

## September Meeting

**Association Golf Championship/  
Annual Meeting**

**Lebanon Country Club**

**September 29, 2006**

**12:30 PM - Shotgun**

**5:00 PM - Cocktails**

**6:00 PM - Annual Meeting (Coat/Tie)**

**6:30 PM - Dinner**

**There will be a CPGCSA Board of Directors Meeting at  
10:30 AM.**

## Superintendent Profile

Dan Brickley began his golf course career working for Jeff Fry as a summer employee while attending Lebanon Valley College. Soon after graduation, Dan was accepted to Penn State's two year program. Jeff sent Dan to Bent Creek to work for Jim Loke where he spent two seasons and did a split internship with Jim and Dave Spak. Upon graduation, Dan returned to Lebanon Country Club as Jeff's assistant. In spring of 2002, Jeff was promoted to General Manager and Dan to Superintendent.

## Golf Course Profile

Lebanon Country Club was built in 1920 by golf course architect Alexander Findlay. The course was opened as a 9 hole course, which is currently the back nine holes. Several years later the front 9 holes were built. Over the past several years, much renovation has been done to the front 9 holes to blend with the same design characteristics as the back. Lebanon Country Club is a typical example of a course built in the 1920's with small poa/bent greens, tees that are a mix of many cool season grasses, and ryegrass fairways.

**Lebanon Country Club  
3375 West Oak Street  
Lebanon, PA 17042**

## Mid-Atlantic USGA Update

### Wear And Tear

### Now Is The Time To Evaluate Procedures

By Keith Happ, Senior Agronomist  
September 1, 2006

Now is the time to evaluate mowing patterns and the resulting wear from a summer's worth of regular course preparation procedures. If excessive machinery overlap caused problems, adjust the tactics being used to allow the turf to heal. For the short term it may be necessary to use smaller lightweight equipment to complete mowing tasks. In some instances collars and approaches may have to be redefined to allow for total recovery before winter weather arrives.

It's time to introduce new seed into damaged areas. There are many new varieties from which to select. Check the National Turfgrass Evaluation Program (NTEP) results for performance data for your area or similar climatic conditions before purchasing seed.

If seeding is to be performed, seed-to-soil contact is essential to successful establishment of new turf. Some level of soil disruption is necessary to begin the recovery process. Areas that have succumbed to weather conditions will need to be aerated so that there is every chance of establishing newer generation grasses.

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## From The President

I bow my head in defeat. I will have to end my reign as President/Captain of the Central Penn. We lost the Supers Cup to Philly. Now we all know we could have beaten them like a drum. But just like the Ryder Cup, we let them win one, so they wouldn't quit on us or continue to bawl and whine.

The August joint meeting with Philly at Pilgrim's Oak was a lot of fun. Jed and his staff had the golf course in very fine shape and it was a beautiful day. I love match play events and being paired in a great foursome made it even better! The entire day, sharing it with the Philly guys was terrific.

Maybe it's only my perception, but over the past few years, it seems the Central and Philly groups are becoming closer. This is how it should be! There was an idea of hockey nights with the two associations. It was based on a home and home series with the Hershey Bears and the Philadelphia Phantoms. Sounds like a blast and we will be working on that!

The elections and golf championship will be held at Lebanon CC on September 29. Come out and vote for your new Board or even run for office. As my term runs down, I can not tell you how valuable the experience has been. I've met a lot of people and made a lot of friends. I learned the behind the scenes workings and how things really get done. I even tested airport security once on my way out to GCSAA headquarters!! There is some work involved as a Board member, but it doesn't come close to equaling the rewards. So give it a try...I think you'll like it!

This has been a very challenging year for some of us. From lack of help to lack of rain; before and after the June flood; as well as the flood, each of us has faced our unfair share of conflicts. But even after being beaten down and run into the ground, we come back for more. I can't say I didn't think about a career change this year, but even with all of these challenges; it is tough to beat a 200 acre office; watching the sun rise, and set many times; and seeing Mother Nature at work. I guess we love this game!

Congratulations to Philly on a good match. And Edwards, keep the trophy polished, cause we will be taking it back next year! That's not a threat, but a promise!!

After the beating I took, I am on a mission. I have a personal debt to settle and a payback is coming for someone (Rahling). So bring you're "A" game...you're gonna need it! You thought Tiger was tough. You haven't seen anything yet! I hope!

See ya at the polls!!!

