

THE GREEN SHEET

CENTRAL PENNSYLVANIA GOLF COURSE SUPERINTENDENTS ASSOCIATION

— Founded April 11, 1939

HARRISBURG

Course:
BROOKSIDE COUNTRY CLUB of ALLENTOWN

Host:
Mel Leaver

CARLISLE

READING

Date:
Monday, April 6, 1992

Meeting: 11:00
Lunch: 11:30 - Noon
Sit Down

Dress: Casual
Beer & Soda on Golf Course

Tee Off: Shot Gun - 1:00 p.m.

Cost of Carts: \$13.00

Guests Permitted (No Greens Fees)

Shower Facilities Available

Reservations:
By Wednesday, April 4, 1992

Mail to: **Patti Wall**
508 Spring House Rd.
Camp Hill, PA 17011

GETTYSBURG
CHAMBERSBURG

LEBANON
LANCASTER

YORK

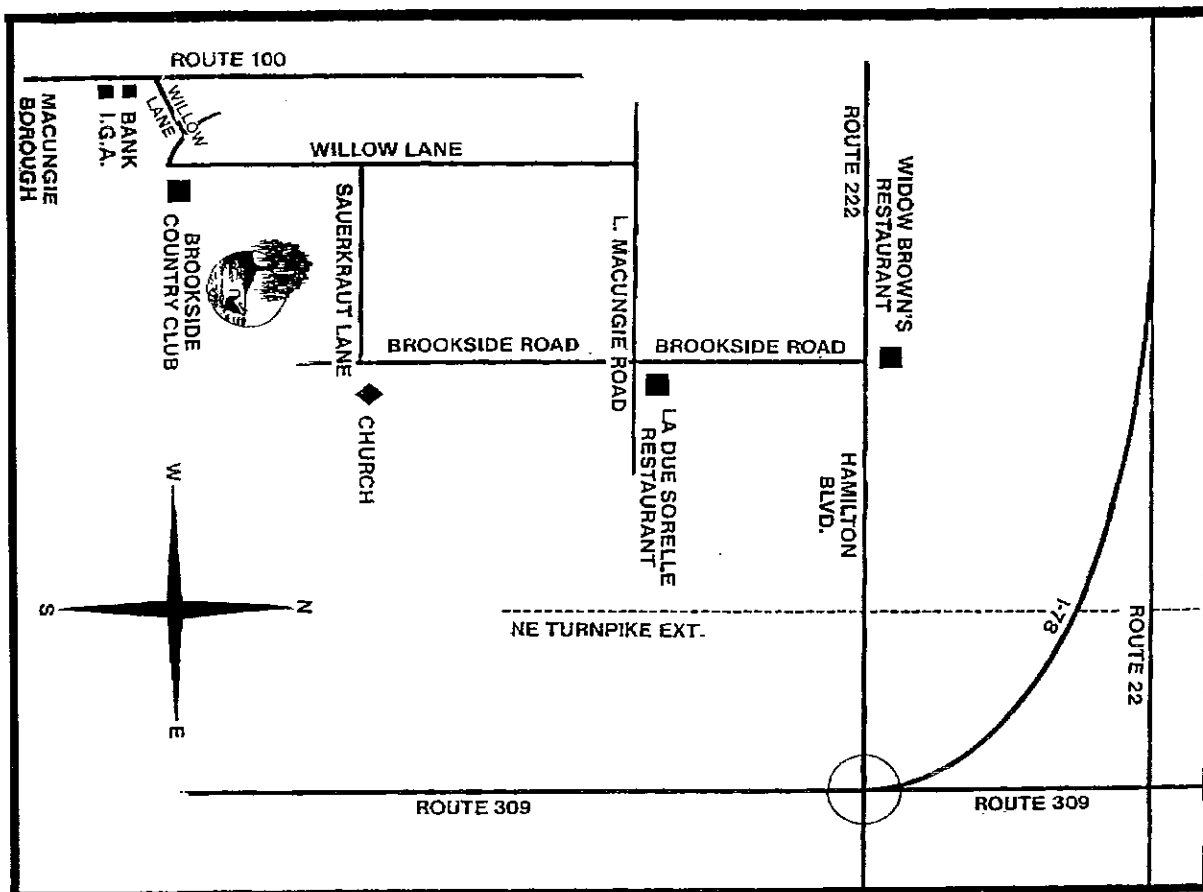
HOST PROFILE

Mel Leaver, Brookside Country Club

Mel graduated from Penn State in 1980 with a BS in Agronomy. Mel began working as a greensworker at Lehigh where he became the Second Assistant. Mel became the assistant at Brookside, then the superintendent at Golf Club at Shepherd Hills. Mel is presently the superintendent at the Brookside Country Club. Mel has been a member of the CPGCSA and was a Director with the CPGCSa 1981-1987. Mel is married to Karen and has 3 children.

COURSE PROFILE

Brookside Country Club opened as a temporary 9 hole course created in the lower meadow with sandy greens and put into play during 1930. The architect was Thomas Meehan from a local firm. In years to come, improvements and expansion of the golf course were accomplished in house by the members and golf course staff. Key men responsible for the construction and leadership were Harry Trexler and O.D. Havard. The present tract consists of 18 holes, 6200 yards in length. The golf course and clubhouse area comprises approximately 180 acres.



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AFFILIATE HIGHLIGHT

AFFILIATE MEMBER OF THE MONTH . . .

John Strickland founded **Egypt Farms, Inc.** in 1965 as a supplier of soil mixes to golf courses and landscapers. Egypt Farms, Inc. is now one of the leading suppliers of sand and soil products servicing hundreds of golf courses from Virginia to Maine.

