

♦ The Green Sheet ♦

Volume 7 Issue 9

November/December 1999



*Happy
Holidays
from the
Central
Pennsylvania
GCSA Board
of Directors*

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Aerification Produces Healthier Golf Courses

by James Stammer, Sports Columnist
Port St. Lucie News

The time has arrived.

The moment when golfers across our area cause the ears of every greens keeper and superintendent in town to burn with a fiery glow. Within the next several weeks every course in the area will undergo aerification as courses ready themselves for the busy winter season.

Nearly every golfer, myself included, despises this practice. It always seems that just when the course is at its best, that is the time for major work to be done. We all hate putting on aerified greens, and blame the little holes for every missed putt.

When you look at the long-term benefits, however, it's easy to understand why aerification is a necessary evil.

Just as any good car owner would change the oil in his car to prevent future problems, the golf course superintendent uses aerification as a form of maintenance.

Aerification is an integral part of a successful golf course management plan. The job of every superintendent is not only to make the course look fabulous today, but also tomorrow and down the road.

It's important for everyone to understand how important aerification is to producing healthy turf and a healthy golf course in the future.

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President's Message

What a great day at Dauphin Highlands. The turn out was good and the day was extremely enjoyable. I would like to thank Bill Wall for hosting our Championship and Jon Szekeres for the challenging course set up.

I will take this opportunity to introduce myself to all of you. My name is Tom Ocepek. I am currently employed at Heidelberg Country Club in Bernville (North of Reading, PA) and have completed 11 seasons there. I have been a member of the Central Pennsylvania Golf Course Superintendents Association for 8 years and have served 4 years on the board of directors. I am originally from the Pittsburgh area where I worked at 3 different courses in many aspects from caddy, starter, cook, server, grounds staff, assistant and intern. I received my education at Penn State in the Turfgrass Management Program. Following Penn State I worked at Wilmington Country Club for 1 season.

I am looking forward to my new job as the President of our association and would hope you would extend your hand to introduce yourself to other members of our association.

Time Management for You & Your Employees

Most people are shocked when they do a time analysis of how they really spend their time at both home and work. Once they realize that they spend approximately 45 hours at work - there are 168 hours in a week - the big question is: What happens to the rest of that time? Some of the biggest time thieves at work are:

- * Telephone calls
- * Drop-in visitors
- * Personal disorganization
- * Indecisiveness
- * Ineffective delegation
- * E-mail
- * Voice Mail

Key: Focus on the things that really make a difference at work. To help you prioritize your work try categorizing priorities:

A priorities: If you had nothing else (theoretically) to do today, what would improve your productivity in one to four weeks?

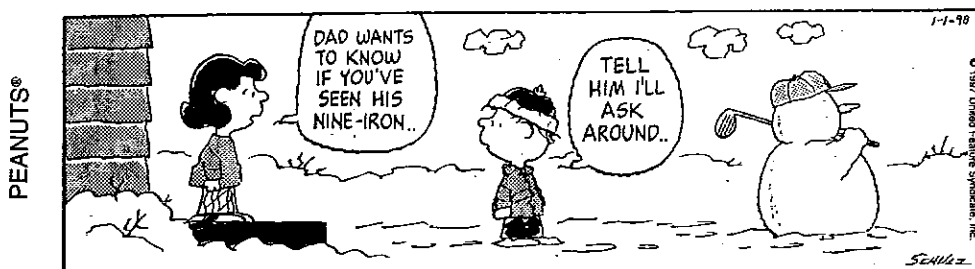
B priorities: What things must be done today?

C priorities: What things should be done tomorrow?

D priorities: What things should you not do at all?

Remember: Time management is personal. It's about knowing how you work and what you value so that you can make meaningful changes that return some sanity to your day.

Source: "A Get-Real Guide to Time Management", by Donna J. Abernathy, Training and Development, June 1999. GCSAA Leaderboard September/October 1999.



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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 CPGCSA at the next meeting.

