



MEETING NOTICE:

Date: Thursday, April 16, 1981
 Place: Blue Hills Golf Club
 Blue Hill Rd., Pearl River, N.Y.
 Host
 Superintendent: Frank Bevelacqua
 Club Manager: Joe Clarke
 Golf Professional: Jim Stewart
 Telephones: Superintendent: 359-5100
 Clubhouse: 735-2094
 Golf Shop: 735-2094
 Golf: 12:00 Noon
 Lunch: 11:00 a.m. — 1:00 p.m.
 Social Hour: 6:00 — 7:00 p.m. With
 hors d'oeuvres
 Dinner: 7:00 p.m. \$18.00 Prime rib
 Program: None
 Directions: From Tappan Zee Bridge take 2
 and 7W 8 miles to Palisades Park-
 way. Take Parkway South 4 miles to
 exit 6W Orangeburg Rd., go 2 miles
 west to Blue Hill Rd. Go ½ mile on
 Blue Hill Road, the Club is on your
 left.

COMING EVENTS

April 16 MGCSA Meeting, Blue Hill Golf Club
 May 21 MGCSA Meeting, Quaker Ridge G.C.,
 Green Chairman/Superintendent Meeting
 June 23 MGCSA Meeting, Century Country Club
 Superintendent/Manager Meeting
 June 24 Univ. of Mass. Field Day, So. Deerfield
 July 16 MGCSA Meeting, Edgewood C.C.
 August 25 MGCSA Family Picnic
 August 26 Univ. of R.I. Field Day, Kingston
 August MGCSA Joint Meeting with Hudson
 Valley, Waccabuc Country Club
 September 24 MGCSA Invitational Elmwood C.C.
 November MGCSA Annual Meeting
 November 16 - 19 N.Y.S. Turfgrass Assoc. Conference &
 Trade Show, Albany
 December 12 Christmas Party, Ridgeway C.C.

WELFARE: Please contact Bob Alonzi, 203-531-8910 (of-
 fice), or 203-531-1930 (home) regarding any hospitalizations,
 etc. of members of the MGCSA.

This month, we'd like to thank:

Blue Ridge Peat Farms, Inc.
 W.A. Cleary Chemical Corp.
 Egypt Farms
 Glenmore Landscape Service
 Hawthorne Bros. Tree Service, Inc.
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for helping make this issue of *Tee to Green* possible.

ADMENDMENTS TO THE BY-LAWS

*The Committee, chaired by Bob Alonzi and assisted by Sher-
 wood Moore, Mike Maffei, Dick Allen and Dennis Flynn,
 make the following recommendations for amendments to the
 By-Laws. Please read them over carefully so that we can dis-
 cuss them as well as take appropriate action at the Blue Hill
 meeting in April.*

—Bob U. Alonzi

Article III — Membership

Section 1

The membership of the corporation shall consist of the
 following:

(1) Class A Member — Any person of good character who
 has served as a golf course superintendent for one full year,
 including managerial responsibilities, and is presently
 employed as such shall be eligible for membership or any
 person who should otherwise be eligible except that his re-
 sponsibilities have been reclassified by his employer. A super-
 intendent shall be defined as a person whose primary respon-
 sibility is management of a golf course.

Only one individual from any one golf course or country



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<i>President</i>	Michael Maffei, Back O'Beyond, Inc. Office 914-279-7179; Home 914-278-9436
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Publication deadline to *Tee to Green* is 21 days before the regular meeting.

club may be a class A member provided however, that any particular individual who was a class A member of the Metropolitan Golf Course Superintendent's Association at the time of the formation of this corporation and the adoption of these by-laws, shall be eligible for class A membership.

(2) Class B Member — Any person of good character who holds the position of Foreman or Assistant Superintendent shall be eligible for class B membership.

(3) Class C Member — Any firm whose primary concern is supplying or servicing the golf turf industry shall be eligible to designate one representative, employed by such firm, as a class C member. Any such firm otherwise qualified shall not be ineligible because it is owned by one individual. Individuals in business for themselves, if otherwise qualified, shall be eligible. In any event, the membership shall be that of the designated individual and not that of the firm. The total number of class C members may not exceed 40% of the total class A and class B membership.

Notwithstanding the foregoing, any individual who was a class C member of the Metropolitan Golf Course Superintendents' Association at the time of the formation of this corporation and adoption of these by-laws shall remain eligible for class C membership.

