



**MEETING NOTICE:**

March 24, Thursday

Place: Rye Golf Club

Luncheon: 12:30 (cash lunch) \$7.50

Program: Brief Business Meeting

Speaker: Stanley Zontek, Director USGA,  
Northeastern Region

Host: Richard Gonyea

Directions: Rye Golf Club is located on Route 1, Boston Post Road in Rye, just before Harrison.

**SPECIAL NOTICE:** Please call Dick Gonyea for Lunch Reservations; 835-3205—office

**COMING EVENTS:**

March 24 MGCSA meeting

April 2-3 Home and Garden Show, MGCSA booth,  
Westchester County Center, White Plains

April 21 Westchester Hills C.C.

May Old Oaks C.C.

June 23 Mt. Kisco C.C.

July Waccabuc C.C.

August Picnic

September 30 Round Hill C.C. (Superintendents Invitational)

October 11 Siwanoy C.C.

November Annual meeting

December Christmas Party, date to be announced

**MGCSA NEWS:**

Yes, the educational conferences are about to wind down. It certainly has been a busy schedule and some great conferences. It seems that with the great success of Expo and now U of Mass Turf and Industrial Show, certainly regional conferences are developing to be very strong. Food for thought. It was a tough winter and then all of a sudden it's Spring in the beginning of March but of course March is always fickle anyway. It doesn't appear at this point that ice damage will be a problem. I think that frost will be our culprit this year. It's been reported as deep as 6' and certainly in our area 2-4'. It will be tough on roads, drain lines and the one everybody is praying on is our irrigation systems. I would say plan for more than normal repair work in this area. Frost is very powerful.

MGCSA has their first meeting on the 24th of March. It's your chance to express yourself. The officers and board members are always looking for ways to improve the association for the members. So say your piece and if your

interested in a particular committee, just make yourself known as we can always use help and new ideas. Let's all turn out on the 24th for our first meeting.

We have two new maintenance buildings in the area. Harry Nichol at Country Club of New Canaan has just completed his. Chuck Martineau of The Whippoorwill Club is in the process right now. There are always improvements that you can make to your existing maintenance building, not just improvements in the actual structure, but adding equipment or storage bins. Watch the New York Times Classified section Sunday issue. The back two or three pages always has auctions many of which are machine shops, garages, etc. which often have some excellent equipment you can pick up at a reasonable price.

MGCSA has entered Tee to Green in the GCSAA Chapter newsletter contest which will cover all the issues in 1977. The grand award will be presented at the National Conference in February.

Seed prices, as you have noticed, have taken off—especially the Seaside bent. The supply is limited so don't expect it to come down in price. The drought conditions in the seed growing areas in Oregon won't help the situation for the other grasses either. I am sure there will be some reseeding from fall projects since it was such a poor fall for germination after the 10th of October—forget it. Normally you can expect some warm days to get things started. This wasn't the case last fall, a lot of the seed has probably washed away by now. No two seasons are the same and it's time to gear up for opening day. The winter golfers were starved this winter and they are ready to go. Golf fever is in the air.

Garry N. Crothers



**"MANAGING IN TODAY'S WORLD"**

by Ted Horton

Perhaps one of the most inspirational days I spent this winter was as a guest of Garry Crothers at a district Rotary Assembly where we were addressed by George Romney, twice governor of Michigan and presently chief executive of American Motors, John R. Mulhearn, President of the New York Telephone Company and Dr. Norman Vincent Peale, world-renowned author, churchman, lecturer and businessman. Each of these dedicated and gifted men spoke about the fundamentals essential to managing your business or profession in today's world. Needless to say, I was very much impressed with these men and I only wish that I could express



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Garry Crothers  
Ted Horton

Co-Editor  
Co-Editor

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**ADVERTISING RATES FOR "TEE TO GREEN"**

1/6 page	\$ 40.00	per issue
1/3 page	60.00	per issue
1/2 page	80.00	per issue
2/3 page	100.00	per issue
2/3 page		
(Back Cover)	130.00	per issue
1 page	150.00	per issue

their philosophy as meaningfully for you to read—but, I guess you really would have to hear them yourselves.

