



TEE TO GREEN



Published by the
Metropolitan Golf Course
Superintendents Association

President's Message

Plan for a Good Year Ahead

Though most people think of January 1 as the start of a new year, for superintendent's, Labor Day marks a new beginning—when we can wipe the slate clean and begin an all-new budgeting and maintenance scheduling process.

When planning a new budget, one of the toughest things, I've found, is to build in enough funds for worst-case scenarios: the effects of a harsh winter, wet spring, dry summer, disease-producing humidity, and so on. This year, no doubt, taxed more than a few superintendents' budgets.

I always find it helpful to reflect on the past season and think about what programs have worked—and which ones could use *more* work. After determining how much I need to accomplish regular maintenance and any scheduled course improvements, I plan for a few contingencies. This is one of the best ways I know to stay on budget—or at least in the ballpark.

When setting up a maintenance schedule, I like to project ahead for the entire year. This helps the club to plan its outings around course work and the Golf Committee to schedule its tournaments when the grounds will be in top shape. Working closely with the club on a calendar also helps avoid the embarrassing situation of topdressing greens—or not having greens mowed, bunkers raked, etc., *(continued on page 2)*

Special Feature

Morefar's Mike Maffei Named Sherwood A. Moore Award Winner

Albert Michael (Mike) Maffei of Morefar, that idyllically scenic, little-known golf paradise situated on 500 park-like acres in Brewster, NY, is the recipient of the MetGCSA's coveted Sherwood A. Moore (SAM) Award for 1994.

The 44-year-old, auburn-haired six-footer was overwhelmed when informed of his selection as "super of the year" by Tim O'Neill, superintendent of the Country Club of Darien and chairman of the Met Awards Committee.

"I'm most appreciative of the honor," says Mike, who expressed great pleasure—and surprise—in being ranked a SAM Award recipient. "Mr. Moore, after all, is one of the 'greats' in our profession," he says. "Isn't every superintendent indebted, somehow, to Sherwood Moore? They just don't make Sherwood Moores anymore."

Mike will be honored Thursday, October 6 at the Country Club of Fairfield's scenic seaside links, where the MetGCSA will hold its annual Superin-



Morefar Superintendent Mike Maffei, the proud recipient of the MetGCSA's coveted Sherwood A. Moore Award

tendent/Green Chairman Tournament.

A native of Clinton, MA, Mike is a graduate of the University of Massachusetts, with a B.S. in plant and soil science. He has been involved with the MetGCSA for all of his years as a superintendent. He's served the association as *(continued on page 3)*

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Plan for a Good Year Ahead

when guests are arriving for a major outing.

But planning for the "new year" should include more than budgets and maintenance schedules. Equally important to our job success is that we set aside time, now, to attend some of the many educational seminars and programs available to us through our local and national associations.

In my experience, this is time well spent. Continuing education makes us better superintendents by helping us keep abreast of the latest maintenance practices and equipment and the ever-changing rules and regulations being imposed on our industry. Whether they're chemical restrictions or noise ordinances, it's our job to stay informed, and with the wide swing in rules and regs from state to state—even city to city—this is no easy task.

Speaking of educational events, our annual Professional Turfgrass Field Day is scheduled for October 18 here at Westchester Country Club. In addition

to equipment booths and demos, we'll once again be cosponsoring, with the MGA, a Green Chairman Seminar. Held before the start of the field day, the seminar will offer insights from USGA Agronomist Dave Oatis on the effects of the weather extremes this past 1993-1994 season—good information for green chairmen to have when questioned by club members about their courses' less-than-perfect conditions.

Dr. Noel Jackson has also been asked to give us an update on his nematodes research, which is being funded by the Tri-State Turf Research Foundation.

We hope every superintendent will attend—and bring along assistants, mechanics, green chairmen, and any other crew or board member interested in attending.

This is one of those educational events no superintendent should miss, so mark your calendar and *plan* to attend.