Egypt Farms currently specializes in USGA specification greens and tee construction mixes, sterilized topdressing and tee divot mixes. Egypt Farms is a distributor of Pac Ex fertilizers, Aqua-Aid wetting agents and Aqua Root Biostimulants, Contech and Warrens Geo-textile fabrics, R & R Parts, Ironite Superferrite and other golf course supplies. Egypt farms also offers on-site computerized precision blending of green and tee construction mixes.

Two salesmen serve the Central Pennsylvania region for Egypt Farms, Inc., Jeff Lacour and Dave Cammarota. Jeff is a graduate of the University of Delaware and has worked for Egypt Farms for 6 years covering the golf courses east of the Susquehanna River. Dave is a graduate of the Institute of Applied Agriculture at the University of Maryland and has worked for the firm for 4 years covering courses on the western side of the Susquehanna.

For further information regarding Egypt Farms' material and services, please contact Dean Snyder, Vice President/Sales and Marketing.

AFFILIATE MEMBER OF THE MONTH . . .

Seedway, Inc. is a full line wholesale seed company serving the northeast for over 50 years. Our corporate office is in Hall, NY, with offices and warehouses in York, PA Mifflinburg, PA and Emmaus, PA. Seedway works very closely with several seed producers in Oregon, to bring you the newest and best varieties of turfgrass available. All locations are equipped to custom blend any grass seed mix suited for your particular need and made delivery on a timely basis.

Fred Mohr, Turf Product Manager at our York office, is Seedway's representative to the Central Pennsylvania Association. Fred has been involved in the seed business for over 10 years. He is also a member of the Pennsylvania Turfgrass Council and is currently Secretary-Treasurer of the Pennsylvania Seedsmen's Association. Fred, along with the rest of Seedway's sales staff is constantly updating his product knowledge to enable him to make the best seed recommendation possible.

Please feel free to call on Fred or any Seedway sales representative for help with your seed buying decisions.