The management philosophy of John R. Mulhearn is the firm belief "that here is something, extra in all of us—in our hidden reserves of energy, talent and commitment." Therefore, "good management is bringing out the vital spark in people." Resultingly, Mr. Mulhearn suggested that we commit all involved by announcing to the public what your people say they can do. Your employees are good enough to satisfy and achieve any goal if given enough time. It is your job as manager to establish planning cycles to allow adequate time. In short—allow the people under you to "think tall" by:

1. daring to dream—setting the impossible goal;
2. letting the people participate;
3. not depending on charisma alone—but developing know-how;
4. letting the people fly if they think they can;
5. expecting commitment from everyone;

Perhaps most dynamic of all, Dr. Vincent Peale spoke about the "Positive Principle Today" as a fundamental essential for business and personal satisfaction. He noted that people are always bemoaning that they have a problem. But a problem is inherently good—for you never have a solution without a

problem. "Problems constitute a sign of life." The more problems you have the more alive you are. Strong individuals must be subjected to pain, sorrow and problems. But the solutions lie with positive thinking to produce positive results. "The positive thinker is a believer in the world, his profession, God and himself. He has the attitude that it can be done and does it." Dr. Peale emphasized that "you must believe in yourself, teach children that they can do better things and finally that we should each build a ladder to a dream with the following "rungs to success:"

1. determination;
2. dedication;
3. discipline;
4. and a positive attitude.

In summary, the following anecdote told by George Romney was very meaningful to me. "A father cut up a picture of the world for his young daughter to piece and paste back together. To his surprise she completed it rapidly and when questioned how it was done so quickly she responded: "Easy—there was a picture of a man on the other side and she knew that if she put the man together the world would take care of itself."

**Credit: Rotary Area Assembly  
District 723, N.Y.C.**

Dear Garry:

A "doff of the old topper" for placing the USGA Associates information in your latest "Tee to Green."

We appreciate all the fine work that golf course superintendents are doing on behalf of golf.

Sincerely,  
Alexander M. Radko  
National Director

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**Welfare:** Please contact Gene Grady if you hear of any member who has a illness, accident, etc. 203-531-8179  
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Dear Mr. Horton:

This is just a short note to thank you all for your kind expression of sympathy and your generous check.

Jim always spoke warmly of the Metropolitan Golf Association and it's membership.

He would be pleased to know that you thought so well of him, and that you were so kind to his family.

Thank you again.

Sincerely,  
Betty Keough

Dear Ted:

I'd like to thank you and the Association for their kind consideration toward my deceased brother, Frank.

And to you Ted and Gary especially for your instant response and efforts.—Many thnaks.

This is what makes our Association so outstanding.

Wishing you all a Happy and Healthy New Year.

Sincerely,  
Ben Zukosky, C.G.C.S.

**PROFESSOR KING EMPHASIZES  
TREE AERIFICATION**

At the University of Massachusetts Turfgrass Conference, Professor King emphasized that the single most detrimental problem to golf course trees was compaction. He recommended a minimum of spring and fall aerification under the tree canopy further complimented at that time with fertilization. Professor King cautioned that the Spruces have been overplanted in the landscape. As a result, Cytospera Canker Disease had increased alarmingly. He suggested that the worst infected trees be removed and that the others be fertilized, aerified, mulches and watered.

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## GCSAA NEWS:

### OVER FIVE THOUSAND ATTEND GCSAA CONFERENCE AND SHOW IN PORTLAND

Though the final tabulations by category are not yet complete, over five thousand (5,000) individuals attend the 48th Annual International Turfgrass Conference and Show in Portland. One thousand thirty-eight (1,038) GCSAA members were in attendance during the five day conference.

