

THE GREEN SHEET



CENTRAL PENNSYLVANIA GOLF COURSE SUPERINTENDENTS ASSOCIATION

Volume 4

July 1996

Number 4

July Meeting

Brookside Country Club

Monday, July 8, 1996

11:30 AM - Lunch

12:30 PM Shotgun - Golf

5:00 - 5:30 PM - Cocktails

5:30 PM - Dinner

There will be no CPGCSA Board of Directors Meeting.

Superintendent Profile

Ted Zabrenski graduated from Penn State Turfgrass Management Course in 1982. He has been superintendent at Brookside Country Club since April 1982. Ted is married to Missy. His hobbies include hunting, golf, skiing, and his newest hobby from the winter of 95-96: SNOW REMOVAL!

Course Profile

Brookside Country Club was founded in 1916. It was a nine hole course until 1956 when it was reconstructed to 18 holes. An automatic irrigation system was installed in 1990 and the club facilities were renovated in 1995. Future plans include tee renovations and fairway bentgrass conversion.

Concerned About Job Security?

Job security holds the number one spot on the list of major concerns for most workers -- even greater than compensation and job satisfaction -- according to a recent survey conducted by Strategic Outsourcing Inc., a human resources consulting firm.

How can you protect yourself? Here are 10 ways you can help yourself and improve your employment security:

- λ Get an employment contract. Contracts protect both the employee and employer.
- λ Over communicate. You know why you use certain maintenance practices, but do your golfers? It is important that they understand how your practices affect the long-term health of the turf. Do you give your golfers plenty of advance notice when you are going to aerify, apply preemergence herbicides, or topdress the fairways? By communicating this information early, golfers can schedule guests when the course is in top condition. That makes them look good and increases their satisfaction with course conditions.
- λ Strengthen your business skills. You control the largest profit center for your facility. Strong business skills are a must. Focus on business writing, public speaking, and financial, time, and personnel management.
- λ Display your business savvy. As you strengthen your business skills, use every opportunity to express them: during meetings, show your...*continued on page 5.....*

Contents

President's Message.....	2
Directions to July Meeting.....	2
Membership News.....	3
Editorial.....	4

President's Message

by John Dougherty

I would like to thank Bob Mogel and his crew for a wonderful time. I did not get to play golf, but from what I heard the course was in excellent condition. It was just a shame that it had to rain.

I would like to take this opportunity to discuss something I think everybody takes for granted -- worker safety. We all have seasoned veterans on our crews and we expect them to know right from wrong and what is safe and what is not. We should be a little more careful when we are in the shop and when we are on the course. There are a few items out on the market these days that can protect you and your workers from injury. That's right, I am talking about HARD HATS. Nobody likes them and they are too hot to wear. It is a proven fact that hard hats protect workers from getting hurt. In the long run they also help keep workers compensation down as well.

Another safety device I found or should I say borrowed from some other superintendent. A plastic fence wrapped around PVC and placed directly behind your operator on an LF-100 or Toro. This will protect your employee plus you can keep mowing while you have your back to the golfers.

I am sure there are other safety inventions out there on your course, I would like to hear from you. Let's hear from you and I will share them with the rest of the association.

Well, the weather has finally heated up just in time for July. What would July be if we did not have the three H's. I hope everyone's irrigation system is working and your sprayer is calibrated.

Hope to see you at Brookside Country Club for the July meeting with the Philly Superintendents.

Directions To Brookside Country Club

- λ **From Turnpike** -- Take Morgantown Exit to Route 23 East to 100 South (Left hand turn at light) to State Street (Giant Supermarket). Turn right onto State Street. Go to first light, turn left onto Wilson Street. Go to fourth light and turn left onto Adams Street. Club is on right side of Adams Street.
- λ **From King of Prussia** -- From Route 202 take Route 422 West (Pass all exits for Oaks, Collegeville, Royersford, Limerick and Sanatoga). Take Armand Hammer Exit (Hospital Exit). Off exit ramp, turn right. Go through first light. At second light (High Street - Hospital on right) cross over High Street to Wilson Street. Veer left. Continue until third stop sign. Turn left on North Keim Street. One block later at stop sign, turn right onto Jackson Street. The Golf Course is on the right side. Go down the hill to the light and turn right onto North Adams Street. The Club entrance is the first road on the right. **Do not use the Service Entrance on Jackson Street -- you will have to turn back**
- λ **From South** -- Take Route 100 North to Route 422 Junction. Go east on 422 to the Armand Hammer Exit. Proceed as above -- King of Prussia directions.
- λ **From East** -- Take Route 422 West to Armand Hammer Exit and proceed as above.

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Membership News

The following individuals 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.