MEETING	HOST SUPERINTENDENT	TOURNAMENT	SPEAKER TOPIC	SPEAKER
APRIL 6th Brookside C.C.	Mel Leaver	Hot Ball	Government Relations Is it really important	Mr. William Brubaker, Governmental Affairs
MAY 19th Moselem Springs Golf Club	Byron Knoll, Jr.	Individual	What do you really know about pesticides	Mr. William Riden, Turf Specialist-Rhone-Poulenc
JUNE 24th Fairview Golf Course	Jim Jones CGCS	6 - 6 - 6	Why do superintendents Love/Hate the weatherman?	Mr. Rob Dixon, Meterologist, WHTM Ch. 27
JULY 28th Colonial C.C. - Joint w/Keystone	Sam Snyder CGCS	Quota Points	To be determined	Dr. John Harper, III, Prof. Emeritus P.S.U.
AUGUST Social Meeting			Social	Possible HersheyPark
SEPT. 24th Reading C.C.	Stuart Hartman	Blind Partners	What's Hot - What's Not in 1992	Dr. Peter Landschoot Asst. Prof. Turfgrass Science Extension Turfgrass Spec., P.S.U.
OCTOBER Silver Creek - Joint w/Philly	Bill Yob		Joint with Philadelphia	To Be Announced
NOV. 4th Fox Chase	Steve Graybill	Scramble	Annual Meeting - Elections	No Speaker

BOARD NEWS

The CPGCSA is considering for our social function this year a Family Outing to Hershey Park or perhaps a joint social affair at Willow Grove Park with the Philadelphia Association. Please relay your preference to Mark Eichner, our social chairman at our next meeting.

Thank You

Those who would like to contribute to the "Chris Morup Fund" to help defer some of the expenses incurred by the Morup family after his devastating accident, may do so by mailing a check to:

PAGCS
c/o Pat Ault
1500 Green Hill Road
West Chester, PA 19380

We were all glad to see Terry Wveschinski at our Winter Educational Meeting. He looks great after his short illness.

"The following people have applied for membership into our association. If there are no written objections within the next seven days, they will be accepted into our association at the next meeting:"

David Heimbach AF
Erb & Henry Equip. Inc.

Paul Wickey, CGCS AF
O M Scott & Sons Inc.

Thomas Kellett B
Outdoor Country Club

CENTRAL PA. GOLF COURSE SUPERINTENDENTS ASSOCIATION
Meeting Notice:

DATE; Tuesday, May 19, 1992

LOCATION; Moselem Springs G.C.
HOST; Corky Knoll

MEETING TIMES;
(BOARD OF DIRECTORS MEETING; 10:00A.M.)

LUNCH; 11:00 A.M. (a la carte)

GOLF; 11:00-1:00P.M. tee times

TYPE OF TOURNAMENT; Individual

SOCIAL HOUR; 5:00 P.M.

DINNER; 6:00 P.M.

COST; CART-\$13.00 (mandatory)

SHOWERS; yes

LUNCH-\$23.00

DRESS; Sport coat required

PROGRAM; William Riden-"What do you really know about fungicides?"

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MEETING RESERVATION AND DINNER POLICY

All dinners are pre-paid and depending on the club, lunch and golf may also be included in pre-paid cost.

All fees due for meeting must be mailed in time to reach the return address by the reservation deadline. If uncertain of your reservation, call Patti to confirm.

MONTHLY MEETINGS ARE PRE-PAID REGISTRATION ONLY-NO EXCEPTIONS.

You may cancel up to 48 hours prior to the meeting and recieve a full refund by contacting Patti Wall (717)761-5404 (not the host or hosting course).

It is in the bylaws of the CPGCSA, that monthly meeting are for members only. Exceptions are made at the discretion of the hosting superintendent.

