joe Alonzi
John Carlone
Ken Flisek
Tracy Holliday (B Representative)
John Musto
John Wistrand (C Representative)

I also want to thank our Executive Director, Jim McLoughlin, for his tireless efforts on behalf of the Met GCSA this year. At the B.O.D. meeting in November, the Board voted to retain Jim's services for 1987. The Job Description for the position of Executive Director has been finalized and each member will soon receive a copy with a mailing.

Since our Annual Meeting on November 18th, our B.O.B. has been busy organizing committee assignments for 1987. At the first B.O.D. meeting, held on December 8th at the Westchester Country Club, the following Committee Chairmanships were approved:

- * Awards — Peter Rappoccio
- * By Laws — Ted Horton
- * Communications — John O'Keefe/Ken Flisek
- * Education — John Musto
- * Membership — Tim O'Neill
- * Nominating — C. Martineau/D. Flynn/M. Maffei
- * S & R — Scott Niven
- * Soc. & Welfare — Scott Niven/John Carlone
- * Tournament — Joe Alonzi

Our Members have the opportunity to volunteer their services to our Association by serving on a Committee. Please contact the Chairman of the Committee on which you would like to serve.

Also at the first B.O.D. meeting, creation of a new Committee was approved. This Committee is called the Long Range Planning/Steering Committee. It is A GOLDMINE OF TALENT AND EXPERIENCE made up of past Presidents of the Met GCSA. We are fortunate to have many of them residing in our area today. Why not utilize their talents to benefit our association today? To have them "on tap", "in place" if you will, to assist in the review and planning of Met GCSA activities, as directed by the B.O.D., and to make recommendations. This Committee is to be chaired by the immediate past President, Peter Rappoccio and includes Bob Alonzi, Jim Fulwider, Ted Horton, Mike Maffei, Chuck Martineau, Harry Nichol, and Bruno Vadala.

For 1987, the LRP/S Committee will be reviewing several items. The Committee will be studying the future staffing needs of the association and how staff services to the association might be improved.

Also to be studied is the issue of what support or assistance our Association is in

(continued on page 4)

For me, this perfectionist mentality has affected three areas of my life – my personal relationships, my vocation, and my theology. I could have said each of these areas were affected in a negative way, and the tenor of this article might suggest that I chose to believe, however, that all things in life, the good, the bad, and the ugly ultimately work together for good.

My personal relationships, this perfectionistic attitude manifested itself in several ways: (1) Always being overly critical of others where they did not quite “measure up” to my standards, my values, or my ideals. This critical approach may not have been verbalized, in fact, it almost never was, but it was there, and it was felt and real. (2) Never feeling as if I quite measured up in interpersonal relationships, always running inside the “gerbil ladder,” trying to prove myself and yet never quite being able to do it – at least, to myself. Often, I would try to impress others, or worse, put someone down to raise myself up. (3) And, because of the first two manifestations, sometimes trying to control or manipulate others to help them attain this “marginally acceptable and quite illusive” perfection.

Perfectionism is a cruel taskmaster. In my vocation, this mentality surfaced in my never having the golf course primped or primed or aesthetically prepared to please myself.

Never mind that those who are privileged to play are “oohing” and “ahhing,” it could still be better, couldn't it? Never mind the ninety and nine sincere and deserving comments; worry about the one “off the cuff” critical remark that was probably forgotten before leaving the lips of the speaker.

Never did I accept a genuine compliment on the condition of the course with a simple “thank you.” I could always proffer a course deficiency, even if it had to be manufactured. A dear member in the above situation, who intended only to be complimentary, hit the nail right on the head many times when he used to say, “Yes, but you're a perfectionist.” To me, at that time, it was a wonderful comment, but not any more!

In my theology, also, until recently, perfectionism ruled in the way I related to my Lord and Savior. If I could only do this or not do this or that; if I would try harder. If I would, etc., ad infinitum, I could reach Him and be accepted by Him. Poppycock, fiddle-faddle, hogwash and mustard greens!!!! The “Good News” of the Gospel is simply that we are accepted just the way we are and exactly where we are!