Greg S. Hain, Superintendent

Limerick Golf Club.....Class A

Rick Ciuccio, Sales Representative

Northern Nurseries.....Class AF

Peter D. Diebolt, Owner

Diebolt Landscape Company.....Class AF

Barry G. Goodhart, Sales Representative

Exeter Supply, Co. Inc.....Class AF

Donald Klein, Sales Representative

Tera International.....Class AF

Keith Perl, CGCS, Regional Manager

Walker Supply.....Class AF

Chip Presendofer, Sales Representative

Tee & Green Sod.....Class AF

Daniel W. Rozinak, Sales Representative

United Horticultural Supply.....Class AF

R. Michael Shoppell, Sales Associate

Sleepy Hollow Turf.....Class AF

Paul H. Szymanski, Sales

Golf Cars, Inc.....Class AF

We want to welcome the following individual into the association.

William D. Holloway, Superintendent

Chapel Hill Golf Course.....Class A

If you know of anyone who is interested in membership into the organization or has questions on the status of their applications, please have them contact Ted Zabrenski at (610) 326-7069.

Member News

Congratulations to:

- λ Tom and Louise Ocepok on the birth of their daughter, Mary Louise on May 26, 1996. Mary joins Erin, age 3 and David, age 23 months.
- λ Mark and Kathy Hendrixson on the birth of their son, Luke Patrick on April 18, 1996. Luke joins his other 6 brother and sisters in the Hendrixson family ages 13,9,8,7,6,5.



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From the Editor Terry Morgan

On the golf course we all have problems no matter what level of golf we're playing at the time. This list of grievances golfers have listed effects every superintendent in some way. Maybe you will want to add some of these to your everyday maintenance practices.

Golfers Rank Bothersome Course Conditions

Percentage of golfers who indicated these course conditions are:

	Often or some- times a problem	Very or somewhat bothersome
Unrepaired ball marks on greens	73	79
Poorly conditioned tees	64	73
Limited availability of drinking water on course	63	71
Poor bunker condition	59	70
Rough cut too high	59	67
Slow green speed	58	60
Golf Course playing surface too wet	58	67
Too many areas of dead grass and/or brown spots	53	63
Recently aerified greens	51	60
Golf Course playing surface too firm/hard	50	58
Fairway grass too high	44	63
Greens are watered during playing hours on hot days	37	55
Golf Car restrictions	36	42
Temporary Greens	36	51
Ball Washer out of water	35	50
Maintenance workers on course	31	40
Car paths in poor condition	30	43
Trash containers overfilled	23	43
Frost delays	18	28

Source: GCSAA's 1996 study "Golfer Attitudes and Perceptions Regarding Golf Conditions, the Environment and Superintendents" prepared by the National Golf Foundation.

CONGRATULATIONS.....

to Kirby Putt at Chester Valley Golf Club for a successful weekend hosting the Senior Bell Atlantic Classic. The course looked great!!!

Equipment For Sale

For information on the following piece of equipment, please contact Robert Eichert at (610) 367-6613.

λ 1972 Massey Ferguson Tractor 245. Turf tires. 2,400 hours. Very good condition. \$4,000.00

Please call Curt King at Moccasin Run Golf Course for information on the following. (610) 593-2600

λ 1990 GA-30 145 hours. Best offer.

We will continue to advertise used equipment each newsletter. If you have anything that may be of interest to anyone else, please contact Wanda to place your ad FREE!!! Remember, one person's junk is another person's treasures.


1996 CPGCSA Meetings

August 20	Conestoga Country Club Mark Hendrixson, Superintendent
September 24	Berkshire Country Club Robert Ehrhart, Superintendent
October 22	Outdoor Country Club Annual Meeting Robert Beyer, CGCS

Thank you

Chip Kern from Shearon Environmental Design will be sponsoring the lunch at the July meeting at Brookside Country Club. For those of you who have already paid for lunch, you will receive a \$10.00 credit towards the next meeting at Conestoga Country Club on August 20th. Please call Wanda if you have any questions.

Again, thanks to Chip and Shearon.



Robb A. Werley, C.I.D.
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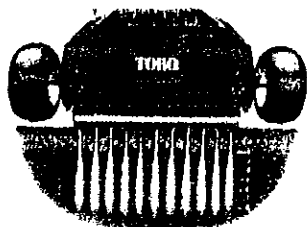


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Job Security ...continued from page 1...

financial understanding of how golf course revenue affects the facility's overall operation; ask perceptive questions; write memos; analyze information such as cost savings achieved by implementing a personnel training program; initiate meetings; and make presentations to golfers/guests during functions.

- λ Promote your education and training. Few golfers are aware of the formal education and ongoing technical training of most of today's superintendents. Don't be afraid to "toot your own horn" in facility newsletter articles and conversations. Put your diplomas and plaques in a conspicuous place.
- λ Put complainers on your green committee. Instead of viewing a complainer as part of the problem, make this person part of the solution. With both of you on the same team, you gain a supporter and silence a saboteur.
- λ Contribute to your facility's newsletter. Prepare a monthly article for inclusion in your facility's newsletter. It's not a chore -- it's a great opportunity to promote yourself and your programs.
- λ Be visible. Make a point of talking with golfers, guests and other departments' staff each day. Consider setting up an "Ask the Superintendent" event to answer golfer's questions about maintenance issues, environmental concerns and even home lawn care.
- λ Play golf with your employer. Use this opportunity to build trust. You may be able to take advantage of a "teachable moment" to discuss your course management practices.
- λ Get involved in your community. Offer to speak to local groups, including garden clubs, environmental organizations and civic or business groups.