JOE ALONZI, CGCS
President

Clippings

'Kool' Cure for a Fowl Problem

If you're among the many Canada-goose-afflicted golf courses in our area, you've probably tried everything—short of blasting the course—to convince these geese to take flight for greener pastures. Well, call off your dogs and put away your plastic owls and swans, because the solution to this "fowl" problem may be on your nearest grocery store shelves.

After many desperate attempts to rid her lawn—and neighborhood—of these meddlesome critters, a Suffolk County homeowner finally stumbled on what appears to be a surefire goose getter: Grape Kool-Aid powder.

Hold the snickers. The idea came to her after reading an article authored by a U.S. Department of Agriculture wildlife biologist. In it, he described a study using methyl anthranilate—a grape-flavored substance found naturally in

Concord grapes and citrus blossoms—to keep geese at bay. Apparently these gray-and-white, big-bellied birds, which don't seemed to be cowed by anything, *do* hate grape flavor.

Because the substance is not yet approved by the EPA, this clever homeowner thought she'd give Grape Kool-Aid powder a whirl. The day after spreading it on her property, the geese were on the untreated curb in front of her house, but nowhere near her grape-flavored grass.

Treating an entire golf course with Kool-Aid would be a tough sell—and probably one not worth risking without further study. But it's certainly "food" for thought. Guess we'll just have to wait for the EPA to approve what appears to be a promising—and environmentally responsible—goose repellent.

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Photographer
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ADDRESS: P.O. Box 396, Mamaroneck, NY 10543.

Morefar's Mike Maffei Named Sherwood A. Moore Award Winner

president, vice president, and director and has been involved with nearly every MetGCSA committee. In short, he's touched all the association bases—or tees and greens, if you prefer.

Mike has also served as president, vice president, and director of the New York State Turfgrass Association (NYSTA)—and on all of its committees as well. He was certified by the Golf Course Superintendents Association of America (GCSAA) in 1979.

He is married to the former Anne Beard of Hastings, NY. They have two daughters, Karen and Elizabeth.

Modest to a fault, the quiet, soft-spoken Mike was quick to credit numerous colleagues for his professional development—and success. In particular, he singled out John Almonte, Pat Lucas, and John Musto.

He credits Almonte, former superintendent at the Worcester Country Club in Massachusetts, for employing him during his high school and college days; Lucas, now at Innis Arden, for hiring him as his aide while superintendent at Morefar; and Musto, the general manager at Morefar until his departure six years ago.

Is there a secret formula to superintending success?

"No, not really," answers Mike. "What's required is a thorough knowledge of the field, combined with a special proficiency in communication when dealing with club members, staff members, and superiors. In addition, the job demands a very unique brand of loyalty. Without these ingredients, success is hard to attain."

Mike calls attention to the fact that his job at Morefar is "unique, quite different than most," in that he works for a corporation, not a golf or country club. There are no committees or green chairmen. "I work for just one person: Mrs. Ans DeBeus, who is operations manager at Morefar," says Mike. "I prefer it this way; Morefar is run more like a business than a country club."

Mike's been a superintendent at the club for nearly all of 24 years. "I spent three months as an assistant before

taking over as superintendent," says Mike.

Owned by the American International Group (AIG), a world-leading insurance conglomerate, Morefar has 25 corporate members. Each corporation is limited to two foursomes of play each week and one full outing a year. Mike is employed by an offshoot of AIG known as Back O'Beyond, Inc.

Morefar was built by the late C.V. Starr, who introduced insurance to the Orient and who fell in love with the Brewster acreage. He is interred in a 50-acre memorial site behind the 14th green. Twenty-four pieces of unusual bronze sculpture dot the landscape.

The course, designed by Ed Ryder, is somewhat unique in that the two nines, built in 1963 and 1970, do not resemble each other.

The front is tantamount to a stroll through ancient park-like acreage. The back nine is a true test of golf. That's

the way Mr. Starr wanted it.