Faron Stoops

## USGA Update.....continued from page 1

We continue to see Hyperodes weevil populations in many portions of the region. All stages of the life cycle have been observed. Control as many adults as possible this summer. Where populations have been controlled, the turf has responded. For example, despite the weather extremes, rough grasses bordering greens, tees and fairways have fared well. Uniform conditions have been sustained due in no small part to the use of sound pest management techniques.

As always, if the Mid-Atlantic regional agronomists can be of assistance, contact Stan Zontek ([szontek@usga.org](mailto:szontek@usga.org)) or Darin Bevard ([dbevard@usga.org](mailto:dbevard@usga.org)) at 610/ 558-9066 or Keith Happ ([khapp@usga.org](mailto:khapp@usga.org)) at 412/ 341-5922.

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### PAST PRESIDENTS

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Daniel L. Snowberger  
Charles A. Barley  
Richard Wilt  
Fred N. Baker  
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C. William Black, CGCS  
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Daniel W. Achenbach  
William E. Brooks  
William P. Ramsey

## 2006 CPGCSA Annual Meeting and Elections

The September meeting at Lebanon Country Club will be the Annual Meeting with election of officers and directors for the 2007 meeting year. Listed below are the nominations.

### President:

John Colo – Country Club of York

### Vice President:

Dan Brickley – Lebanon Country Club

### Secretary/Treasurer:

Steve Ludwig – Gettysburg Country Club

Matt Strader – Penn National Golf Club

### Directors: (Vote for two)

Bob Beyer – Retired

Barry Bollinger – Rich Valley Golf Club

Chris Martin – Crossgates Golf Course

Rebecca Matis – Mayapple Golf Links

### Bylaw Change –

As a part of our Affiliation Agreement with GCSAA, we need to make a language change to our by-laws. We are not changing the body of the by-laws, only wording.

The change that is being made is that a “Class B” Superintendent will now be called a Superintendent Member (SM).

*If you are interesting in serving on the board, please contact Pete Ramsey at 717-432-3711 or Matt Strader at 717-352-7360.*



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## Membership News

There were no new membership applications presented to the Board of Directors this month.

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

Scott Giles ..... Class A  
Pure Golf Management, Superintendent

If you know of anyone who is interested in membership into the association, please have them contact Terry Bennett, 717-770-4725 or Matt Strader at 717-352-7360.

*Get Well wishes go out to Sam Risteff -  
you are in our thoughts!*

## For Your Information

If you have any information that you would like included in the October newsletter, please fax information to Wanda at (717) 279-0368 or e-mail to [cpgcsa@comcast.net](mailto:cpgcsa@comcast.net) by October 13, 2006.

*Join us in Congratulating  
this year's recipient of the  
David Rafferty Distinguished Service  
and Leadership Award*

***Kenneth R. Dietrich, CGCS***

*Information regarding Central Penn Night  
will be mailed later this year.*

## Directions to Lebanon Country Club

### From PA Turnpike:

Route 72 North to 322 West towards Hershey. Approximately 5 miles make a right onto Route 934 North. Make second right onto Church Road. Church Road will end at stop sign and Oak Street begins. Go straight to Y, stay left of Y. Club is ½ mile on left on Oak Street.

### From I-81:

Take 934 South through Annville. Make a left onto Royal Road. At the second stop sign make a left onto Oak Street. Club entrance is ½ mile on left.

### From Harrisburg via Route 322:

Route 322 East through Hershey. Make a left onto Route 934 North. Make right onto Church Road (second road). At the stop sign go straight to Y, stay to left of Y. Oak Street begins, the club entrance is ½ mile on the left.

### From Reading via Route 422:

Take Route 422 West to Lebanon till 16th Street. Make a left onto 16th Street. Three blocks to Oak Street. Make right onto Oak Street. The club entrance is on the right (2 miles).

### From Lancaster via Route 72:

Route 72 North to Route 322 West towards Hershey. Approximately 5 miles make right onto Route 934 North. Make the second right onto Church Road, go to stop sign. Go straight to Y, stay to left of Y. Oak Street begins and the club entrance is ½ mile on the left on Oak Street.

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Dr. Mike Fidanza, guest speaker, presented Penn State hats and coffee mugs as a way to say "thank you" for the support from both the Central Penn and Philly GCSA groups. Left to right: Jed Vail (host superintendent), Faron Stoops (representing Central Penn GCSA), Andrew French (representing Philly GCSA), and Dr. Mike Fidanza (Penn State).

