

July Meeting

Downingtown Country Club

July 14, 2003

10:30 AM - Registration

11:00 AM - Lunch

12:00 PM - Speaker

1:00 PM - Shotgun

6:00 PM - Cash bar

6:30 PM - Dinner

There will be no CPGCSA Board of Directors meeting.

Superintendent Profile

A Rutgers graduate, Mike Faga started out as the assistant superintendent at Downingtown Country Club nine years ago. After a couple of years, he took the head position at Ingleside Country Club. Then, a couple of years ago, his career path led him right back to where he started, this time to serve as Downingtown's head superintendent.

Golf Course Profile

Downingtown Country Club is an 18-hole facility designed by George Fazio and built between 1965 and 1967. It's classic, tree-lined design is a par 72 covering 6,619 yards, with a rating of 70.8 and slope of 131 from the blue tees.

The course has recently undergone some bunker renovations and tree removal, with tee box renovations still to come.

US Route 30, 85 Country Club Drive
Downingtown, Pa 19335
610-269-2000
golfdowntowntown.com

Mid-Atlantic USGA Update

Rain, Rain Go Away!

By Stanley J. Zontek

updated 6-24-03

Truer words were never spoken. While somewhere the exact figures are available, suffice it to say that the last two months have been too wet. On practically every golf course in the Mid-Atlantic Region, this extended period of wet, cloudy weather is beginning to have some serious consequences. These include:

- Lost income. It's just too wet to play golf. Rounds, guest fees, cart rentals, and golf income are down. Will it recover? Who knows.
- Accelerated nutrient leaching losses. Two of the three main plant nutrients, nitrogen and potassium, are to some degree water soluble. This means that nutrient levels are low and the grass is off-color and hungry. The obvious remedy is to fertilize, however, it is hard to fertilize in the rain. When it stops raining, apply some extra fertilizer.
- Lack of sunlight. Has anyone ever wondered what it was like to live in the British Isles? The overcast weather has resulted in grass that also yellow due to a lack of sunlight. Unfortunately, while fertilizer can be applied at any time, sunlight is out of our control. We need better weather!
- Maintenance headaches. Superintendents cannot plan ahead. They must react to the weather and soil moisture, and try to somehow fit maintenance work in
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President's Message

It's raining again! I was quite amazed when I saw the weather history last night. The high for the year in south central PA as of June 21st was 83! The heat is bound to come on strong, but before you know it, we'll be aerifying and blowing leaves! Let me just touch on the weather a bit. Did you ever notice that the majority of meteorologists that blow the forecasts never explain the next day what happened or what went wrong with their forecast? They just continue with their forecast for the next time period and expect us to believe them! I long to see some of that expensive forecasting technology actually work! OK...Enough of that

I would like to thank Adam Bagwell and his crew for providing a great golf course at Wyncote. Fortunately, the rain held off until the last minute. I do have to admit, and I'm sure most of you will agree, that it was a pleasure to actually be chilly in mid-June. The food and hospitality were fantastic and the pro shop staff was a huge help in making Tom Kintzer's job run smoothly. So thanks again, Adam for making the arrangements for an all-around great day!

Next month, we are on our way to Downingtown Country Club for our joint meeting with Philly. I hope to see a great turnout, much like we had at Wyncote. Please keep in mind that if you do not sign up, or at least let Wanda know that you are coming before the deadline date, you **WILL NOT** get in! This has been an ongoing problem lately it can't keep happening.

Get ready for the surge of heat that is bound to get here, and as my favorite meteorologist (who often times goes against what the models say, is right most of the time and, when he is wrong, he admits it and explains what went wrong with his forecast!) says. "Enjoy the weather, 'cause it's the only weather you got!"