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RESERVATION FORM

NAME; _____ COURSE/CO. _____

ADRESS; _____

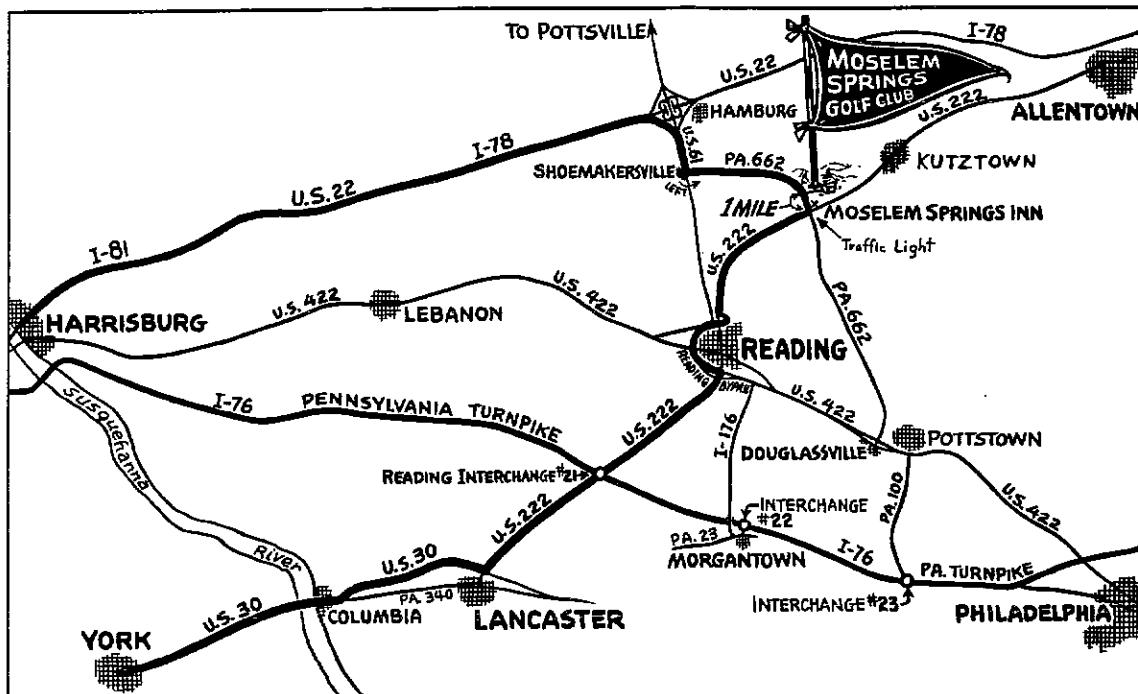
MEMBER HANDICAP _____ (NO GUESTS AT THIS MEETING PLEASE)

DINNER/GOLF; \$36.00 _____ DINNER ONLY \$23.00 _____

DEADLINE; MAY 14TH, 1992

MAKE CHECKS PAYABLE TO CPGCSA

Patti Wall, 508 Spring House Rd., Camp Hill, Pa. 17011



Mailing Address: R.D. 4051, Fleetwood, PA 19522

Phone: 215/944-7616



The Allied Golf Course Superintendents Association of Pennsylvania

DATE: February 10, 1992
TO: Allied Members of Pennsylvania
From: Dave Rafferty, President Allied G.C.S.P.
Re: Contribution Campaign for Allied G.C.S.P.

Last November the Allied Superintendents of Pennsylvania sent out a letter to club officials and/or owners introducing them to the Allied and its purpose. Within this letter we asked for contributions/dues to support the Allied's efforts. Presently we have received only enough to cover a little more than one third of our budget. To date we have received only (70) contributions from golf courses and (23) commercial state wide. Percentage wise our best response has come from the Pa. Golf Course Owners (PGO) and the commercial companies. With over (600) golf courses state wide we are falling far short of our goals. We speculate that this letter must have gotten misplaced, filed or even thrown out before it could have been discussed at the board level.

Enclosed is a copy of the letter along with a contribution form. Please read this letter and encourage your club to support the Allied by making a contribution. If there are any questions regarding this issue please call me at (717) 263-9747.

The Allied has to date reviewed over 60 bills and has given input on approximately 20 bills. We have met with several legislators to discuss pending bills and also for PR reasons. We plan to do much of the same in the future and more, with the support and backing of the Golf Clubs of Pennsylvania.



The Allied Golf Course Superintendents of Pennsylvania

To: Board of Directors / Owner
From: AGCSP
Subject: State Government Representation

With the increased attention given to the environment and the consequential new and pending legislation, it is imperative for Golf Clubs in Pennsylvania to become aware of these issues, provide representation, and have an effective voice at the state level.