(4) Unchanged

(5) Unchanged

Article IV — Application and Admission to Membership

Section 1

Every applicant for class A, class B or class C membership shall present an application in writing on forms provided by

this corporation. All applications shall be signed by the applicant, and that applicant shall be endorsed for membership, upon said application, by at least two(2) class A members in good standing. Each applicant shall have been present at at least two meetings prior to the consideration of his application for membership. No non-member may attend more than three social meetings within the period of one year, and must be invited and accompanied by a class A member in good standing. A social meeting shall be defined as any time other than when the formal business of the association is transacted, during the course of a regular or special meeting of the corporation.

Section 2

Unchanged

Section 3

Unchanged

Article X

Section 1

Paragraph 1

There shall be elected at each annual meeting of this corporation the following named officers: President, Vice President, Secretary and Treasurer. These officers shall hold office for a period of one year and until their successors are elected and qualified, and shall perform the duties herein-after described for each of such offices. Such officers shall be elected by ballot by a majority vote at such annual meeting and no person shall be elected to any such office unless he is a member in good standing in this corporation. No person shall hold office as President for more than three (3) successive terms.

Paragraph 2

The Board of Directors of the corporation shall be composed of the officers, the immediate past president plus additional eligible persons elected at large, who shall be elected at the annual meeting of the corporation. At the organizational meeting of the corporation, six such at-large directors, exclusive of the immediate past president shall be elected, three of whom shall be elected for a term of two (2) years.

Section 2

Unchanged

Section 3

If a director is absent from three meetings of the Board of Directors, regular or special, without presenting excuses which are received and accepted by the meetings, the directors in meeting duly assembled may by a majority vote of the whole Board declare his office vacant and shall proceed to fill such vacancy.

Section 4 (Formerly Section 3)

Unchanged

Article XII — Duties of Officers and Directors

Section 1 — President

Unchanged

Section 2 — Vice President

Paragraph 1

The Vice President shall preside at any meeting of the corporation of Board of Directors, in the absence of the Pres-

ident, and shall preside at any meeting of the corporation of Board of Directors, in the absence of the President, and shall likewise conduct the affairs of the corporation upon the resignation or inability of the President. He shall at the discretion of the Board of Directors assume such responsibility as Programming, or any other internal affair of the corporation.

Section 3 — Secretary

Unchanged

Section 4 — Treasurer

Unchanged

Dear Pat,

Found this poem in my desk, author unknown. Thought you might like to use it.

Chubby Autorino

Satan and John Doe

*Old Satan sat with face so grim
And muttered, "What'll I do with him?
He's sure to find this place a bore
Whith the life on earth he's had before!"
And then while shaking his horny head
He opened his ledger and this he read:*

*"John Doe—Keeper of Greens,
A man behind the golfing scenes
Had sixty years of toil and strife
Pleasing golfer, manager, pro and wife!*

*His job included keeping the greens
Planting new turf, repairing machines.
Fighting diseases, insects, defeat
Battling rain, humidity, heat.*

*Fixing the water pipes that break thru the ground
Changing all markers and mowing weeds down.
He worked all day—studied at night
Trained all new men in the ways that were right.*

Knew the diseases; chemicals too.

Fertilized, aerified, 'till his face would turn blue.

Not only a scholar and teacher was he,

But an ambassador of good will, and publicity.

Records he kept; watched budget allocation—

On him depended the course reputation.

And 'tho heading a project whose value was high,

Credit and praise went to some other guy.

Gripping and moaning he got every day

But seldom a raise in the old take-home pay!"

Now here he lies, his days they are thru—

"Tell me," said Satan, "what hell can I put him to?"

After sitting and thinking for quite a while

His face broke out in a great big smile;

The best known hardship he could deem

Was to send him where all was calm and green!

IS USED EQUIPMENT A GOOD INVESTMENT?

Ideally, probably the best way to go is to buy all new equipment. This method provides maximum equipment life and during the first year should provide lower maintenance costs. However, there are several places where used equipment make good economics:

Back up units — Back up units that are only used 10% - 20% of the time as line units do not always justify the cost of new equipment.

Break-In — This has been the common practice for many years. Break in a new course with used equipment to prevent rapid wear on new equipment.

Budget Limitations — At times we all have budget limitation problems; and this is an area where used equipment can really help out. If the present equipment is outdated or worn beyond economical repair, good used equipment can frequently solve the equipment problem within the budget limitations.