## Heather and Gorse

By Mark DelSantro

What in the world is going on with this weather? After what many considered a decent summer through the end of July, August dried and stressed us out like never before. Going into this past week, it was considered to be the driest August since 1896?!? When I left for Minnesota on August 10th, my yard and my neighbor's yards were 99% green... when we returned nine days later the neighborhood resembled the Sahara Desert. With the exception of the tall fescue, the turf was brown and the flowers were burnt beyond repair. Now, as Ernesto is just starting to spit upon the area with six to nine inches of rain predicted, root systems are non-existent and thus, the grass plants are screaming for some cooler days and nights so that they might think about recovering from another up and down summer.

As we've preached in previous sermons, this has been the type of year that exposes golf course weaknesses. Relatively wet, but not too hot through the first half, hot and wet through the middle, and extremely dry and not too hot up to present... Sounds a little bit like the average male's sex life, but I don't think we need to go down that path, at least just not yet! The bottom line, there is an opportunity for everyone to be proactive and take advantage of your superior communication skills in explaining to your management how to improve the current situation and prevent the weaknesses from being exploited in the near future. It could be the difference between keeping your current position and being granted a permanent vacation from your current employer!

Speaking of permanent leave of absences... what in the world is wrong with poor, little Michelle Wie? You know to whom I'm referring... that young, phenom who is more hell bent on making a cut on the PGA Tour than winning a tournament on the LPGA Tour. Apparently she recently fired her ninth caddy in three years??? Now that's something of which to be proud! Let me tell you, she is sixteen years old, she is six feet tall, and she can hit the ball over 300 yards... how crazy talented is that?!? But when it comes to personality... I believe I have a toe nail on my left foot that has more personality. Furthermore, my toe nail doesn't wilt under tournament pressure or the heat for that matter.

Seems to me the person she really ought to consider firing is her father for being too controlling and for raising a bratty little robot like golfer who doesn't know what she can and can't do within the rules of golf and isn't willing to accept responsibility for her bad decisions, nor for her bad shots, both on and off the golf course! Maybe there should be a mandatory rule for those joining the PGA/LPGA Tours that they must take and pass a USGA Rules Seminar... "Well, I thought that I could touch that piece of moss in the bunker on my backswing as long as I continued my swing!" Touching a loose impediment in a hazard is one of the most basic rules of golf... not knowing that nor listening to your caddy tell you that prior to hitting the shot is inexcusable at the level she is attempting to compete! As for her personality, there is no one to blame but her mother and father.

Listen, she has incredible talent... hell, she turned pro and was immediately ranked #2 in the world without ever winning a tournament. Now they did review the computer program that ranks the players and found a glitch that backed her down to #8, but still Top 10 is pretty damn impressive. I'm just not sure she's emotionally mature enough to handle the grind of the PGA Tour, the LPGA Tour, or for that matter the AJGA Tour. By the way, the AJGA is the tour for teenagers who also happen to be pretty damn good for their age! Of course, network TV cameras and Nike endorsement deals don't happen on the AJGA Tour... Seems to me that they're barely happening on the LPGA Tour!

The scariest part is that when poor little Michelle Wie actually does grow up, separates from her overly controlling father, and learns how to putt under pressure, she'll still have the personality of a flagstick, but she has the potential to take the LPGA Tour into the stratosphere, well beyond the heights of all of those LPGA members before her time. There aren't too many LPGA tournaments I'd go out of my way to see... if she even comes close to her potential and eventually focuses on the women's tour, she's going to single handedly drive a very positive paradigm shift in the popularity of the LPGA Tour... and by the way, I hope I'm there! If I were Carolyn Bivens, the new LPGA Commissioner, I think I'd figure out a way to wrap the future of the LPGA around Michele Wie.

Hey, I'm no expert and it's certainly not my place to speak, but as my wife and I (both young athletes in our time) attempt to raise our three kids to the best of our abilities and as our eldest children are just getting into sports, I can do nothing more than think about some of the success and failure stories of other parents who have raised their kids well. In golf, Tiger Woods and Michelle Wie are the two whose upbringings we seem to know more about because their upbringings have been so publicized. While they both have been successful in their own right, it seems they've gotten to where they are in different ways and under different coaching styles. Let's just say that I hope and pray Michelle Wie doesn't eventually take the same route of former teenage tennis phenom, Jennifer Capriotti! Jennifer was another child sports star tutored by a controlling father, who turned eighteen and rebelled like many teenagers can and will do. Stupid girls! Enough said!