Bill Brooks

Directions to Downingtown Country Club

FROM THE NORTHEAST & NEW JERSEY

Take New Jersey Turnpike to Exit 6 PA. Turnpike. Take PA Turnpike to Exit 23 "Downingtown" Bear to the left onto Rt. 100 South. Take Rt. 100 South to the 2nd traffic light Rt. 113. Make a right onto Rt. 113 approx. 4 miles to a dead end at Business 30. Make a left onto Business 30 to the second traffic light and make a right (into Brandywine Square shopping center). Go to first stop sign and make a right. Follow driveway to Downingtown Country Club.

FROM THE WEST & HARRISBURG

Take PA Turnpike to Exit 23 "Downingtown" Bear to the left onto Rt. 100 South. Take Rt. 100 South to the 2nd traffic light Rt. 113. Make a right onto Rt. 113 approx. 3 miles to a dead end at Business 30. Make a left onto Business 30 to the second traffic light and make a right (into Brandywine Square shopping center). Go to first stop sign and make a right. Follow driveway to Downingtown Country Club.

FROM THE SOUTH & DELAWARE

Follow 202 North approx. 15-20 minutes to Rt. 100. Exit "Exton" Follow Rt. 100 approx. 2.5-3 miles to Rt. 30 Bypass. Go West on the Rt. 30 Bypass. Follow Bypass to "Lancaster Ave/Business 30" Exit. Make a left onto Business 30, go to third traffic light and make a left (into Brandywine Square shopping center). Go to first stop sign and make a right. Follow driveway to Downingtown Country Club.

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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.

Andrew Dumas, Superintendent
Silver Creek Country Club..... Class B

Drew Weaver, Sales Representative
Finch Services Class AF

We would like to welcome the following individuals into our association.

Chris Thomas, Sales Representative
Watson Irrigation Class AF

Ian H. Williams, Irrigation Specialist
Outside Unlimited, Inc. Class AF

Matthew K. Wolf, Assistant Superintendent
Wren Dale Golf Club Class B

Jed A. Vail, Assistant Superintendent
Heritage Hills Golf Resort..... Class B

If you know of anyone who is interested in membership into the association, please have them contact John Colo at Country Club of York (717) 843-2190.

Congratulations to

Jon & Kim Szekeres on their recent marriage.

Our Sympathies to:

Bill and Patti Wall on the loss of her father.

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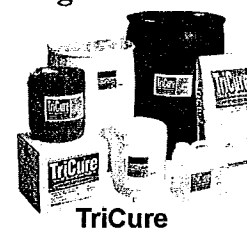
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From the Editor

Can you believe that as of the week of June 8th, all counties in the state of Pennsylvania were no longer in a drought watch! What parts of Pennsylvania didn't get pounded with snow last winter and rain this spring? It's June 21 and we've had one Saturday since May 3rd that it hasn't rained here in York county. They are predicting temps in the high 80's and low 90's for the first week of summer. If summer continues as it is starting, it could be another long one!

Mark MacDonald

Please contact Wanda with any employment or address changes, so that we can keep our records up to date.


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USGA.....continued from page 1

between rain events. Everyone's first priority is to try to keep the grass cut. Secondly, bunkers need to be pumped, sand raked, and washouts fixed. As the weather warms, the grass needs to be sprayed using fungicides that are rain-fast and will not wash away...assuming of course, that the ground is firm enough to support a sprayer.

Be kind and understanding to your grounds maintenance staff. They are doing the best they can under some difficult weather conditions.

- Playability headaches. I'll bet everyone is current on the latest Rules-of-Golf decisions on casual water, ground under repair, and water in bunkers! Interestingly, we hear practically no complaints from golfers about the need to stay on paths with their golf carts. We are all in the same boat (pardon the pun).
- Rooting concerns. Grass roots suffer when sitting in moist, saturated soils for extended periods of time. If there has been a positive aspect to the weather, it is that it has been cool. This helps the roots survive. Our concern is when temperatures warm and the soils are still saturated. This scenario could have a huge impact on whether or not the grasses rooting systems live or die.