The course plays to a delighted 10 to 12 foursomes a day. Sunday, apparently, is a day of rest for Morefar. It is the slowest day of the week.

Mike, by the way, does not play golf. "I just never made enough time for the game. Maybe when I get older," he laughs.

He considers the Moore Award the pinnacle of "super" success in this sector of the country. "After all, the award puts me in a very special category, with some very special people like Ted Horton, Bob Alonzi, Jim Fulwider, Bruno Vadala, Ted Jozwick, and, of course, the distinguished Mr. Moore—all previous winners of the award," Mike concludes.

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Guido Cribari is the retired executive sports editor for the Gannett Suburban Newspapers, Inc.

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We'd like to extend a very special thank you to the generous sponsors of two MetGCSA events: our Summer Picnic July 25 at Crawford Park and our Summer Social, held August 23 at Fairview Country Club (see article on page 6).

Sponsoring our Summer Picnic were:

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Fall Brings Us to Innis Arden

The second to last MetGCSA golf meeting for the 1994 season was held at Innis Arden Golf Club in Old Greenwich, CT, on September 20, marking the start of a much-welcomed autumn/winter season.

No stranger to the Met meeting circuit, Superintendent Pat Lucas has hosted two other meetings in his 17-year tenure at Innis Arden. None of those other years, he says, will be quite as memorable as this one.

"It's been a tough 18 months for growing grass," he explains. "Like other superintendents, I've spent a lot of time doing public relations work, communicating with members about the course.

"Every year, you start from square one. After the snow melts, it's a brand-new season, and you never know quite what to expect. This year, superintendents had more than their fair share of the unexpected."

Since the last Met meeting Pat hosted in 1984, Innis has undergone numerous capital improvements. More than 1,200 trees have been planted; all the bunkers were rebuilt; and cart paths have been installed from one end of the course to the other—to alleviate wear-and-tear on the relatively tight layout.

"One of our most exciting projects," says Pat, "was changing our first hole. We removed 7,000 cubic yards of ledge to eliminate the blind second shot, and we built a new green to lengthen the hole 35 yards."

An ongoing "project" at Innis is water level management. "With much of the course's elevation being close to sea level—and Long Island Sound abutting our property—managing the level of our irrigation ponds is critical," says Pat.

"If the level drops too much, we begin to get salt water intrusion through the bottom of the ponds. If we allow the level to get too high, none of our drainage lines function, and several of our fairways become water soaked."

Over the years, Pat has developed siphoning devices, floodgates, and a series of sump pumps throughout the

course to maintain that delicate balance in water levels. "While I don't do a lot of fishing," says Pat, "I sure watch the tides.

"Tackling—and resolving—challenges like this adds interest to the job and even makes it more enjoyable," he says. Also making his work pleasurable is his first-rate crew. "I have an excellent crew, led by our first assistant, Tony Campanella, and our number two man, Erik Zars," says Pat.

A Colorful History

The Innis you had the opportunity to play on the 20th was built in 1922 by Scottish architect J. Kennedy Tod. But interestingly, that's not the course's original site. Innis Arden, which means "Little Peninsula," was first built in 1905 on what is now one of Greenwich's most picturesque parks and beaches: Tod's Point.

At the turn of the century, Tod's Point was the architect's private estate. He had built the golf course on his land for himself and close friends. In 1920, he kindly opened the course to the public at no charge, but his generosity lasted only about a year—until one day, the course was so overrun with golfers that he and a group of friends couldn't play. In utter frustration, he booted everyone out—friends included.

Two years later, a group of Tod's golfing buddies decided to start their own Innis Arden, where it now stands, just a few miles from its original location. Holding no hard feelings toward Tod, they asked him to not only design the course, but also become its first president. The gates at the first tee are the same ones that stood at the entrance of the original Innis Arden.

Career Twists and Turns

Pat's interest in golf began long before his days at Innis: He was just 10, when living near a municipal golf course in Utica, NY, he began caddying. Five years later, he started working in the course's golf shop, and at 15 was so accomplished at the game, he was charged with giving lessons.