Why do I bother “shooting from the hip” and probably “shooting myself in the lip”? Maybe it's because I have seen many beautiful golf courses around the country and I have talked to many of my friends and peers at these courses. I have seen what the pressure can do to personalities, can do to marriages, can do to individuals, and I believe this perfectionist syndrome just might be considered an occupational hazard for the golf course superintendent.

I do not have any answers; I do have a lot of questions. Will you help me piece this puzzle together? For instance, have you looked around lately and considered how many supers are on their second or third marriage? That sounds like a legitimate question for the next GCSAA survey; I would be willing to guess it is higher than the national average. Let's forget about salary levels and get to the really important issues of life. Or, how many of us really consider it a compliment to be termed a “workaholic”? That job will get done if I have to do it myself and work until dark to do it; and oh yes, if I have to I'll work thru the weekend also, thank you! Perfectionism with a capital “P”.

Or consider the defensive posture we take when the golfer asks what happened to that patch of grass on the 5th green. We go to the ninth degree explaining what we do not know; it simply got tired of living. I do not hear the physician going to any lengthy verbiage when a patient succumbs; he simply writes on the death certificate, “death by natural causes.” Try that one on

(continued on next page)

Coming Events

JANUARY

- | | | |
|---------------|---|------------------------------------|
| 6- 9 | Eastern Regional Nurserymen's Association Show | Concord Hotel
Kiamesha Lake, NY |
| 7 | Met GCSA Winter Seminar | Tappen Zee Town Hse.
Nyack, NY |
| 12-23 | Cornell Turfgrass Short Course | Ithaca, NY |
| 13 | Third Annual Convention,
Pesticide Users Council, Inc. | Albany Hilton
Albany, NY |
| 27 | N.Y. Turf & Landscape Conference | Yonkers Raceway
Yonkers, NY |
| 26-
Feb. 2 | Int. Golf Course Conference and
and Show | Phoenix, AZ |

FEBRUARY

- | | | |
|---------|--|------------------------------------|
| 24 & 25 | GSCAA Regional Seminar –
Golf Course Construction &
Project Management | Sheraton Airport Inn
Albany, NY |
|---------|--|------------------------------------|

Announcement

Nominations are being accepted for the John Reid Lifetime Achievement Award for 1987. Please submit your nominations to me by February 20th.

Peter Rappoccio
Awards Chairman

a position to offer a member Superintendent who has lost his job. I contend that our association, with its numerous resources, can lend greater support to its members when crisis strikes. I envision the President's Committee working closely with the Social & Welfare Committee, its Spouse Committee, and the Career Counseling Program on this study.

The third and last thing this Committee will study in 1987 is its own usefulness as a Committee. Should it become a permanent standing Committee?

Remember to take advantage of the various educational opportunities available during the coming winter season to further our careers, and improve our courses and our association. The first of these is our Met Winter Seminar to be held on January 7 at the Tappan Zee House in Nyack, New York.

Emerson said: "Patience and fortitude conquers all things." I want to thank you for your patience and assure you of our fortitude.

Patrick Lucas

the next golfer who wants to know what happened to good ole #7. Is turf more important than human life? I wonder, does this also smack of perfectionism?

Don't raise your hands on this one, and above all do not incriminate yourself. But how many of you know of superintendents who buy antacid by the case for that ulcer-threatened stomach? How many breakdowns or near ones are you aware of among superintendents? When the going gets rough, sometimes the tough can't get going! Could perfectionism be a stress factor?