Need help getting started? Call GCSAA Career Development at (800) 472-7878, extension 421. Newsline June 1996.

Speaker Profile

The speaker for the July meeting will be Joel Simmons from EarthWorks Natural Organic Products. Joel has his BS/MS in Horticulture from Penn State. He spent 5 years as a Penn State County Extension Agent specializing in turf and ornamentals. In 1989, he founded Earth Works, a company that formulates natural organic fertilizers and growth products based on the concepts of biological soil management. In 1994, Joel started "Soil First" consulting to profile soils through a series of soil tests and recommendations.

Joel will be speaking on "Balancing Chemistry and Biology of Soils. This talk will cover a discussion of balancing the basic nutrients in the soil, the effects cations have on pH, all with a focus on biological soil management. Specifics will include the balancing of base saturation cations, Ca-Mg ratio, soil carbohydrates and the proliferation of soil micro-organisms.

Golf Results

The June golf tournament at Galen Hall Country Club was rained out, therefore there are no results. The individuals who were in the tournament drew tickets for door prizes. Each winner was awarded a gift certificate.

The July tournament at Brookside Country Club will be the Central Penn GCSA vs. Philadelphia GCS.

More Benefits Appearing in Employment Contracts

Superintendents are negotiating more -- and better -- benefits with employment contracts. Although only 23 percent of A and B superintendents sign employment contracts, the unique benefits they are receiving reflect a willingness by employers to compensate for the value these superintendents bring to the golf courses. Some benefits include:

- λ interview expenses, if hired
- λ moving expenses
- λ computer
- λ cellular telephone and pager
- λ office assistant
- λ assistant golf course superintendent(s) of choice
- λ golf package: balls, gloves, shirts and one set of clubs of choice
- λ signing bonus
- λ health club membership
- λ multiyear guaranteed maintenance budget with inflation increases
- λ multiyear employment contract with buy-out/resignation clause
- λ golf required once a week with green chair or other committee member
- λ all expenses paid for superintendent and family to attend GCSAA's conference, show and golf tournament
- λ quarterly bonus program

To request a free, sample employment contract that can be customized to fit your needs, call GCSAA at (800) 472-7878, and ask for the Career Development Department.

Just a Reminder...

Should you need to fax information to Wanda, the number is the same as her home telephone number (717) 274-6004. If the answering machine picks up, be sure to let it run through the recorded message, then the fax will automatically turn on.

If you have any accomplishments or things you have done that could benefit other members, please be sure to get the information to Wanda so it can be included in the newsletter.



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Writing Right

- λ Always avoid alliteration.
- λ Prepositions are not good words to end sentences with.
- λ Avoid cliches like the plague.
- λ Be careful to use adjectives and adverbs correct.
- λ Always proofread to see if you any words out.
- λ Avoid the use of ampersands and abbreviations, etc.
- λ Parenthetical remarks (even when relevant) are distracting.
- λ Its important to use apostrophe's with great care.
- λ It is better not to unnecessarily split an infinitive.
- λ About sentence fragments.
- λ Avoid unnecessary redundancy.
- λ A writer must avoid shifting your point of view.
- λ A verb must agree with their subjects.
- λ Foreign words and phrases are not apropos.
- λ Never generalize.
- λ Watch out for irregular verbs which have crept into our language.
- λ Steer clear of quotations. "I hate quotations," Ralph Waldo Emerson said. "Tell me what you know."
- λ Metaphors are like similes.
- λ Be more or less specific.
- λ Understatement is always the best.
- λ Exaggeration is a billion times worse.
- λ The passive voice is to be avoided.
- λ Use colloquialisms when pigs fly.
- λ Even if a mixed metaphor sings, it should be derailed.
- λ Who needs rhetorical questions?
- λ Above all, writing should be sincere, whether you mean it or not.

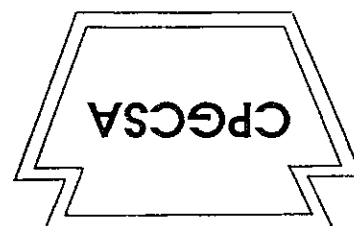
Upcoming Events

- λ August 7-8, 1996 -- Penn State Turfgrass Field Days. Joseph Valentine Turfgrass Research Center and Landscape Management Center, Penn State University. Contact Pennsylvania Turfgrass Council (814) 863-3475 or Mr. George Hamilton, (814) 865-3007.
- λ Monday, October 14, 1996 -- 20th Annual Joseph Valentine Memorial Golf Tournament, Bent Creek Country Club, Lancaster, PA
- λ November 12 - 14, 1996. Penn State Golf Turf Conference. Penn State University.
- λ Tuesday, March 11, 1997 -- GCSAA Seminar, Irrigation Systems Scheduling, Repair and Maintenance at Heritage Hills Golf Resort, York, PA



Terry B. Morgan - Editor
Wanda Fry - Executive Secretary
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The Green Sheet



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