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KILLER WORMS HIT PINES

A microscopic, parasitic worm that is threatening several varieties of pine trees in at least 28 states may attack Christmas tree plantations and the nation's pine forests, government scientists fear.

The worms, which killed more than 8 million pine trees in one year in Japan, pose a particular threat to pines that have been weakened by drought, the scientists say.

In the United States, the worms have been found in Scotch, Austrian, White, Japanese, Black and several other varieties of pine, according to the U.S. Department of Agriculture.

The worm, called the pinewood nematode, is carried from tree to tree by the long horn bore beetle, said William R. Nickle, a scientist at the department's Agricultural Research Center here.

"So far in this country the nematode is mostly in ornamental pines, Nickle said. "It is not in the big Southern pine stands."

But signs of the pinewood nematode already are in evidence on Maryland's ornamental pines near Finksburg and in nearby Laurel and on the grounds of the Agricultural Research Center, he said.

—The Advocate, Stamford, CT.

TO KNOW ME IS TO LOVE ME — GUIDELINES FOR EFFECTIVE PR

1. *To know me is to love me.* This simple maxim lies behind every public relations program, good, bad or ridiculous.

2. *It is not enough to do the right thing.* Simply doing a

good job will not get you eternal fame and glory. You have to tell people about it.

3. *People are interested first in people, then in things and last in ideas.* That's the secret behind the success of modern television. If you want to promote an idea, first sugar-coat it with a human-interest story.

4. *People, like cats, are fascinated by mirrors.* If people see themselves in your story, they will be more likely to pay attention to it.

5. *People generally act only when they expect to gain.* Appeals to ideals or altruism sometimes work, but it's better to tell people how they will benefit.

6. *Faint heart ne'er won fair reputation.* How will they know if you don't tell them? And, for that matter, what can you lose? The worst that can happen is that no one will listen.

7. *The language of action is plainly heard.* Take positive action to dramatize your point. Actions are much more convincing than words alone.

8. *Repetition is essential.* Your vocal cords may be worn out and you may be tired of your message, but that doesn't mean that everyone has heard it. Keep talking.

—Credit: Fore Front

Something To Think About . . .

If Spring came but once a century instead of once a year, or burst forth with the sound of an earthquake and not in silence, what wonder and expectation there would be in all hearts to behold the miraculous change.

—Henry Wadsworth Longfellow

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**NOTES FROM REGIONAL NURSERYMAN'S SHOW AT
THE CONCORD HOTEL, JANUARY 7 and 8, 1981**

by Rachel M. Therrien, Westchester C.C.

Attendance at the Eastern Regional Nurseryman's Show proved to be extremely beneficial in several ways. Not only did it create an opportunity to establish new contacts but also to simply see and hear the status of the nursery business this year.

The following article is a synopsis of a seminar entitled, "Training Employees for Retention," delivered by Mr. Carl Dill, President of Lloyd Lumber Company. The seminar was basically directed to the commercial nursery operator but many thoughts could be applicable and relevant to other occupations. Little was mentioned on specific ways management could train staff. More emphasis was placed on how management could strengthen itself, thus, improving the working environment and the employer and employee relationship.

Training Employees for Retention

- I. The manager establishes what he wishes to accomplish in order to meet his/her goals and he must answer some relevant questions.
 - A. Will hiring new personnel help in meeting the goals? What type of person?
 - B. Would increasing the current levels of productivity be better?
- II. If employing new people is a solution for fulfillment of goals, it might be worthwhile to consider the following:

- A. For good personnel, one must go after them. Do not wait for good workers to come to you.
 - B. Attitude of the new employee is important and should be of primary interest. Also, one's own attitude should be reviewed.
 - C. Offering incentive bonuses to existing employees for referral to prospective employees.
 - D. Advertising may be considered but should be implemented through professional newsletters and trade journals.
- III. Motivation of the employee is essential in order to achieve goals. The ingredients for this are:
- A. *Planning.* The manager should know the existing conditions of his/her facility/business as well as proposed conditions.
 - B. *Training* of the employee goes beyond just the teaching of skills. It also involves presenting the opportunity for those individuals deemed worthy to learn more about the job via exposure to trade journals, seminars, etc. It is also important for the manager to inform staff as to why they should learn. Based upon a recent survey (pollster not noted) of employee responses to what they looked for in a job, the results are as follows:
 1. Security
 2. Interesting work
 3. Opportunity for Advancement / monetary factors
 4. Appreciation

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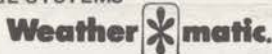
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