From a maintenance standpoint, try to aerate. Aeration helps dry out the soil, but perhaps just as importantly, aeration helps encourage the regrowth of the grasses rooting system prior to the summer. It could be a race! Punching holes can be done in any number of ways, whether it is with high pressure water, a spiker, solid tines, quad tines, small diameter hollow tines, etc. The point is to punch holes to encourage soil drying and root growth.

The next few weeks should be interesting, and a challenge.

Source: Stanley Zontek, szontek@usga.org or 610-696-4747

Heather and Gorse

By Mark V. DelSantoro, CGCS

I'm feeling a little pressure in writing this heather and gorse. Before, during, and after the Bank of Annika event down at Colonial Country Club a few weeks back, my telephone was ringing off the hook from inquiring friends interested in knowing my thoughts regarding Annika playing with the boys. Prior to writing this H & G I've really kept my comments, criticisms, and snide remarks to myself! And while I don't normally worry about it, but for some reason this time, I hope my opinions don't disappoint anyone (sorry Mom!).

Before we get started let me state for the record three important facts... 1) Annika Sorenstam is by far my favorite female pro golfer. 2) Annika was one of my top name choices for my daughter. 3) I've always found attractive athletic women more attractive than attractive unathletic women, unattractive athletic women, and for that matter, unattractive unathletic women (most likely, but not necessarily in this order of attractiveness).

This being said let me address several of my opinions surrounding this event. First, my general opinion of the Bank of Annika event is that it was an absolute joke! Second, I thought the way the media turned the event into a three-ring circus was laughable. Third, I thought the canonization of Saint Annika following her timely exit on Friday evening was ridiculous and ludicrous. And finally, I feel that to date, nothing has really changed as a result of her participation in the event, except maybe that a few Las Vegas odds makers are rethinking their lines for the next time something like this takes place.

All this being said, I thought she played admirably, especially considering the voracious combination of publicity and scrutiny. But what I'm especially impressed with is the fact that she competed on a level playing field. She beat eleven men and she didn't play from the forward tees, she didn't get any special rule exemptions that gave her a competitive advantage, and she didn't use a golf car. In my eyes she has a lot of which to be proud and I believe she's still got the title of the best female golfer in the universe.

Evaluating her performance statistically, Annika performed about as one might expect. Off the tee, Annika has always been relatively accurate and reasonably long (for a woman)... certainly comparable to the likes of Corey Pavin and Justin Leonard, who have both won major championships with less than average driving distance. By the way, this is the same Justin Leonard who finished second in the Bank of Annika event and who had a putt on the final green to shoot 59 in the final round. The primary difference is that Justin and Corey both have incredible short games to make up for their shortcomings off the tee. Corey Pavin, during his peak years, was in the hunt at nearly every event because of his ability to get up and down from anywhere.

In Annika's case, her chipping and putting have always been her primary weakness... in fact statistically these weaknesses are globally consistent in comparing the PGA versus LPGA tour players. The other blatantly obvious difference was the ability or inability of Annika to spin the ball... Tiger Woods had a special ball engineered just for him by Nike because his original ball (Nike Tour Accuracy) was spinning too much. Tiger can hit 5-iron from 220 out of the rough and get the ball to bite within five or six feet. Annika wedges off the fairway were stopping in a similar manner. With the PGA Tour's tucked hole locations and the lack of ball spin, Annika had a hard time getting the ball close to the hole, which significantly contributed to her lack of birdies.

So in summary, Annika finished +5, she missed the cut five shots, she only had two birdies, she never really seriously challenged par, and yet in the eyes of the press, this was a significant victory for women all over the world! Did her bottom twelve finish qualify her for an Augusta National membership??? Maybe it's the testosterone in me, but I'm just not sure I get it. Given Tiger's inconsistencies and his ghost-like characteristics since his knee surgery earlier this year, is golf's TV popularity at such a critical stage that it was necessary to send in the clowns? Can anyone tell me why this made the front page of every major newspaper in the universe?