Speaking of wrapping the professional tour around a player... Tiger Woods is on an incredible tear, winning his fifth PGA event in a row just yesterday. Now let's keep it real... Tiger has fired one caddy (Fluff) and one swing coach (Butch) in the past decade, but keep in mind that he had neither until he was 20 years old. Maybe in many ways that defines the root of the problem and tells the tale of the tape for poor little Michelle!

.....Continued on page 6.....

## Heather and Gorse.....

cont'd from page 5

Tiger, during this streak, has made par or better 92.5% of the time and won \$5.7 million, which, by itself would put him in the tour money lead, regardless of whether he had played a previous tourney. Wow, how good is he? Maybe the better question is how much better can he get! Yesterday he started the final round three shots behind VJ Singh and threw a cool 63 (-8) up on the board for the final round to win by two. Sadly, he was up by three shots going into the final nine holes, when he seemed to shift into a more conservative "let's make VJ take chances to catch me" mode... otherwise he may have shot 60. He just keeps on grinding away and working to get better and better every day and there is just no telling where he'll stop. Fifty-three tour victories and he's barely 30 years old. I think somewhere in heaven, his father Earl Woods is watching and smiling!

That's my unfortunately critical, dry and cool, exposed, once fired, old and un-phenomenal, un-coached and untalented, emotionally mature, rules driven, always looking to improve, parentally concerned, never rebellious, often watching and always smiling point of view from the heather and gorse!



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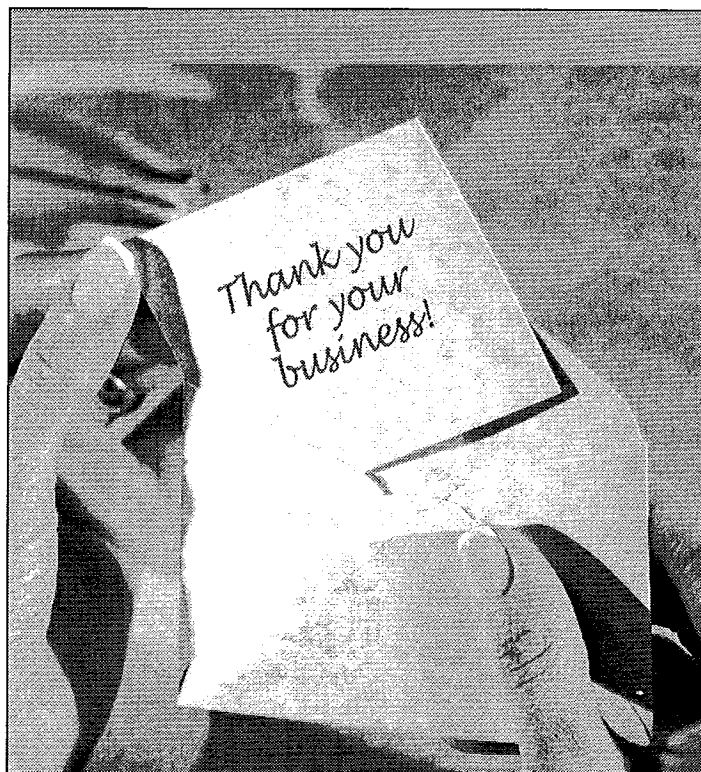
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## Upcoming Events

- **The Joseph Valentine Memorial Tournament**  
Monday, October 9th  
Merion Golf Club
- **Penn State Golf Turf Conference**  
November 7 – 9, 2006  
Nittany Lion Inn, State College
- **Eastern PA Turf Conference and Trade Show**  
January 9 – 11, 2007  
Valley Forge Convention Center, King of Prussia, PA



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## So exactly how do I record points?

Be sure to visit **Member Central** on the GCSAA Web site at [www.gcsaa.org](http://www.gcsaa.org). **Member Central** is your one-stop shop for managing your Class A requirements. It will allow you to record education and service points, as well as view your transcript for either your current renewal cycle or a comprehensive, lifetime record.

- **Education points for pre-approved non-GCSAA educational events.** An event approval code will be announced at some point during the program. To record your attendance, you must submit the event approval code to GCSAA by using either the online education point affidavit available in **Member Central** or a traditional paper affidavit.
- **Education points for educational events without GCSAA pre-approval** – Submit the "Member Application for GCSAA Education Points" available in **Member Central** under the external education section to request a review of an education program. Applications must be submitted within 30 days of the event. If the program meets the criteria for education points, staff will record the education points to your transcript.
- **Education points for GCSAA seminars & Web casts** – You must complete the evaluation form given at the end of the seminar and return it to the instructor. The evaluations will be scanned and the education points automatically recorded.
- **Education points for attending the GCSAA Education Conference and Golf Industry Show** – You must be registered as a full-pack attendee in order to receive the 1.5 education points that are awarded for attendance at the GCSAA Education Conference and Golf Industry Show. Your points will be recorded automatically following the conference.
- **Service Points** – Service Points can be recorded using the online service point affidavit available in **Member Central** or by submitting a traditional paper affidavit. A few categories require additional documentation be provided. For a complete list of the service point categories, visit **Member Central**.