If perfectionism is an "occupational hazard" for the superintendent, as I contend and have tried to illustrate, then the very next logical question, it seems to me, is simply, why? As I look at friends and peers who have been superintendents at courses in the 1980's, I see similar backgrounds among many of us. A composite might include some of the following:

- (1) We are either "baby boomers" or "early postwar" babies.
- (2) Our parents had little or no education beyond high school, if that - but their children were going to have a college education.
- (3) For the most part, they were blue collar workers, in the lower or lower middle income brackets of their day.
- (4) They were going to see that their children had it better than they did whatever that meant.
- (5) Our generation was the first where the mother worked outside the home either on a part-time basis so that "their children could have it better than they did."
- (6) We were not "latch-key" children because there were extended families or trusted neighbors in close proximity, but the parents, especially mothers, still expressed guilt feelings at not being home with the children.
- (7) Most of us "grew up" on a golf course either caddying, working in the golf shop, or just hanging out there. It allayed the guilt feelings of the parents because "they always knew where we were" and we did have money jingling in our jeans much to the envy of fellow classmates.
- (8) We did go to college; we were goal-oriented, we knew that we wanted to be involved on a golf course.

(9) For most of us "success" in our chosen field came in our early '20's. The first-generation superintendent was dying off or retiring, Eisenhower and Palmer were sparking interest in the game, and golf enjoyed its heyday with a proliferation of new courses. With our turf degree or certificate under our arm, we were in the right place at the right time.

(10) We have had the burden of first-line management on our shoulders for 10-20 years, 6-7 days a week, and - - - we are still only half way thru our normal career life, performing the exact tasks we did at the start of our careers.

(11) Most of us enjoy middle to upper middle income salary levels and because of this are "locked into" this profession.

Again I have more questions and precious few, if any, answers. What, if anything, in our parentage or early background could be at the root of such a perfectionistic syndrome? I ask not to point the finger but merely for a point of reference. Is this inherited, learned, or does it simply come with the "turf," no pun intended, of our profession? As a valued mentor of mine in the turf field would often times say, "You tell me." Many times simply asking the questions and musing over possible answers cause insights and introspections to come forth.

One final question I would ask and "you tell me." Is "Perfection Only Marginally Acceptable" or is it NOT ACCEPTABLE at all?

Reprinted from Mid-Atlantic GCS Newsletter

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Met GCSA members hosting Association tournaments find that their individual role, that of their local Chapter and profession are presented well at their clubs. Several spots are open on the 1987 schedule and the full 1988 schedule. Call now to get in on a "good thing."

Best In The Business

By John Redmond

Editor's Note: Many of our members will remember Eddie Connaughton, recipient of Met GCSA Scholarships. Our thanks to John Wistrand for forwarding this article to us which appeared in Golf World Ireland describing Eddie's Successes.

A Connaught junior and senior interprovincial status player in 1981, Eddie Connaughton's golfing talents were obvious. But his burning ambition was to further his education in the growing industry of greenkeeping, so it is a story with a happy ending that just five years later he is one of the best versed young men in the business.

Now 26 years old, Connaughton, is a product of the greenkeeping staff of Royal Dublin and Elm Park. At the latter, he came under the influence of Jim Byrne, now with Hermitage, and Dr. Harry Spain, and he went on to become the first Irish person to take a certified greenkeeper's diploma from the City and Guilds in London.

The success was not an end in itself but a stepping stone to further learning as Eddie took up a position at the Bedford golf and tennis club in New York, as assistant superintendent of the course.

For six months of the year, however, he attended Purdue University in Indiana. There, he studied under one of the U.S.A.'s most famous agronomists, Dr. Bill Daniel and in May of last year he graduated with a Bachelor of Science degree in Turf Grass Management.

It is a standing not equalled by too many people on this side of the world, especially in Ireland where it is only comparatively lately that the golfing fraternity have become conscious of the need for the very best qualified greenkeeping and course management staff.

A man of Connaughton's qualifications, therefore, place him in a special category whereby he can contribute richly to the golf scene in his native country. And fortunately he does intend to set up business here, although not in the immediate future.

Presently, Eddie is working in Stirling, for the firm of Souter, a leading name in Scotland and throughout Britain as sports turf specialists.

They deal in design and construction and consultation in all sports facilities. Golf is just one of their myriad activities for as underground soil heating specialists they have association with Hampden Park, Ibrox, Tannidice and Parkhead. Furthermore, they are consultants to the Scottish Rugby Union at Murrayfield, a venue that stands apart in Britain and Ireland as always being ready to stage an international rugby engagement.