Planning to pursue a career as a golf

pro, Pat went off to PGA business school at 17. "I quickly found I didn't have the game to be a pro," says Pat. "The head pro I worked under suggested I become a golf course superintendent so I could continue to be close to what I liked best."

That served as a springboard for Pat's lengthy—and varied—career in turfgrass management. He completed an associate's degree from UMass's Stockbridge School of Agriculture in 1964 and, the following winter, took a superintendent's position at Little Falls Municipal Golf Course, a nine-hole course in Little Falls, NY. "The job paid \$100 a week, no benefits," Pat muses.

Nearly two years later, the James River Country Club wooed Pat to Newport News, VA. "It was during an airline strike," remembers Pat, "and they were so hungry for a degreed superintendent that they offered to send a private plane to get me there for the interview."

Several years later, an opening at Yahnundasis Golf Club in Utica, drew Pat back to his hometown. Staying in New York, Pat then accepted the superintendent's position at Morefar Golf Club in Brewster. Before leaving in 1976, Pat had also served as the club's general manager. Pat's next stop was a quick one. He served a year at Hollybrook Golf and Tennis Club in Hollywood, FL, before accepting his current position at Innis Arden.

In 1979, two years after settling in the Met area, Pat became a member of the MetGCSA Board of Directors, remaining on the board until 1989 after serving as the association's president and *Tee to Green* editor.

Reflections of a Long-Tenured Superintendent

With nearly 30 years in the golf course business under his belt, Pat has begun to take a long, hard look at his priorities in life.

"If you asked me 20 years ago what my priorities were, my job would have topped the list," says Pat. "Today, I'd tell you my first priority is being a husband; then, a father; (continued on page 6)

There Were a lot of Happy Clams at the Fairview Clambake

On August 23, MetGCSA members and their spouses or companions gathered at the Fairview Country Club for a metropolitan-style clambake. More than 100 people attended this fun event, eating, drinking, and dancing the night away. The function was a switch from what had become an annual East River Boat Cruise, and judging by the smiles and laughter, it was a nice change.

Adding interest to the evening was a black jack and roulette table, which gamblers belled up to with their stash of play money. The phony cash was handed out at the door—and on the poolside dance floor to the best-swingin' couples. The biggest winner at the table was Dar Par Sales' John Richichi, raking in more than \$35,000.

The play dough came in handy at the end of the evening in the poolside toy auction. Though the toys were for the children of Met members, I think some of the high bidders may have been reluctant to part with their prizes. Sean Cain, assistant at Apawamis, was high bidder on a Super Soaker Water Gun, which he proceeded to use on his

buddies. And Middle Bay Super John Carloné and his wife, Leslie, were successful bidders on what John fondly called "baby-wet-your-pants"—a doll he took for a whirl or two on the dance floor.

Jeff Scott came away with several toys, which was interesting, considering I thought the rules stated you could win only one toy. Walking out with Jeff afterward he said, "I have to bring my car closer [to the building], so I can load up my loot." If anyone deserved an extra prize or two, it certainly was Jeff for putting together a terrific time.

Allen Entertainment did an excellent job keeping the dance floor jumpin'. Their DJs led the willing-and-able in the "Electric Slide," "YMCA," and even the limbo. Dropping the limbo pole increasingly lower, Jacqueline Apgar—yes, my wife—was the winner of \$1,000 in play dough.

Pat and Michele Lucas (Innis Arden), Earl and Donna Millett (Ridgeway), and Tony and Lucille Grasso (Metropolis) danced most of the night, but no one could keep pace with Maria and Bob Lippman

(Westchester Turf Supply), who never seemed to sit down. Bob was hanging on for dear life.