If you do not have access to the Internet or would prefer to use a paper affidavit, we have developed a special automated, 24-hour Fax-On-Demand telephone system at (888) 838-4419. Upon request, a blank education or service point affidavit form will be faxed to you. After completing the appropriate affidavit, mail or fax (785) 832-3643 the form back to GCSAA where staff will update your transcript. You can also request these forms by calling the GCSAA Member Solutions at (800) 472-7878.

If you have any questions concerning your Class A status, please contact **R. Scott Woodhead**, Senior Manager of Governance and Member Standards at (800) 472-7878, ext. 4418 or **Lee Ann Martin**, Membership/PDI Coordinator at extension 3687.



golfindustryshow

## About the Golf Industry Show

The Golf Industry Show is an innovative trade show designed for the owners/operators of golf facilities, and the professional members of the golf course and club management industries. Featuring its signature interactive solution centers, as well as the largest exhibit floor in the industry, the event combines education, networking and solutions for golf course superintendents, owners/operators, general managers, chief operating officers, architects and builders.

The Golf Industry Show is presented by the Golf Course Superintendents Association of America (GCSAA), the National Golf Course Owners Association (NGCOA) and the Club Managers Association of America (CMAA), along with supporting organizations, the Golf Course Builders Association of America (GCBAA), the American Society of Golf Course Architects (ASGCA) and the National Golf Foundation (NGF). The 2007 event will be Feb. 22-24 in Anaheim, Calif.



## Golf Results

What a great day to play golf. Thank you again to Jed and his staff for giving us an enjoyable day on the course. Although things did not go well for Central Penn we all had fun trying to win our match. There were 24 total matches being played. The matches were assigned based on handicaps, then strokes were given to the higher handicapped player on the hardest golf holes.

The closest to the pin on # 12 was Rich Hendrickson  
Long drive on # 7 was Faron Stoops

Here are the results from the Cup matches at  
Pilgrim's Oak Golf Course:



F. Stoops / B. Rahlings - P  
M. MacDonald / J. Gosselin - CP  
J. Herkalo / S. Remington - Tied  
J. Sellers / B. Burd - P  
J. Colo / K. Kaufmann - CP  
R. Freed / R. Hendrickson - P  
D. Benner / P. Brandon - CP  
B. Brooks / P. Carroll - Tied  
D. Ellison / C. McGill - P  
M. Rayman / K. Jennings - CP  
C. Martin / S. Vigliotta - P  
J. Segui / D'Antonio - P  
P. Wickey / C. Ward - CP  
R. Diefenthaler / C. Newdeck - P  
M. Eichner / E. Roynan - CP  
M. Strader / J. Edwards - P  
M. Bedi / J. Carville - P  
R. Nichols / C. McKernan - P  
R. Eshbach / C. Koennecker - CP  
R. Mitchell / B. Corcoran - CP  
T. Drayer / R. Williams - P  
T. Fraleigh / P. Casper - P  
S. Fischer / C. Cadiz - P  
D. Kauffman / A. French - P

Philadelphia won 14 to 8.

## Philly Wins 2006 Super's Cup



## 2006 Supers Cup



PAGCS Captain Jeff Edwards (Phila President) and CPGCSA Captain Faron Stoops (Central Penn GCSA President) struggling over the "Superintendents Cup".