At the moment, Connaughton is helping the Souter company carry out important drainage work at St. Andrews. They are also building a new golf course at Granttown-on-Spey in the far reaches of Scotland. In addition, they are building a racecourse at Musselburgh, which will be the first to be constructed in Britain since Ascot was built in 1952.

(continued on page 6)

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Hazards associated with exposure to chemical, physical and infectious agents are commonplace in today's environment. Serious injury, illness and even death can occur if we are not informed and aware of the potential risks we come into contact with every day.

A training package for golf course operations titled "Hazard Communication: Your Right To Know" is now available to members of the Golf Course Superintendents Association of America.

The package contains two VHS video cassettes and a master file binder containing extensive training and chemical information.

Included in the program are the following:

- Glossary of Terms
- A Generic Preparatory Presentation
- Reference Materials Listing
- Safe Handling Guidelines
- Chemical Terminology
- Training Guidelines

This program has been designed to assist pesticide users in complying with Occupational Safety and Health Administration standards and State Right to Know Laws.

In providing those who deal with potential hazards the information needed to work safely with reduced exposure to chemical and physical risks, this program describes chemical labeling, types of toxicity and symptoms, methods of exposure,

chemical agents, first aid, Material Safety Data Sheets and much more.

Manufacturers are required to make Material Safety Data Sheets or the equivalent for each hazardous agent in the workplace. The program describes the importance of this information and how to understand the knowledge that it provides.

This overall training program should be instituted for a safer and healthier environment at home and the workplace.

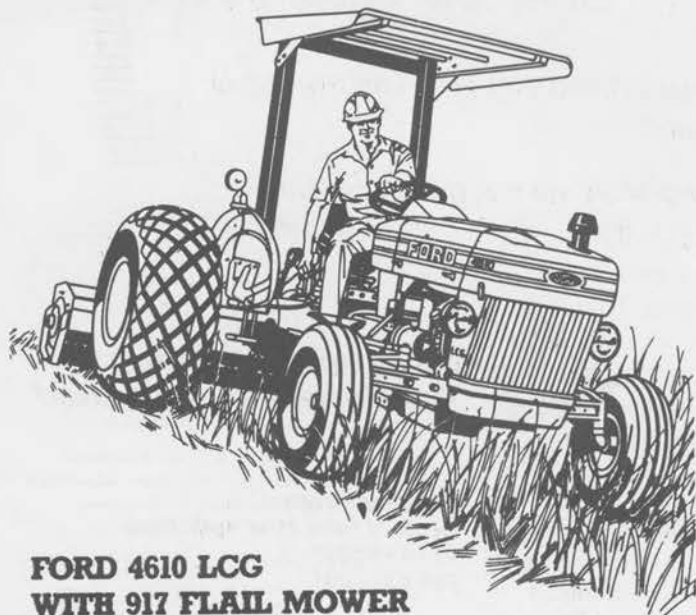
For additional information, contact GCSAA Headquarters, 1617 St. Andrews Drive, Lawrence, KS 66046.

Best in the Business (continued from pg 5)

It is a measure of Connaughton's qualifications that he is involved in such important work but he is looking to Ireland in the future as a means of earning his livelihood.

He says: "I am specialising in design and consulting in all sports facilities and while I am happy to live and work in Scotland for the moment, my long term objective would be to return to Ireland and set up my own business. I feel I have a lot to offer in this field, particularly in the aspect of drainage and construction of golf greens."

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Seven "Sins of Supervision" That Cancel Out Cooperation

James K. Van Fleet, a well-known management consultant and lecturer on managerial motivation techniques, is author of a new book entitled "The 22 Biggest Mistakes Managers Make and How To Correct Them" (Parker Publishing Company, West Nyack, N.Y.). Seven of his 22 have to do with the part of any manager's performance that indicates whether he has the qualities of *leadership* that justify promotion.