Theodore W. Woehrle, CGCS, of Oakland Hills Country Club, Troy, Michigan, was elected GCSAA President at the annual membership meeting. George W. Cleaver, CGCS, of Chestnut Ridge Country Club, Lutherville, Maryland, was elected Vice-President. Louis D. Haines, CGCS, of the Denver Country Club, Denver, Colorado, was re-elected Director and appointed as Secretary-Treasurer. Also elected to a three-year term as Director was Hobart T. Burgan, CGCS, of Quail Creek Golf and Country Club, Oklahoma City, Oklahoma. Appointed to the two-year term Directorship was Mike R. Bavier, CGCS, of Inverness Golf Club, Palatine, Illinois.

The GCSAA Executive Committee Members for 1977 are:

President	Theodore W. Woehrle, CGCS
Vice President	George W. Cleaver, CGCS
Secretary/Treasurer	Louis D. Haines, CGCS
Immediate Past President	Richard W. Malpass, CGCS
Directors	Mike R. Bavier, CGCS Hobart T. Burgan, CGCS David C. Holler, CGCS Melvin B. Lucas, CGCS Charles H. Tadge, CGCS

### NEW COMMITTEE APPOINTMENTS ANNOUNCED BY PRESIDENT WOehrLE

President Theodore W. Woehrle has announced his appointments of CGSAA Committee Chairmen and Vice-Chairmen. The Executive Committee wishes to emphasize that these committees are continually looking for members interested in taking a more active part in the business of GCSAA. **If any member has a particular interest in any of the committees, please have him contact Conrad L. Scheetz, Executive Director, GCSAA Headquarters in Lawrence.**

### SUBJECT: LOST ARTICLES AT GCSAA'S CONFERENCE IN PORTLAND.

We were informed that a gentleman, who had been on the bus tour to Mt. Hood, had mistakenly taken the wrong brown top coat off the bus. The Coat belongs to Mr. George Biddulph, 26005 Butternut Ridge, N. Olmstead, Ohio 44070.

Mr. Biddulph thinks the gentleman works at a Country Club about 20 miles from New York City. If anyone has any idea of who the gentleman might be, please contact Mr. Biddulph at the above address. Mr. Biddulph has in his possession the other individual's coat.

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**Tips for the Superintendent:  
CHOOSING THE BEST SUMMER CREW**

Although it's still early, now is the time to think about hiring summer crew help. Some young people may already have contacted you during the Christmas holidays or during their semester break; more will come during spring break, and the crunch will hit as the end of the school year approaches. How you choose your summer help could make a big difference in the kind of summer you have.

Most superintendents hire from two pools of labor—turf students and nonturf high school and college students. Experience has shown that men and women work out equally well. Turf students often need on-the-job training as part of their education, and you can influence the future of your profession by helping them learn on your course.

Turf students are interested in turf management, not just in a summer job, and they bring a certain degree of expertise and understanding.

Your supervision during the summer can be of real benefit to the students when they return to school in the fall, too, especially if you have given them genuine experience over a broad range of tasks. Many superintendents have a list of operations a turf student should try during a summer internship—mowing greens, managing equipment, calibrating spray equipment and numerous others. If you give the students broad experience, they will give you hard work and effort in return, and your goodwill rating will be boosted as well.

Aside from turf students, what kinds of people make good summer golf course employees? Those who want to work outside and who enjoy hard work, those who can be on their feet and operate machinery all day, those who will get to work on time, stay the required number of hours and follow through on assignments—these are the people who belong on your golf course.

Before you hire a summer employee, consider exactly what you want that person to do and be sure that you will have enough work to keep him busy all day everyday. Boredom robs your employees of enthusiasm and a lack of enthusiasm robs you of quality workmanship.

When you know clearly what you want from an employee, choose persons to hire by evaluating their job application forms and conducting a thorough interview. Have them use a standard application form that asks for personal data, job experience and educational background. The form, available at most office supply stores, should have a place for your comments and for recording the date work began and the salary. This will give you similar information on each person so you can compare one to another.

During the interviews try to ask each person about the same questions so you can compare their answers. Ask each to expand on his work experience and try to assess some of the following: Is this person interested in the work? Has he shown leadership? Does he seem forceful and appear to have good reasoning ability? Is he sincere about his ambitions and objectives? Does he really want to become involved? What is the extent of his knowledge in the field and his interest in learning more? Does he show pride in a job well done? You can ask about the person's future plans as well as his past experience, and certainly find out what his job goals are. Ask what he expects from this position and why he wants the job.