Not everyone was occupied with dancing and gambling. Some mingled with their peers and made new acquaintances. Fenway Superintendent Scott Stark and his wife, Kathy, took it easy in preparation for their soon-to-be-born child who, if a boy, will be named Brian after Brian-with-an-"i" Leetch of the New York Rangers (or is that Bryan-with-a-"y" after the former New York Islander superstar Bryan Trotter?). Knollwood Superintendent Tim Moore spoke for the nondancers saying, "I'm here to relax."

Whatever your pleasure, this well-planned event offered something for everyone—particularly in the food and drink department. Thanks to a large group of Met commercial members (see list on page 4), we had an ever-flowing open bar.

And Fairview Assistant Manager Mike Loper and his staff provided excellent food, including an impressive array of appetizers and an equally impressive salad bar to accompany the delicious main course of lobster, steak, and corn-on-the-cob.

Oh, yes, and then we can't forget the coffee-and-desert tables, which beckoned party goers out of the cool night air. Though most seemed unaffected by the dip in temperatures—the two who ended up *taking* a dip might have felt the chill. Our president, Joe Alonzi, was tossed into the pool in what an anonymous source said is now a ritual for first-year presidents. Mark Millett also took a dive when trying to help "christen" Joe. Hopefully, the nice jackets and dress shoes survived the chlorine bath. Someone fished out a fat wallet sitting idly on the pool floor.

The clambake seemed to be one of the most pleasurable events in recent times. Maybe in the future, we could follow Bob Alonzi's lead and lose the jackets and ties. After all, whoever heard of a formal clambake, anyway?

SCOTT C. APGAR
Metro Milorganite, Inc.

Spotlight (cont. from pg. 5)

Fall Brings Us to Innis Arden

and finally, a golf course superintendent.

"I feel that relationships—and not just with family, but also with friends and coworkers—are the most important things in life. My favorite movie is 'It's a Wonderful Life,' because it centers around a man who put helping people ahead of monetary success.

"We all have a tendency to get caught up in getting ahead in life," continues Pat, "particularly in the type of pressure-cooker business we're in. But in eternity, is it important how much money we've accumulated or the good we've done for others?"

"With so many things in life today out of control, I've learned to put my faith in Jesus Christ. A personal re-

lationship with God is the only thing that is dependable and unchanging."

Pat's wife of 29 years, Michele, shares Pat's commitment to helping others—as a social worker. Michele completed both undergrad and graduate coursework—receiving a master's from Columbia University—while helping to raise their five sons: Chris, Scott, Patrick (an assistant at Winged Foot), Eric, and Gregory. Four years ago, Pat and Michele also became very proud—and very young—grandparents to their oldest son Chris and his wife's little boy, Joseph. The Lucas' live on club grounds in Old Greenwich.

SCOTT C. APGAR
Metro Milorganite, Inc.

The Six Deadly Sins of Reprimanding

There are two cardinal rules of chewing out an employee: Do it in private and avoid personal attacks.

But equally important in preserving employee morale and dignity when calling them on the carpet is that you avoid the following six deadly sins of reprimanding:

1. Failing to line up the facts. Relying on hearsay evidence or "general impressions" will only invite emotion-laden rebuttals and, possibly, resentful counterattacks.

2. Reprimanding while angry. The more angry you are, the less objective you'll

be—and the less effective your reprimand. It's wise to delay a confrontation until you've coolly asked yourself two questions: Could I have contributed to the problem? Were there mitigating circumstances I'm overlooking?

3. Being vague about the offense. Let the person know exactly what the charge is. Don't try to soften the blow by hemming and hawing or refusing to cough up the details.

4. Failing to get the other person's side of the story. Always give crew members the chance to explain what happened and their reasons for behaving as they did.

There may be extenuating circumstances. (Sometimes, you may even be part of them.)

5. Failing to keep comprehensive records. The better your documentation—how the mistake came about, when, who was involved, etc.—the more even-tempered and productive the reprimanding session will be.

6. Harboring a grudge. Once you've handed out the reprimand and any corrective measures, don't carry around hostilities. Let the employee know you consider the misdeed a closed book—and act accordingly.