Probably a more important question, as well as a sad indicator of the current state of affairs regarding equality, is why was this event such a big deal to the general population in the first place. The media billed this as a modern day battle of the sexes... it was Billie Jean King versus Bobby Riggs all over again, except this time Bobby Riggs was twenty-five years younger, in significantly better shape, had ten times more talent, and the playing field was level.

Why do we as a society seek equality when everything about men and women are so different? When one breaks it down to the most basic of genetic equations, our gender differences are a matter of simple mathematics... $x \neq y$ and therefore $xx \neq xy$. In fact, I'd hypothesize the similarities between men and women pretty much end at both genders having x chromosomes. It's like
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June Golf Winners



Curtis King, Wendell King, Eddie Scheck, Chris Papada

Golf Results

The following are the results from the June meeting at Wyncote Golf Club.

1st Place

Curt King
Wendell King
Eddie Scheck
Chris Papada

2nd Place

Terry Bennett
Jeff Fry
Deron Zendt
Matt Fellows

3rd Place

Dan Davis
Faron Stoops
Bob Mogel
Mark MacDonald



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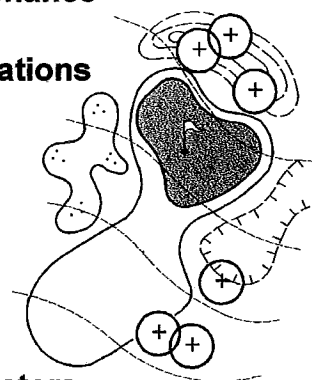
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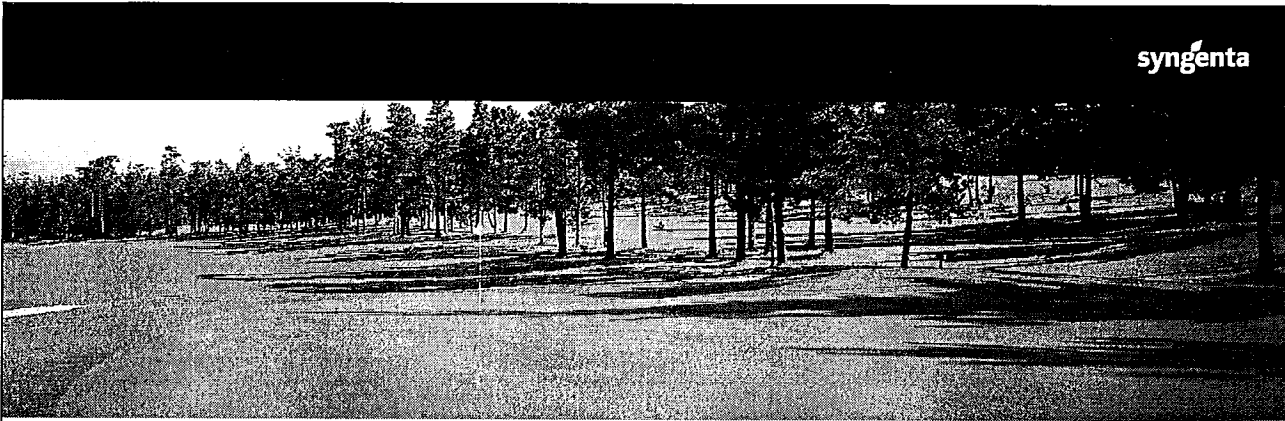
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Staff Retention Tips

Golf facilities that retain their employees at every level year after year have both budgetary and emotional factors on their side in these tight economic times. They are even further ahead of the competition when those employees are engaged in their work and believe they make a contribution to the facility's success.

Various studies indicate that the cost of employee turnover is between one-and-a-half to three times the employee's pay. And that's without the possible negative downstream costs, which could extend as far as customer perception. Many strategies are not successful because they are built on organizational change, failing to include the individual manager's key role in retention.