Tell each applicant exactly what the job and working environment will be and what you expect in the way of standards of conduct and quality of work.

Discuss salary in full. Most summer employees will be paid a little above the minimum wage. Tell the person when payday is and about how much each check will be. Discuss vacations and other requests for time off in advance, make clear whether holidays will warrant more than the standard hourly rate and what overtime arrangements there are, if any. Discuss withholding tax, and tell students about the special W-4 forms that will exempt them from having money withheld.

Mention equipment or clothing that is provided by your course and explain OSHA regulations that will affect the employee. Ask the applicant if he has any questions, and evaluate what he asks as you provide answers.

How you start the new person working will depend on his



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experience or lack of it and on the job to be done. For the novice, some superintendents provide a map of the course, lead the person to the first tee, and send him around the course to pick up trash, sticks, etc., to familiarize him with the physical layout. Sometimes new employees are encouraged to play a round of golf first, to get a feel for the course. Then start the person on the first task, with complete instructions and with someone around to help for a few days.

When you thoughtfully and thoroughly choose your crew members and when you keep them busy and give them lots of encouragement throughout the summer, you will have few personnel problems and your work will be well done.

**Credit: FOREFRONT, January 1977**

### NEW DEVICE CHARGES SPRAY

● **New York Times News Service**

WASHINGTON—A reduction in the farm use of pesticides by as much as two-thirds, with no loss in food production, may result from a recently patented electrostatic spraying system. It coats plants while leaving the earth and air unscathed.

The invention, which is generating much interest among agricultural experts, is the work of S. Edward Law, a faculty member at the University of Georgia's Agricultural Engineering Department. Athens, Ga. Law was granted patent 4,004,733.

The spray nozzle is fitted with a small annular electrode that charges the spray as it is propelled outward by compressed air. The air takes the spray inside plant canopies and in close proximity to stems and leaves, where the small electrostatic charge is sufficient to attract droplets to the plants.

The economic saving to farmers in reduced pesticide use is estimated at more than \$1 billion annually, besides the reduced pollution from agricultural spraying.

**Credit: Carolinas Golf Association**

Thanks to Bob DePencier, Golf Manager.

### REMIND CHAPTER MEMBERS OF TAX DEDUCTIONS FOR EDUCATIONAL EXPENSES

Treasury regulation 1.162-5 permits an income tax deduction for educational expenses (registration fees, cost of travel, meals and lodging) which are undertaken to: "(1) Maintain or improve skills required in one's employment or other trade or business, or (2) meet expense requirements of an employer or a law imposed as a condition to retention of employment, job status, or rate of compensation."

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## CHOKI YARA—A GOLF COURSE SUPERINTENDENT IN HAWAII

by Chuck Martineau

Taking advantage of the G.C.S.A.A. Conference in Portland, Oregon, my wife Edie and I took a pre-conference vacation to Hawaii. During our stay in Hawaii we had a chance to take in the 12th Hawaiian Open which was played on the 50 year old Waialae Country Club in Honolulu. Seeing young Bruce Lietzki of Beaumont, Texas win the tournament was very exciting but more interesting was meeting Choki Yara the golf course Superintendent. After introducing myself to Choki, we went straight to his office for some Primo beer. His men, friends and everyone I met made me feel very welcome—there's something nice about Hawaiian hospitality.

Mr. Yara was originally from the Island of Maui and later moved to Oahu where he has been Superintendent of Waialae for the past twelve years. Waialae is an eighteen hole golf course which is open twelve months of the year. It is one of three private golf courses in Oahu; the other seventeen courses are either military or municipal. The Waialae course is 170 acres built along the ocean near Diamond Head and is situated one foot above sea level. Choki has fifteen grounds personnel year round; two of whom are women and earning average wages between \$4.00 and \$5.00 per hour.