Sherri Kuehne, Superintendent
Sycamore Ridge Golf Club.....Class B

Steven Ehrhart, Assistant Superintendent
Hanover Country Club.....Class C

Matthew Turner, Assistant Superintendent
Four Seasons Golf Course.....Class C

Our sympathies to the family of Honorary member Harold Stewart. Harold died on November 28, 1999.

Get Well wishes to Chuck Cadiz.

Congratulations to Gregory Fantuzzi for completion of the renewal process for maintaining his status as a Certified Golf Course Superintendent.

If you know of anyone who may be interested in membership into the association or has questions on the status of their applications, please have them contact Mark Malasavage at (717) 533-3269.

Upcoming Events

- * January 11-13, 2000 Eastern PA Turf Conference & Trade Show, Valley Forge Convention Center, King of Prussia, PA. Contact Michael Smith (610) 828-0253 or PTC (814) 863-3475.
- * January 27, 1999 Northeastern PA Turf School & Trade Show, The Woodlands Inn & Resort, 1073 Highway 315, Wilkes-Barre, PA 18702. Contact Andrew McNitt, Department of Agronomy, 116 ASI Building, Penn State. (814) 863-1368 or PTC.
- * February 9-11, 2000 Western PA Turf Conference & Trade Show, Pittsburgh Expo Mart/Radisson Hotel. Contact Barry Grote (412) 848-1674 or PTC.
- * February 14-20, 2000 GCSAA 71st Conference & Show, New Orleans, LA. Contact GCSAA at (800) 472-7878.

Aerification.....continued from page 1.....

Aerification achieves three major objectives:

- * First it relieves soil compaction.
- * Second, it provides a method for improving soil mixture around the highest part of the grass root system.
- * Finally, it reduces or prevents the build-up of thatch.

When golfers by the thousand walk on the greens and drive carts on the fairways, the traffic causes the soil near the surface to compact into a hard layer. Over time, the soil becomes so tightly compacted that water and air have a difficult time penetrating the surface to reach the root system of the grass.

Once this begins to occur, the roots decline, the turf becomes weak and disease and other problems begin to appear. Aerification pulls plugs from the compacted soil allowing an infusion of life-sustaining water and air to reach the roots and bring about a resurgence of growth.

On the greens, the holes are filled with a sandy topdressing that drains well and resists compaction. By introducing this sandy topdressing periodically, a superintendent improves the green's top layer and helps avoid the expense of rebuilding or renovating the green.

The growth of turf adds to the protective layer of organic material on the surface. This layer, called thatch, is an accumulation of dead grass, leaves, stems and roots. A strong and healthy thatch layer helps the turf recover faster from divots and cart tracks, and helps prevent the intrusion of insects and disease.

The newest aerification machines use smaller tongs to pull plugs from the greens. These smaller holes help the green to heal faster and allow the superintendent to get a better dispersion of top dressing.

So before you trash your superintendent the next time you see him gassing up the aerification machines, remember that he's only trying to give you the best golf course, now and in the future.

Reprinted by permission from the Stuart News/Port St. Lucie (Fla.) News, October 14, 1999

(Editors Note: Please feel free to post this article at your golf course, reprint in your newsletter, or provide it to the local media)

For Your Information

If you have any information that you would like included in the next newsletter, please fax information to Wanda at (717) 279-0368 or e-mail to fry @ nbn.net.

Heather and Gorse

by Mark V. DelSantoro, CGCS

Greetings and salutations to all fellow heather and gorsers across the beautiful state of Pennsylvania and beyond. I'm somewhat saddened by the fact that this is the last official heather and gorse editorial due to my board promotion to secretary/treasurer (I wonder if I'm being set up for dismissal?). I've enjoyed the opportunity to express my somewhat demented ideas and views over the past few years. I sincerely hope that at least 80% of the readers have enjoyed the output.

So many interesting things have made the headlines over the past month that I'm not sure exactly which subject to dwell upon. First, there's the Tiger Woods winning streak. Second, there's the regurgitation of the Casey Martin story. Third, there's the tragedy of William Payne Stewart, among other sports stars, who gravitated to what we all hope to be a better place. Finally, there's the Penn State tragedy. Maybe, just maybe, I can touch on each and still make it interesting.