Retention-skilled leaders practice the following behaviors:

- Offer team collaboration possibilities;
- Ensure recognition of the employee's contribution to the facility;
- Provide for learning and professional growth in increase competencies;
- Start with targeted recruitment and hiring, with realistic job previews;
- Direct achievement by making the right training available
- Nurturing careers through connections to help build career skills.

Great managers don't necessarily treat their employees as they would like to be treated. But they do recognize that everyone is different, with different motivations and different strengths, and manage to those.

Source: LeaderBoard, May/June 2003, GCSAA. - "Good Boss, Satisfied Worker", by Julie Middleton, The New Zealand Herald, October 12, 2002, www.Itsinc.net; and "Give Employee Involvement a Boost", Alexander Hamilton Institute, Inc., Employment Law Resource Center at www.Ahipubs.com.

Heather and Gorsecontinued from page 5

cats and dogs, black and white, Mars and Venus... I, for one, think the differences should be celebrated and embraced, but not equibrated.

Take dressing up for instance... the average guy dresses up for two reasons, weddings and funerals... the average woman will not only dress up to go get the mail, but in most cases she'll put on make-up as well! And this is something that starts at a very early age. My son has one pair of dress slacks; otherwise his wardrobe consists of jeans and sweats. On the other hand, my daughter has one pair of sweats and one pair of jeans, with everything else consisting of stylish pastel patterns and prints. God forbid she gets a cheap pair of sweats dirty in the sandbox!

And how about communication? I once heard that the average man speaks roughly 25,000 words per day, while the average woman speaks nearly 50,000 words per day... now this might not normally be an issue except that the average person speaks roughly 24,998 words during the typical workday. Now you do the math! The general term for someone who talks a lot is not chatty Charlie!

Our differences obviously go well beyond these few things. I've always believed in the happy wife, happy life concept. I find this to be a necessary survival tactic in my world and besides; my personal research has discovered life to be much less stressful this way. My primary concern is that I'm also of the belief that women really do run the world, regardless of what the majority of them think. The problem is that for whatever reason, the majority of women don't seem to understand the power they possess. The other problem is that the majority of men understand it all too well... why do you all think men such a big deal out of equality.

I got a kick out of a statement I recently heard regarding Hillary Clinton. Supposedly while she was running for Senate in New York state several men approached her and said something to the effect that they hoped all of their daughters grew up to be just like her, but they were damn glad their wives weren't in the least bit like her. This illustrates a basic principle in which I've always believed... powerful women always have and always will pose the greatest threat to any man! Plain and simple, end of story!!!

At this point in time, the only saving grace for men can be tied directly to the very basic cause of our differences. I read a recent article regarding the Y chromosome. It suggested that if it weren't for the Y-chromosomes ability to repair itself over and over again, men would have been long gone a long time ago. And with that being said, I'm damn glad for this!

So gentlemen, it's all in the genes! It's all about genetics, simple math, ball spin, and short game. Embrace these differences while you can, for it may only a matter of time before the next Tiger just may be a Tigress. That's my genetically mutated, chauvinistic pig, dog and cat, apologetic, Annika and gender analysis from the heather and gorse.

To GCSAA Chapters:

As part of our FIFTY IN FIVE Initiative, (50% of all U.S. courses in the Audubon Cooperative Sanctuary Program for Golf Courses in the next five years), we want to invite all golf course superintendents--members and nonmembers alike--to talk to the Audubon Stewards Network.

"Audubon Stewards" are golf course superintendents in your area who have (1) certified their courses as Audubon Cooperative Sanctuaries, (2) know and understand the nature of our programs, (3) can answer any questions about the program, and (4) can provide advice and assistance during the ACSP education-certification process.