Presently there are several bills in legislation aimed at regulating the use of pesticides and fertilizers undoubtedly there will be forthcoming regulations for water use. Most of the bills are very restrictive in nature; their contents displaying disregard and ignorance of the industry on a whole. For example, when drought emergency status was declared in 52 out of 67 counties in PA this July, the Department of Environmental Resources State Water Plan Division eliminated watering fairways on golf courses restricting water use to only greens and tees regardless of the source of water. On most golf courses fairway irrigation represents at least 60% of all water use. Surely the goal of the state was not to reduce water use by 60%, but in fact their goal was a 20% reduction. This disproportionate burden beared by golf courses represents the mentality and lack of concern that golf is a viable industry and that its success and continuity is very dependent upon sufficient water use. Nevertheless, if a 60% reduction is necessary then why should the government determine for us where to use it. It is possible with the help of Mother Nature that with a 60% reduction greens, tees, and fairways could be kept alive with supplemental applications until the cooler Fall months. Incidentally, 25 acres of quality bentgrass fairways at a conservative rate of \$.75 per square foot is valued at \$817,000.00.

These issues are not solely a superintendent's or golf course maintenance problem and cannot be deemed as simply an inconvenience. Strict emotionally motivated extemporaneous legislation will significantly effect the maintenance costs and quality of all golf courses in the state of Pennsylvania. It must be known to legislatures that we are aware of their work and that we want to participate in, influence, and monitor their proposed legislation. New and pending legislation is being introduced and passed with little input from those being ultimately affected, the general membership or clients of your golf course.

In the past, the Pennsylvania Turfgrass Council (an education and research oriented association comprised of all turfgrass areas such as golf courses, lawn care industry, cemeteries, commercial grounds, etc.) has initiated letter writing campaigns and has worked with the Pennsylvania Farmers Assoc. in an effort to look out for the turf industries interests. Presently with the pesticide, fertilizer,

State Government Representation
Page 2

and water issue becoming more intensive we are in need of a more direct line of communication..to Harrisburg. We also felt that it is important that the golf turf industry have its own vehicle to effectively represent itself.

In the Spring of 1991, the seven superintendents associations within the state united to form a state wide board of directors for the Allied Golf Course Superintendents of Pennsylvania. The main purpose of the Allied is to keep abreast on new and pending legislation and to investigate and proceed with methods of representing the golf turf industry to legislatures and local decision makers. The Allied has hired a state registered lobbyist that is presently working with us on a part-time basis. Our lobbyist will help us significantly by informing us of pending legislation in its infant stages, guiding us on how to react properly and aiding us with stating our positions. His insight to the legislative process is invaluable. It is anticipated that his services will be expanded as increased funds become available.

The initial funding of the Allied has come from the seven local chapters to expedite the initial start-up and structure forming for the Allied's campaign. This initial funding structure is inappropriate for future years for several reasons. The seven superintendents associations represent approximately half of the total golf courses in Pennsylvania. Many golf courses will not have the opportunity to contribute to the beneficial efforts of the Allied. Local superintendents associations budgets are based primarily on education. Every effort is made to keep local expenses at a minimum to accommodate our many members who pay dues out of their own pockets. Continued financing of the Allied by the local chapters will only serve to increase dues significantly rendering membership unaffordable to many individuals. With this letter we are asking the golf clubs of Pennsylvania for financial support in our effort to represent the golf turf industry on a state wide basis. The Allied will serve as the golf clubs voice working alone and with closely related industries in our quest to have some control of our own destiny. Contributors will receive at least two mailings per year updating the Allied's progress and listing future concerns.

The Allied has received moral support from other organizations such as the Pennsylvania Golf Association, Pennsylvania Golf Course Owners Association, Club Managers Association of Pennsylvania, and the Pennsylvania Turfgrass Council. These organizations have agreed to publicize in their newsletters supportive articles on the Allied's campaign.

To aid in keeping the game of golf "green", we are asking each Pennsylvania Golf Course for an annual \$75.00 minimum contribution.