Point #1: from the "these guys are good" file. If the PGA tour advertising motto of "these guys are good!" holds true, exactly what adjective should be used to classify Tiger Woods the past few months? Exactly one year ago, everyone was making such a big deal out of David Duval becoming the regular PGA tour's first two million dollar man (incidentally, the man who finished second also over \$2 million was a boy named Eldrick). Following a torrid second half of the season, Tiger won his last four tour events and finished with eight victories for the year, finishing the 1999 golf season with \$6.6 million in earnings. To give you an example of the direction the game of golf is heading, Jack Nicklaus, arguably the best golfer to ever play the game, won 88 events (including 18 majors) and earned just below \$6 million for his entire career. Currently, Tiger at age 24, is a man against boys on the PGA tour. So for the Y2K million-dollar question, what does Tiger do for an encore? The answer may be anything he damn well pleases! Would you believe that in a recent interview following his world title in Spain, Tiger said in effect that he felt there was definite room for improvement in his performance (did anyone hear the rest of the PGA tour members say "ouch"?).

Point #2: from the "but we never thought he'd make it this far" file. The PGA's worst nightmare came true a few weeks back. A character from heather and gorses of the past, Casey Martin entered the final Nike event of the year ranked twelfth on the money list. The top fifteen moneymakers on the Nike Tour automatically earn their PGA tour card. During the final two rounds, Casey and his golf car limped home (in more ways than one), shooting a 77 and a 78 down the stretch. But, as PGA Tour fate would only have it, it was still good enough to finish 14th on the money list and receive his card from a tight-lipped PGA Tour commissioner Tim Finchem. Now the real fight begins since the supreme court is expected to rule on the whether Casey should be allowed to compete using his motorized vehicle for transportation. The PGA has laid low since the district court granted a temporary injunction allowing for the use of the controversial golf car in a USGA event. One could probably speculate that the PGA, while showing no open ill will towards Casey, was hoping their hand wouldn't be forced. But, as the Golfing Gods would have it, move over USGA, you got company (does this mean the GCSAA is on deck?).

Point #3: from the "everybody hurts, everybody cries" file. In the wake of several sport icons passing onward this past month, I must say that every once in a while, life is so cruelly, brutally, and unjustifiably unfair. Everyday hundreds, maybe thousands of unheralded people die and unless there is some direct connection to us, we don't shed a tear. But when a sports hero passes on, especially when they pass seemingly before their rightful time, it tends to touch our deepest emotions and we grieve like children. Maybe it's because we hold these heroes in such a high regard that we don't want to think of them as mere mortals. Thus, may the following all rest in peace... Payne Stewart, age 42, three-time major golf championship winner and father of two; Walter Payton, age 45, the best professional



1957 - 1999

Register
Today!

GCSAA Education Bulletin



Management Strategies for the Turfgrass System

Thursday, January 27, 2000; 8:00 a.m. - 5:00 p.m.; Code: 00RS113-04

CEUs: 0.7; Member Fee: \$110; Nonmember Fee: \$165

The Heritage Hills Golf Resort and Conference Center; York, Pennsylvania

Learn management strategies for the turfgrass system.

Topics include:

- greens, tees, fairways, roughs and green surrounds
- addressing current and potential problems of disease and insects, and an IPM approach
- sand greens management and new problems since the inception of high sand-content greens and sand topdressing
- creeping bentgrass and annual bluegrass
- biology control of turfgrass disease
- common pesticide toxicity in relation to human medicine, pet pest control products and everyday products we consume

Instructor:

J.M. "Joe" Vargas Jr., Ph.D. is a professor of botany and plant pathology at Michigan State University.

Textbook Information:

The following textbook is strongly recommended: Management of Turfgrass Diseases (50375); GCSAA Price: \$76

Enhancing Your Value as a Professional Golf Course Superintendent

Friday, January 28, 2000; 8:00 a.m. - 5:00 p.m.; Code: 00RS054-03

CEUs: 0.7; Member Fee: \$110; Nonmember Fee: \$165

The Heritage Hills Golf Resort and Conference Center; York, Pennsylvania

Although providing high-quality golfing conditions is the superintendent's No. 1 priority, you must also be able to sell yourself as a broader and more complete package.