The fairways are lined with big beautiful Cocconut trees, Monkey pod trees, Banyan trees and Shower trees.

The greens are of tifdward grass cut at 1/8;" these greens were changed over from bent grass about twelve years ago. The tees are common bermuda grass cut at 5/16," fairways are common bermuda cut at 1/2" and rough also bermuda cut at 1 1/2." Greens are mostly built of sand and the rest of the course

is a combination of adobe, clay and loom. Topdressing the greens is done twice a year with sand and aerified once a year during the summer months. Mr. Yara cuts greens five times a week, tees and fairways twice a week.

Equipment is as modern as any of the courses here on the mainland. An automatic Toro system pumps the water for a total of 15 minutes per day. There are no wilt problems and no disease problems, he might spray about twice a year. Weeds are a small problem with some crabgrass and goosegrass. Insect problems are much like ours with grubs, sod webworms, cutworms, etc. Verti-cutting greens is done frequently, about three or four times a month. Another frequent job is fertilizing; in which he uses an 18-18-5 fertilizer throughout the golf course. Greens get 16-18 lbs. of nitrogen per year and the fairways get about 12 lbs. of nitrogen per year. There are no drainage problems and the golf course has never been closed for any reason. Probably the toughest thing about Choki's job is that the course is open seven days a week twelve months a year—maybe that's why has a budget of \$260,000.00. I told him that most of us could operate for two years on that kind of budget, but for anyone who has been to Hawaii you know the price you pay if you can afford to stay.

The Pros say that the grees at Waialae are the best they play on all year, believe me they really are super. I must say that the entire golf course was impressive, beautiful, and well groomed, and as for the Superintendent Choki Yara he was as nice as his golf course. If you're ever in Hawaii look him up.

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## MGCSA—RESEARCH

Dear Mr. Horton:

This will acknowledge receipt of your Organization check of \$2000 today as part of the **Hyperodes** and **Ataenius** research grant for April 1, 1976-March 31, 1977. The final payment of \$2000 for the above fiscal year may be made on or about March 31.

We appreciate your continued support of this program, which would be impossible to pursue without the support of MGCSA and GCSAA.

You will no doubt be surprised at what we found in last Tuesday's litter samples. Even though subjected to days of freezing temperature, a total of 945 live **Hyperodes adults** were collected from 15 sq.-ft. samples. Details are shown on enclosed sheet.

With kindest regards.

Sincerely,  
H. Tashiro  
Professor of Entomology

Dear Ted:

Tony Grasso has forwarded your check together with matching funds from METRO MILORGANITE, INC. You can be assured the monies will be put to use promptly to further out knowledge in turfgrass culture and related sciences.

The Foundation is grateful for your generous contribution in support of our research programs. All that we enjoy on the golf course today, be it advanced turfgrass knowledge or the resultant excellent golf facility, must be attributed to those who give of their time and money.

Long range research projects are underway at eight Universities, including RUTGERS UNIVERSITY, where we are continuing a study entitled, "ROOT ECOLOGY" under the direction of Dr. Ralph Engel.

Again, many thanks.

Sincerely yours,  
Frank I. Shuman  
Secretary-Treasurer



Dr. C. Reed Funk receives a check in support of bentgrass selection and breeding, presented by Sherwood Moore, superintendent of Woodway Country Club on behalf of the Metropolitan Golf Course Superintendents Association.

### DO YOU WEAR GLOVES?

Do you wear gloves when handling pesticides? The persistence of pesticides on the hands of some occupationally exposed people was studied recently. It is found that chlordane and dieldrin have apparently persisted on the hands of a former pest control operator for at least two years. Methoxychlor, captan and malathion persisted for at least seven days on the hands of a fruit and vegetable grower. Parathion was found on the hands of a man two months after his last known contact with it. Endosulfan, TDE, Keithane, Dacthal, Trithion, Imidan, and Guthion may have persisted on the hands of some exposed workers from 1 to 112 days after exposure.

Think about this the next time you wonder if you should wear gloves!!!

Reprinted from the University of Connecticut Greenhouse Extension Letter and **The New Leaf News**.



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