Here are the seven. Stand in front of a mirror and try them on for size:

- *Trying to be liked rather than respected.* Don't accept favors from your subordinates . . . Don't do special favors trying to be liked . . . Don't try for popular decisions . . . Don't be soft about discipline . . . Don't party or socialize with subordinates . . . Have a sense of humor.
- *Failing to ask subordinates for their advice and help.* Make them feel a problem is their problem, too . . . Encourage individual thinking . . . Make it easy for them to communicate their ideas to you . . . Follow through on their ideas.
- *Failing to develop a sense of responsibility in subordinates.* Allow freedom of expression . . . Give each person a chance to learn his superior's job . . . When you give responsibility, give authority, too . . . Hold subordinates accountable for results.
- *Emphasizing rules rather than skill.* Give a person a job to do — and then let him do it . . . Let an employee improve his own job methods.
- *Failing to keep criticism constructive.* When something goes wrong, do you tend to assume who's at fault? . . . Do you do your best to get all the facts first? . . . Do you control your temper? . . . Do you praise before you criticize? . . . Do you listen to the other side of the story? . . . Do you allow a person to retain his dignity? . . . Do you suggest specific steps to prevent recurrence of the mistake? . . . Do you forgive and forget?
- *Not paying attention to employee gripes and complaints.* (1) Make it easy for them to come to you. (2) Get rid of red tape. (3) Explain the grievance machinery. (4) Help a person voice his own complaint. (5) Always grant a hearing. (6) Practice patience. (7) Ask a complainer what he wants you to do. (8) Don't render a hasty or biased judgment. (9) Get all the facts. (10) Let the complainer know what your decision is. (11) Double-check your results. (12) Be concerned.
- *Failure to keep people informed.* Let people know where they stand with you . . . Praise people properly . . . Let your close assistants in on your plans at an early stage . . . Let people know as early as possible of any changes that will affect them . . . Let them know of changes that will *not* affect them, about which they may worry.

8th Annual Golf Course Superintendents Christian Prayer Breakfast

Everyone is invited, and we especially encourage families, ladies and children, to share in the fellowship at the 8th Annual GCSA Prayer Breakfast on Saturday, January 31, from 7:00 to 8:00 a.m. at the Phoenix Civic Plaza. Coffee and rolls will be served starting at 6:30 a.m.

The guest speaker will be Reverend Mr. Owen C. Carr, teacher, conference speaker, pastor and author, who is past president of Valley Forge Christian College, Pennsylvania. Prior to accepting the presidency of the College, he founded CHANNEL 38, WCFC-TV in Chicago. For more than 40 years, he has served full time Christian service in Kansas, Texas, Illinois, California and in 30 foreign countries.

Pastor Carr is author of the books, *The Battle Is The Lord's* and *Faith in Focus*.

His personal story, on how a Kansas farm boy has succeeded in overcoming impossible situations that few of us can comprehend, will encourage all who attend.

The Prayer Breakfast has been scheduled at the start of the Conference and Show for seven years, and is open to all faiths.

A Note of Passing

The Met GCSA just learned of the death of Lou Santucci at his home in Port Orange, Florida on September 12th. Mr. Santucci was a charter member of the Met GCSA and is survived by his wife Mary. Our condolences to his family.

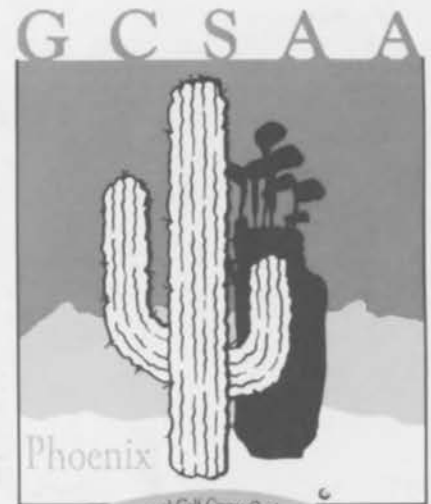
SOCIAL & WELFARE: Just a reminder that Scott Niven and John Carlone are chairing this committee. Please advise them of any marriages, births, illnesses, and deaths, etc.

I have yet to find a man who did not do better work and put forth greater effort under a spirit of approval than under a spirit of criticism.

— Charles Schwab

The deepest principle in human nature is the craving to be appreciated.


— Dr. William James



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