Topics include:

- finding and retaining a quality position
- continued growth and compensation
- strategies to help promote yourself, the job you do and the overall contribution you make to your facility

Instructor:

Tommy D. Witt, CGCS, GCSAA Board of Directors, is the director of golf management at StillWaters Resort in Auburn, AL.

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For more information or to register,
contact the GCSAA Service Center at: (800) 472-7878

Chapter Seminar Registration Form

Use this form to register for any chapter-hosted regional seminar in the catalog. Please photocopy for additional or future registrations.



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1 Who Will Be Attending:

GCSAA Member? ☐ No ☐ Yes ☐ Student Member (Fee is 50% of seminar mbr. fee) Member #

Name:
First / Middle / Last

Business Name:

Address: ☐ Business ☐ Home

City, State, ZIP: Country:

Daytime Phone: () -

Fax Number: () - Email:

If you are a non-GCSAA member attending this seminar with a GCSAA member from your facility, please provide the GCSAA member's name and number to qualify for the member rate.

Name:
First / Middle / Last

Member #: Daytime Phone: () -

2 Seminar Registration:

Seminar Code: 00RS - Seminar Date: - -

Seminar Name:

NOTE: Please remember that you are responsible for ordering required and recommended textbooks and for bringing required textbooks to the seminars. To prevent delay, mail separate checks for both the seminar and the textbook, as these requests are fulfilled at different locations. When purchasing textbooks by check, include appropriate shipping and handling charges.

Registrations must be received at least seven working days prior to the seminar to guarantee that the registrant is listed on the roster, receives a confirmation letter, preprinted badge, seminar manual and lunch. (A GCSAA lunch is provided at most seminar locations; refer to your confirmation letter.)

Cancellations received 24 hours prior to the seminar date will be charged an administrative fee of \$25.00. Refunds will not be issued for nonattendance. Substitutions are permitted.

In most cases, if a seminar is cancelled, you will be contacted approximately one week in advance of the scheduled seminar date.

Appropriate dress is casual business attire (slacks and collared shirts for men, similar attire for women); jackets are recommended.

3 Method of Payment: (U.S. Funds drawn on U.S. Bank Only) Please enclose completed form and payment.

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The "Pro-Flex 120" **10 Foot Rotary Contour Mower**



5 Deck Mowing Flexibility

Progressive Turf Equipment's Trail - Type, 5 deck **"Pro-Flex 120"** is a confirmation of Progressive's continued commitment to improved quality, reliability and cost effective products for the turf grass industry.

Keeping in line with the older brother Tri-Deck series, the **"Pro-Flex 120"** offers the same high standard of quality, performance, reliability, and low maintenance.

Five independent floating decks give the operator the flexibility required to mow contoured conditions not suited for traditional mowers. The five, 28" decks can be raised hydraulically and locked in place for easy maintenance access.

The two wing decks can be raised, allowing the three remaining decks to mow in more confined areas, reducing the cutting width from 10 feet to 6 feet. The 10 foot cutting width enables maintenance of up to 50 acres per day, at speeds up to 5-6 mph. As an added feature, you can also

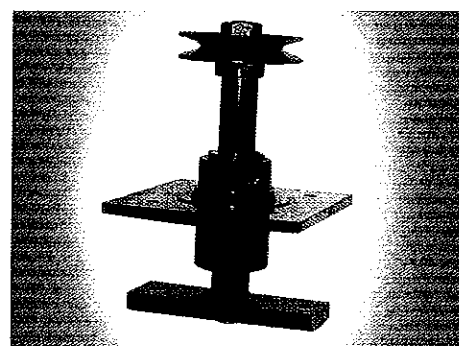
mow while backing up. A blade tip speed of 18,600 fpm, combined with an open rear discharge, will give a clean, even dispersion of clippings, therefore providing an excellent after cut appearance.