If you, or any of your members are interested in contacting an Audubon Steward near you, please visit our Stewards Network list at: http://www.audubonintl.org/programs/acss/stewardship_network.htm, or contact Joellen Zeh at (518)767-9051 ext. 14. We hope you'll distribute this information to your members. As usual, we welcome anyone to contact us directly with any questions as well.

Thank you for your support,

Kevin A. Fletcher
Director of Programs & Administration

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The Real, True and Unexaggerated Rules of Golf

1. If you really want to get better at golf, go back and take it up at a much earlier age.
2. The game of golf is 90% mental and 10% mental.
3. Since bad shots come in groups of three, a fourth bad shot is actually the beginning of the next group of three.
4. When you look up and cause an awful shot, you will always look down again at exactly the moment when you ought to start watching the ball if you ever want to see it again.
5. Any change works for a maximum of three holes and a minimum of not at all.
6. No matter how bad you are playing, it is always possible to play worse.
7. Never try to keep more than 300 separate thoughts in your mind during your swing.
8. When your shot has to carry over a water hazard, you can either hit one more club or two more balls.
9. If you're afraid a full shot might reach the green while the foursome ahead of you is still putting out, you have two options: you can immediately shank a lay-up, or you can wait until the green is clear and top a ball halfway there.
10. The less skilled the player, the more likely he is to share his ideas about the golf swing.
11. The inevitable result of any golf lesson is the instant elimination of the one critical unconscious motion that allowed you to compensate for all your errors.
12. If it ain't broke, try changing your grip.
13. Golfers who claim they don't cheat, also lie.
14. Everyone replaces his divot after a perfect approach shot.
15. A golf match is a test of your skill against your opponent's luck.
16. It's surprisingly easy to hole a 50-foot putt when you lie 10.
17. Counting on your opponent to inform you when he breaks a rule is like expecting him to make fun of his own haircut.
18. Nonchalant putts count the same as chalang putts.
19. It's not a gimme if you're still away.
20. The shortest distance between any two points on a golf course is a straight line that passes directly through the center of a very large tree.
21. There are two kinds of bounces: unfair bounces, and bounces just the way you meant to play it.
22. You can hit a 2-acre fairway 10% of the time, and a 2-inch branch 90% of the time.
23. Every time a golfer makes a birdie, he must subsequently make two triple bogeys to restore the fundamental equilibrium of the universe.
24. If you want to hit a 7-iron as far as Tiger Woods does, simply try to lay up just short of a water hazard.
25. To calculate the speed of a player's downswing, multiply the speed of his back swing by his handicap. Example: back swing 20 mph, handicap 15, downswing is 300 mph.
26. There are two things you can learn by stopping your back swing at the top and checking the position of your hands: how many hands you have, and which one is wearing the glove.
27. Hazards attract; fairways repel.
28. You can put "draw" on the ball, you can put "fade" on the ball, but no golfer can put "straight" on the ball.
29. A ball you can see in the rough from 50 yards away is not yours.
30. If there is a ball in the fringe and a ball in the bunker, your ball is in the bunker.
31. If both balls are in the bunker, yours is in the footprint.
32. Don't buy a putter until you've had a chance to throw it.

CPGCSA Guest Policy

Guests will be limited to the following:

- One guest per member per meeting with the approval of the host superintendent. (As indicated on the reservation form)
- Sponsoring member is responsible for any costs to the host's club.
- A guest is limited to two (2) meetings per year with the exception of club officials or with Board approval.



CPGCSA Merchandise

There will be CPGCSA logo merchandise available for purchase at upcoming meetings.

Golf Shirts	\$35.00
Wind shirts	\$40.00
Hats	\$10.00

For Your Information

If you have any information that you would like included in the July newsletter, please fax information to Wanda at (717) 279-0368 or e-mail to cpgcsa@nbn.net by July 18, 2003.