ALLIED BOARD

Central Golf Course Superintendents Association:

Dave Rafferty (Pres.) Chambersburg C.C. 717-263-9747
John Chassard Lehigh C.C. 215-967-4643
Sam Snyder (past Pres.) Colonial C.C. 717-545-6760

Keystone GCSA:

Tim Fuller DuBois C.C. 814-371-0695
Greg Bingeman Susquehanna Valley C.C. 717-743-1926

Mountain & Valley GCSA:

Paul Wickey Somerset C.C. 814-445-5200
Mike Nati Sunnehanna C.C. 814-255-4126

Philadelphia GCSA:

Jeff Broadbelt Chester Valley G.C. 215-647-5219
Jerred Golden Hersheys Mill C.C. 215-692-2649

Pocono GCSA:

Ron Garrison The Center Valley Club 215-867-0591
Mark Monahan Paupack Hills G.C. 717-857-0251

Greater Pittsburg GCSA:

Chuck O'Nan Greensburg C.C. 412-837-9043
Tom Bettel Quicksilver G.C. 412-796-1594

Northwestern GCSA:

Joel Barrett Armco C.C. 412-637-3165
Jerry Rice Lawrence Park G.C. 814-899-0756

ALLIED CONTRIBUTION FORM

CLUB NAME _____ PHONE _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PRESIDENT / OWNER _____

GREENS CHAIRMAN _____

SUPERINTENDENT _____

CONTRIBUTION \$75 \$150 \$250

PLEASE MAKE CHECKS PAYABLE TO: "AGCSP"

SEND TO: AGCSP
P.O. BOX 159
SCOTLAND, PA 17254
ATTN: DAVE RAFFERTY

President's Message



President
John Chassard
Lehigh Country Club
(5) 967-4643

Vice President
Dave Rafferty
Chambersburg Country Club
(717) 263-9747

Secretary/Treasurer
Tony Goodley, CGCS
Heritage Hills Golf Resort
(717) 755-1919

President Emeritus
Jeff Fry
Lebanon Country Club
(717) 273-1944

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Mark Eichner 1992
Lancaster Country Club
(717) 392-8638

Jeff Edwards 1993
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John Dougherty 1993
Overlook Golf Club
(717) 569-6221

Mel Leaver 1994
Brookside Country Club
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Ken Pepple 1994
Wyncote Country Club
(215) 932-4610

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Sam Snyder, CGCS

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Mel Leaver

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Public Relations/Social Committee
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Jeff Edwards

Chapter Relations/Nominations
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Richard Wilt
Terry Wueschinski, CGCS

I have always believed that one of the most difficult aspects of our profession is managing people. Most people in positions of authority want to use it wisely and they're always looking for someone with common sense to help them do it. I'm a prime example. In fact, my crew often tells me, "those who can't manage, manage those who can." I still am trying to figure out what they mean by that. But seriously, there is a lot of truth to be said for listening and watching people around you for ideas, whether they be good or bad. The following article has what I consider is good advice. I'd like to pass it along to you.

If you have a hot temper, and have always had one, you may figure there's not much you can do about it. But if you're interested in advancing your career, think it over a bit. Lots of people have learned to control their tempers. And a volatile temper is one of the most damaging management handicaps you can possibly have.

An easily aroused temper invariably hurts your results. It also lessens the respect people have for you - not only the people who work for you, but the people above you as well.

The plain fact is that when you lose your temper or let temper or resentment influence your thinking, you're not being smart. And that's true no matter who you are or at what level you are. When your temper is aroused, you are reacting with your glands, not your brain.

One of the most important management talents is the ability to refrain from getting angry, regardless of the provocation. Why get angry? An angry reaction is never a smart one. When you do something in anger, it's almost never the intelligent thing to do. You do it because it satisfies your irritation, not because it makes sense.

And what is it that makes most of us angry? Usually it's when someone has shown a lack of respect for us. The image we have of ourselves has been offended. So, conceited souls that we are, we get furious. Instead, we should simply be curious. Is our image that important to us? Is anyone else's opinion really worth getting angry about?

The people who keep moving up in the business are usually those who have learned to keep their tempers and other emotions well under control. Handling people skillfully demands self-control. People who want to be good at managing others must first learn to control themselves.

EDITORIAL

Delegation: The Energy Flow of Supervision

Delegating authority is a necessary component of making the managerial job a reality. The formal way of looking at managerial authority is that it stems from the top and is delegated through a chain of command from the president down to the superintendent. However, the acceptance theory of authority suggests that supervisors have authority only if and when their subordinates accept that condition. In reality, I believe an employer's choice between accepting or not accepting a supervisor's authority may be the choice between quitting the job and staying. But the degree of acceptance will have an effect upon the quality and completeness of the employee's work and the enthusiasm with which the employee performs the job.