A 12" uncut circle, allows trimming around trees, eliminating the need for a second mower. Cutting heights are adjustable in 1/4" increments from 1" to 3 1/4".

Mechanical drive components, PTO shaft, gear box and belts from the Tri-Deck series have been incorporated into the **"Pro-Flex 120"** for proven reliability and serviceability.

The **"Pro-Flex 120"** has quality, versatility, and durability engineered in, which is the standard of every Progressive mower. When you require contour mowing ability, count on the Progressive **"Pro-Flex 120"**.

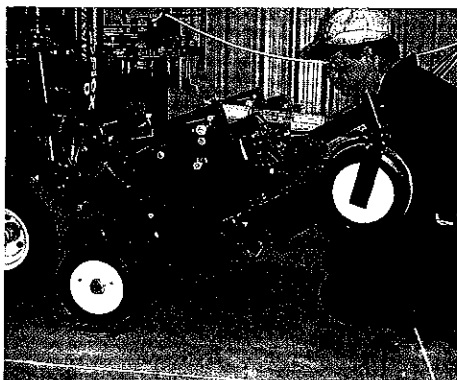
Solid Construction = Dependable Service



Contour mowing with 5 independently floating decks give the flexibility required for ground conditions not suited for traditional mowing. Decks independently float fore and aft, as well as left and right.

Solid Construction with 3/16" deck material, heavy duty frame construction with added support in specific areas. Open rear discharge allows for even dispersion of clippings. Easy height adjustment, solid bolt mounting.

Spindles are greaseable from the top side without removing belt shields. Spindle assemblies can be removed from deck without disassembly. Blades are attached to support bar with 2 - 1/2" x 1 1/4" bolts.



Ease of Maintenance is achieved by having all decks lift up hydraulically, giving easy access to the underside for regular maintenance. The wings and decks lock in the transport position for safety during maintenance.



Overall transport width of the Pro-Flex 120 is 8 ft. with the wings folded, ideal for transporting on the course around confined areas, bridges, trees, and walkways.

Reduce the cutting width from 10 ft. to 6 ft. by raising the 2 wing decks, allowing the 3 remaining decks to cut in more confined areas. This is controlled hydraulically from the operator's position.

Year After Year After Year

SPECIFICATIONS

DESCRIPTION	PF-120 (10')	SPINDLES	Easy to drop out 4 bolt style. Has support bar welded to spindle end. Two bolt, blade mounting-bar keeps blade level for that perfect cut.
Recommended PTO HP	30-40	BLADES	5 High lift, heat treated, alloy, steel blades: 5/16" x 2-1/2" x 27"
Cutting Width	10 ft.		Blade tip speed of 18,600 fpm.
Cutting Height	1 in. to 3 1/4 in. In 1/4" increments	DECKS	5 - 28" Dia decks, 3/16" (7 gauge) thickness, floating, rotary. Wing decks can be raised to mow in more confined areas. Cutting width reduces from 10' to 6'.
Transport	Width 8.0 ft. Height 4.1 ft. Length 11.0 ft.	TIRES	<u>Deck:</u> Puncture proof, 10" Dia. x 4" wide, (4 per deck) mounted on tapered roller bearings. <u>Transport:</u> 2 - Durable, heavy duty tires, 18.5 x 8.5 - 8, 4 ply, 5 bolt wheel.
Mowing Capacity	2 MPH 2.2 acres / hr. 4 MPH 4.4 acres / hr. 6 MPH 6.5 acres / hr.	DRIVE	PTO, gear box, belts
Mower Flexibility Decks	- Fore & Aft +/- 10 Degrees - Left & Right +/- 10 Degrees	ANTI SCALP	Rollers supplied as standard equipment. One in front and rear of each deck. (2 per Deck) Skids on each side of the deck.
Frame	- Decks Up & Down +/- 22 Degrees - Wings 10 Degrees Up - Hitch Swivel 360 Degrees	TURNING RADIUS	12" uncut circle
Weight	- Machine 2,070 lbs. - Tongue 195 lbs.		