Putting 'Blanket Statements' to Bed

Similar in principle to judo, the following technique will show you how to defuse someone's criticism or hostility—whether it's your green chairman, general manager, a club or crew member—simply by redirecting their momentum.

Called a negative inquiry, this tech-

nique is particularly helpful when a superior has a gripe or reservation about you. Here's how it works:

GRIPE: You don't know how to communicate with the Green Committee and membership.

YOUR RESPONSE: Are you saying I'm never effective in communicating with

these people? When do you notice my being ineffective? Would you give me another example?

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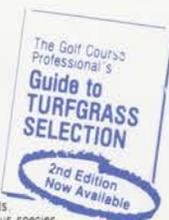
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Rick Schock and Gregg Stanley Take Superintendent Two-Ball Championship

On Tuesday, August 23 at Quaker Ridge, Rick Schock and Gregg Stanley captured the MetGCSA Two-Ball Championship with a 3 & 2 victory over Scott Niven and Larry Pakkala. After three successive 1 up decisions en route to the finals, the title match would turn out to be their most decisive victory.

Rick and Gregg went out ahead early with a 2 up lead. Scott and Larry clawed back to even after nine holes, but the two would never enjoy a late-afternoon lead.

The critical point of the match occurred at the Par 4 fourteenth. After sliding to 3 down, Scott and Larry again stormed back to take two holes. With poor drives by both Rick and Gregg, the match looked to be heading to even. But with "Big Mo" turning against them, Rick and Gregg carved it up to the green and managed to half the hole.

That seemed to take the wind out of Scott and Larry's sails as Rick and Gregg went on to win the next two holes to close out the match 3 & 2. Congrats!

Rick and Gregg made the finals with

a 1 up victory over Dennis Flynn and Peter Rappoccio at Lakeover National. Despite a front-nine 38 by Peter, Rick and Gregg kept up a tandem pressure to secure the victory.

Scott and Larry whipped Dave Mahoney and Dennis Petruzzelli 3 & 1 at Whippoorwill to advance to the finals. A highlight of the match was Larry birdieing the first four holes. Dave and Dennis fought back but never recovered.

Congratulations to all who participated, and special thanks to everyone who offered their course for a match site.

Al Tretera and Ernie Rizzo Win Inaugural Class C Two-Ball Championship

Congratulations to Al Tretera and Ernie Rizzo who captured the Class C Two-Ball Championship wire to wire. Earning the first seed as the qualifying medalists, Al and Ernie stormed to the finals and finished off as champions with a victory over John Currie and Joe Kennedy.

DAVE MAHONEY, Siwanoy Country Club

Upcoming Educational Event

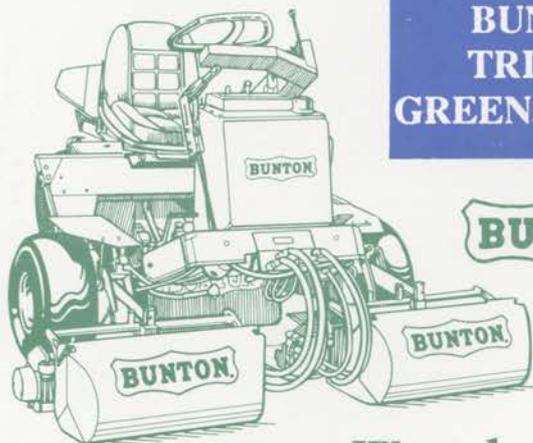
MetGCSA Professional Turfgrass Field Day and Green Chairman Seminar

Tuesday, October 18/Rain date: October 19
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See this month's President's Message for details. For further information, contact Field Day Committee Chairmen Joe Stahl, 914-666-3171, or Jeff Scott, 914-967-2570.

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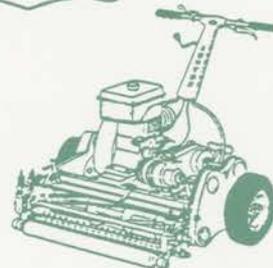
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