The managerial process of delegation is made up of three components:

- assigning a job or duties
- granting authority
- creating responsibility

All three are coextensive, and a change in one will, of necessity, cause a change in the other two. If much authority is delegated to the crew, then one speaks of a decentralized organization.

Among the main advantages to the superintendent who practices broad delegation are greater flexibility, better decisions, higher employee morale, and better job performance.

At the superintendent level, the practice of delegation usually takes the form of general supervision which provides employees with considerable freedom in making certain decisions and in doing their jobs to meet departmental objections. Some supervisors still believe that autocratic supervision is more likely to get results from employees. However, there will be occasions when superintendents will have to fall back on the weight of their managerial authority. For the most part, they should be exceptions, not the rule.

G C S A A NEWS

More than 15,000 superintendents, turfgrass professionals and suppliers to the Golf industry attended the 1992 International golf Course Conference and Show recently in New Orleans, LA.

Hosted by the Golf Course Superintendents Association of America (GCSAA), the conference and show exposed attendees to a wide variety of continuing education programs and the latest in golf course management products and services.

A record 593 exhibitors showcased their products and services during the three-day trade show at the New Orleans Convention Center. The exhibition covered nearly 172,000 square feet.

Nearly 1,600 registrants represented 44 foreign countries at the conference, which offered 52 continuing educational seminars, including one for the international attendees. Overall, nearly 2,700 participants attended classes on environmental and water resource management, course design, and more.

Terry Bradshaw, National Football League Hall of Fame quarterback, delivered the keynote speech at the opening session.

A standing-room-only crowd of 2,200 heard Jay Feldman, national coordinator of the National Coalition Against the Misuse of Pesticides; Victor Kimm, deputy administrator of the Environmental Protection Agency; and John Stossel, news analyst and environmental reporter for ABC's "20-20" program, debated the pros and cons of pesticide use at the Environmental General Session.

GOLF NEWS

JOHN DOUGHERTY
GOLF CHAIRMAN
OVERLOOK GOLF CLUB

Congratulations to two of our Central Penn members for winning their flight in the 1992 G.C.S.A.A. Golf Championship in Ponte Vedra, Florida. John Segui of Waynesborough C.C. won 3rd Flight, Gross Division and Paul Brandon from Cushman Inc. won the affiliate flight, Gross Division. Again, congratulations.

I hope that the tournaments that are scheduled for this year are enjoyed by everybody. Just a little explanation of the tournaments. The Hot Ball is where you use one person's score on a hole and then changing from one hole to the next, so everybody uses their ball on at least 4 holes. 6-6-6 Tournament; the first 6 holes is 2 man Better Ball, next 6 holes is alternate shot and the last 6 holes is a 2 man scramble. Blind Partners; you will not know who your partner is until you are done with your round. The Scramble Tournament is easy. Just use the best Tee ball and everybody in the foursome hits from there; same thing on the green. Enjoy yourself and come out and play some golf.

EDUCATIONAL NOTES

SAM SNYDER
EDUCATION CHAIRMAN
COLONIAL C.C.

Our speaker for April meeting will be William L. Brubaker on Government Relations: "Is it really Important?"

Bill graduated from Lehigh High School in 1950, attended Penn State from 1950 to 1954, and graduated with a Bachelor of Science in Agronomy.

Since leaving college he has served as Infantry Platoon leader in the U.S. Army, 1954-56. After active duty, he continued his service in the reserves until 1977 retiring as grade Lieutenant Colonel.

He first owned and operated a plant food company which blended dry fertilizer and offered custom application services. Through the years, Bill has been at the Penn Dept. of Agriculture Bureau of Plant Industry, Lancaster Laboratories, Inc. and is presently at Pennsylvania Agronomic Product's Association.

Finally, Bill has been involved in many trade associations, including being president of the PA Inland Fertilizer Assoc., PA Ag. Industries Assoc. and is presently serving with the PA Pesticide Advisory Board.