DESIGN AND SPECIFICATIONS SUBJECT TO CHANGE WITHOUT NOTICE

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Heather and Gorse

...continued from page 4

football player in my lifetime and father of two; Wilt Chamberlin, age 63, scorer of 100 points in a single basketball game and father of who knows how many? All of these individuals were the best in their sport and all were exemplary both on and off their respective playing fields. All of these individuals will be missed.

Point #4: from the "I thought they only played hockey" file. The Nittany Lions were snake bit, or should we say "gopher bit" by Minnesota in the last seconds of PSU's homecoming game. I have to say that this game was a tough one for me. Growing up in Minnesota (where all the real hockey players come from!), you can't help being a Golden Gopher fan. But, as a Penn State grad student, I've grown somewhat fond of "JoePa" and his pride. The Gopher fan inside of me was screaming "Yadahoota!" The Nittany Lion fan inside of me was crying "why us?" The philosopher inside of me was thinking, "he who continuously plays with fire, will eventually get burned!" There's always next year sports fans.

In conclusion, in my first heather and gorse editorial two years ago, I quoted the cliché "the power of the pen is mightier than the sword." I do believe that at times over the past 24 months this point has been hammered home. To all the heather and gorse fans, fear not for there is always the potential for heather and gorse "letters to the editor." For all of the heather and gorse critics, this newsletter is and always will be a medium for free speech and an equal opportunity employer; if you have a differing opinion, you always have the opportunity to simply put it in writing! That's my cynically morbid and somewhat worn out view from the heather and gorse.

Congratulations to:

*John McCormick and his staff for
another successful LPGA Betsy King
Tournament*

Equipment For Sale

Kirby Putt at Range End Golf Club is interested in purchasing a used Cushman Truckster, reasonably priced. If you have any information, Kirby can be reached at (717) 432-4213.

We will continue to advertise "used equipment" and "equipment wanted" for superintendents in each newsletter. If you have anything that may be of interest, please contact Wanda to place your ad FREE!!

Rules of the Game

Question: Remember a while back when Tiger had his posse move a rather large rock which impeding the direction he wanted to play his ball? Well, a few weeks back Tiger's ball came to rest next to a baseball-size rock in the rough. After evaluating the situation, Tiger elected to play the ball by hitting the rock first. He proceeded to advance the ball about 40 yards down the fairway and in the end, won the golf tournament. Why didn't Tiger simply move the rock?

Answer: I did not see the above scenario occur, although I certainly heard about it. The rock, because it is natural, is considered a loose impediment, through the green. Thus, a player according to Rule 23 has the right to move the rock provided that moving the rock doesn't cause his ball to move. In the event his ball moves while removing a loose impediment within a club length of his ball through the green, Tiger would be charged a penalty stroke according to Rule 18-2c and would be required to replace his ball to its original position. In the event Tiger failed to replace his ball to its original position, he would be charged an additional penalty stroke for playing a ball from the wrong place as part of a general penalty breach of Rule 18. Thus, Tiger must have felt that as a result of removing the rock, there was a reasonable likelihood that his golf ball would move. By hitting the baseball-size rock, Tiger had a bruised wrist, but saved himself from a potential bruised ego for not knowing the rules.

Golf Results

We would like to thank Bill Wall, Jon Szekeres and their staff for an excellent day of golf with premium playing conditions. This was our annual association tournament that was broken down into four flights. The first flight, handicaps were not used. The winners are as follows:

First Flight

- 1st Faron Stoops
- 2nd Kirby Putt

Second Flight

- 1st Dale Kintzer
- 2nd Randy Crawford

3rd Flight

- 1st Paul Wickey
- 2nd Scott Keener

4th Flight

- 1st Charlie McGill
- 2nd Curtis King

Congratulations to all our winners!

Sincerely,
Scott Fischer and Bill Brooks, Golf Committee

TOO HOT TO HANDLE

by James Snow

The author is national director of the USGA's Green Section.

For those facing the chilly prospects of another snowy winter, late autumn might not seem a time when temperatures could heat up. Yet that's the case when golfers, course officials and course maintenance personnel discuss a sometimes contentious issue: winter play on greens.