Pennsylvania's Drought Officially Ends As Seven Western Counties Are Upgraded to Normal Status

Upgrade puts all 67 counties in normal status for the first time in nearly two years

HARRISBURG: Department of Environmental Protection (DEP) Secretary Kathleen A. McGinty today announced that seven counties on the western edge of Pennsylvania have been upgraded from a drought watch to normal status, putting all 67 Pennsylvania counties in normal drought status for the first time since Aug. 8, 2001.

The seven counties returned to normal status are Beaver, Crawford, Erie, Greene, Lawrence, Mercer and Washington. While under the drought watch, residents in these counties were asked to reduce water use voluntarily by 5 percent. A drought watch is the least severe of the levels, alerting the public of the potential for drought and warning water suppliers to increase monitoring, awareness and preparation for response if conditions worsen.

Recent rains have pushed precipitation to near normal for the region this year, leading to significant recovery of stream flows and groundwater levels. Until recently, the border counties in western Pennsylvania had not been experiencing the wet weather pattern that has affected the rest of the state this spring.

"Last year at this time, most of Pennsylvania was in the throes of one of the worst droughts on record," Secretary McGinty said. "It has been a long recovery for the western part of the state, but the last remnants of the 2002 drought finally have been erased. Even with water levels running around or above normal throughout the state, we all need to remember that conservation and informed management of our water resources are year-round responsibilities."

The state monitors precipitation, surface water and groundwater levels, reservoir storage and soil moisture. The overall combination of those indicators shows normal or higher than normal levels throughout the region, with more precipitation in the short-term forecast.

A drought emergency in 24 Pennsylvania counties was first declared in February 2002. The emergency list was trimmed several times during the year until the last three counties were dropped from drought emergency last December. However, all of the state's 67 counties were in a drought emergency, drought warning or drought watch at some point during 2002.

DEP is now in the process of recommending to Governor Edward G. Rendell a list of individuals to serve on the statewide advisory committee mandated by the Water Resources Act passed last year. This law requires DEP to update the state's water plan. Secretary McGinty also noted that the availability of water is a key economic development issue.

"This process will tell us how much water we have and how much we are using, and it will help us identify areas where water consumption is now, or is likely in the future, to exceed availability," Secretary McGinty said. "Local citizens, elected officials and water suppliers, working with DEP water experts and our regional and statewide advisory committees, will then devise ways to manage our water resources in these areas so the public health and environment is protected, and the water needed to attract businesses and create jobs is available."

For more information on drought, visit the PA PowerPort at www.state.pa.us, PA Keyword: "Emergency Management."

GCSAA Board Approves Free Online ERS

At the GCSAA Board of Directors spring meeting, held on May 8-10 at the GCSAA headquarters, the Board voted to offer online ERS at no additional charge to all members, endorsing a recommendation from the Career Development Committee.

The Board credits the membership's support of the dues increase in helping to make this service free.

Beginning at 8 a.m. (CDT) on May 28, all members will be able to access ERS online and also use the new resume posting service. ERS will continue to be offered to members through the mail at a cost of \$40 for a six-month subscription. If you have questions or problems accessing ERS as of May 28, please contact the Service Center at (800) 472-7878.

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Thanks to our supporters!

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The Green Sheet



Golf Short

A golfer set up his ball on the first tee, took a mighty swing and hit his ball into a clump of trees. He found his ball and saw an opening between two trees he thought he could hit through.

Taking out his 3-wood, he took another mighty swing; the ball hit a tree, bounced back, hit him in the forehead and killed him.

As he approached the gates of Heaven, St. Peter saw him coming and asked, "Are you a good golfer", to which the man replied: "Got here in two, didn't I?"

Thanks to Don Hollinger for the laugh!

2003 CPGCSA Meeting Dates

July 14	Downingtown Country Club Jeff Broadbelt Joint Meeting with PAGCS
August 19	Galen Hall Country Club Bob Mogel
September 15	Lebanon Country Club Jeffrey L. Fry, CGCS Dan Brickley
October 9	Springwood Golf Course Steve Gross, CGCS Annual Meeting