Few subjects raise as emotional a response from superintendents, who wish to protect the course during its dormant months, and golfers, who view winter as another phase of the playing season and resent restrictions on their pastime. Who's right? As with many topics, qualifications must be attached to the answer. It is safe to say, however, that winter play does the greens no good and in only the rarest circumstances can it avoid having a negative impact on the health and playability of the turf during the following season.

A golfer escaping for a late-season round would not dare face chilling temperatures in shirtsleeves, but would bundle up in several layers and know the location of the nearest coffee pot. By contrast, the turf has little protection. Cold weather halts turf growth, bringing the potential for significantly greater wear injury; during the growing season, the turf continuously replaces leaf and stem damage caused by foot and vehicular traffic. Then there is soil compaction: Soil moisture generally remains high throughout the winter, and traffic on saturated soil has a profound effect on soil density and turf roots.

With the loss of turf density from direct wear injury, and the loss of turf vigor caused by soil compaction, greens played during the winter tend to be hard, slow and bumpy for some time after spring arrives. Bumpiness is caused by footprints of winter players; players in the spring then tend to complain about the lack of trueness, even after several topdressings. In addition, weeds of various types are much more likely to invade turf that has received winter play.

Skeptics say it is the superintendent's job to mitigate these problems, or they voice doubts about how much damage can be wrought by a few golfers during the winter. On the surface, these comments may seem valid, but in the end it's all a matter of degrees. Each course must consider a variety of factors to determine whether winter play should be allowed.

They include:

- Grass species. If you're trying to grow bentgrass on greens, winter play will encourage the invasion of *Poa annua*.
- Anticipated traffic. Volume is a critical factor. Damage is directly proportional to the rounds played.
- Soil type. Do you have sand-based or old, soil-based greens? Sand-based greens drain better when the ground is not frozen, but the turf can suffer greater injury.
- Weather. What's it like on the day you play? Turf that is frozen early in the morning can soften on a sunny afternoon, increasing the damage to the soil and turf roots.
- History of winter injury. If there is a history of ice or other damage, winter play will make it worse.
- Golfer acceptance of needed maintenance practices. How well will golfers accept renovation work aeration, topdressing, overseeding - to repair damage done by winter play?
- Recent stress problems. If the greens took a beating from heat, flood, disease or other problems during the summer, it is best to stay off during the winter.
- Previous weed problems. If there has been a history of crabgrass, goosegrass, *Poa annua* (especially) or other weed problems on the greens, winter play will make it worse.
- Tees. If the greens are shaded during the growing season, it is best to keep traffic off during the winter.
- Standards for the regular season. If you want smooth, fast greens in the spring, skip the winter play.

If a course faces extreme damage to its greens from winter traffic, it can remain open for limited play. Some courses establish winter greens, temporary areas cut in the approach or rough near the regular greens. A few courses reverse their routings and play from green to tee, or establish cross-country holes that also take traffic away from high volume areas and greens.

Every course considering winter play should question whether or not it is worth the risk of damaging the greens and affecting playability for a significant portion of the regular season for the sake of a relatively small percentage of the its players. In the view of many turfgrass scientists, agronomists and course superintendents, it is not.

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GCSAA Seminars

The following is a listing of GCSAA Chapter-Hosted seminars that are being offered locally this fall/winter. Please mark them down, they are excellent seminars, close to home, good for certification.

<u>Date</u>	<u>Seminar</u>	<u>Hosted by</u>
December 14	Bentgrass Stress Management	Mid-Atlantic Association of GCS
December 15	Personal Stress Management	Mid-Atlantic Association of GCS
January 11	Ecology	Greater Pittsburgh GCSA
January 27	Management Strategies for Turfgrass Systems	Central Penn GCSA**
January 28	Enhancing Your Value As A Golf Course Superintendent	Central Penn GCSA**
March 7	Stress Management	Philadelphia GCS
March 14	Turfgrass Stress Management	Mountain and Valley GCSA

*** CPGCSA Seminars will be held at Heritage Hills Resort and Conference Center, York, PA*

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Seasons Greetings!