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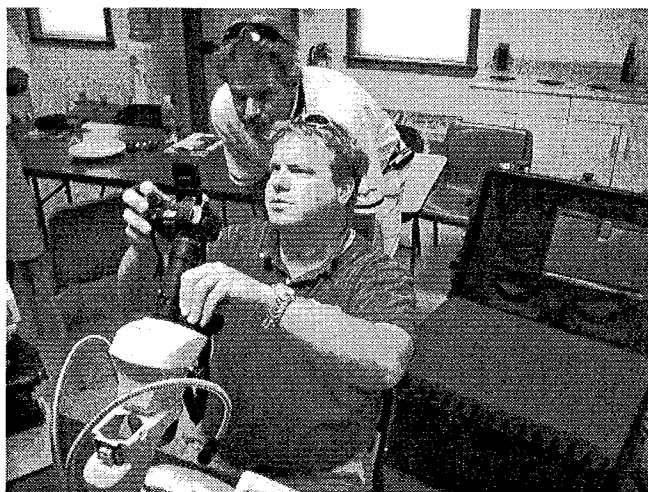


## Lebanon Country Club Hosts Research Field Day

Dan Brickley, golf course superintendent at Lebanon CC (Lebanon, PA), hosted a field day event on August 21, 2006. Superintendents and other green industry professionals attended the morning event to review fungicide research trials on the perennial ryegrass fairways. The research was conducted by Dr. Mike Fidanza (Penn State - Berks Campus) and Jeff Gregos (GEC Consulting). Pesticide credits and GCSAA continuing education credits were available for those in attendance. This event was a successful collaboration between the green industry and Penn State, and was made possible through Dan Brickley and Lebanon CC.



Field Day Participants



Jeff Gregos and Faron Stoops

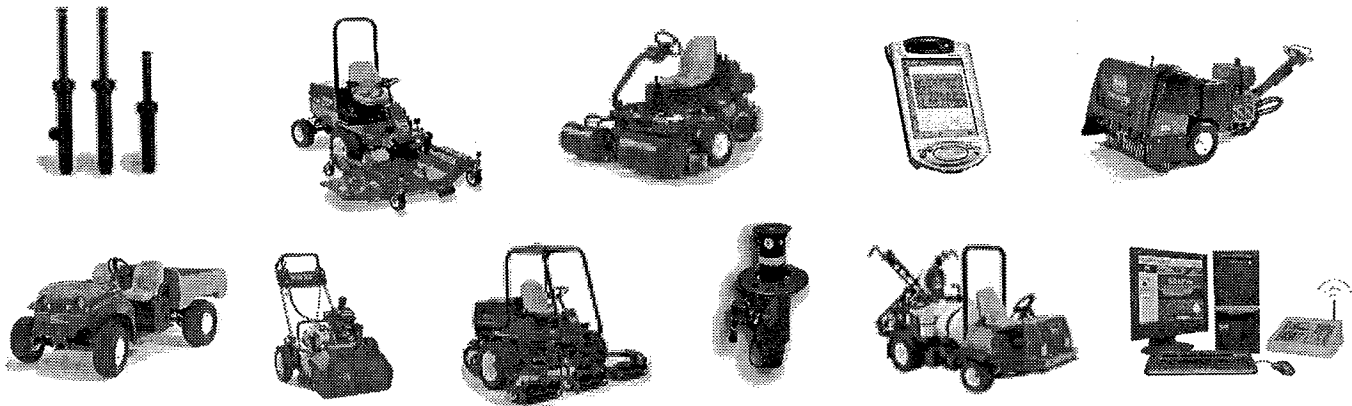


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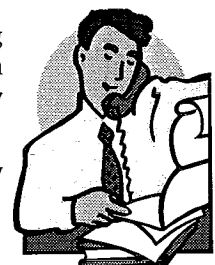
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## Take Care to Sidestep the Pitfalls Of Employee Discipline



Since they don't spend a lot of time practicing the art of discipline, it's no wonder most managers aren't very good at it. Unfortunately, correcting errant workers is part of the job, so learn to avoid these pitfalls:

- **Waiting too late.** Small problems are easily resolved. But if you repeatedly turn a blind eye to small problems because you dread confronting them, they'll soon escalate into big problems that aren't easily resolved. Address disciplinary issues as soon as they occur.
- **Coming on too strong.** The most effective discipline is progressive. You begin by taking small corrective actions, and then if those fail, you proceed to harsher actions. If you threaten to fire an employee for minor offenses, you lose credibility and create an atmosphere of fear and distrust.
- **Making discipline finite.** Think of discipline as a form of training. Workers aren't fully educated in a day; it's an ongoing process. Instead of assigning penalties and walking away, work with employees to help them see the purpose of your directive.
- **Confusing discipline with punishment.** Discipline doesn't have to be negative. Depending on the offense, it can be more effective to reward workers for doing better than to punish them for their mistakes. The goal is to encourage workers to adopt positive behaviors because they fear the consequences.
- **Ignoring root causes.** Always give workers the chance to explain their actions. You may discover that some procedure - or other employee - warrants further security.



- - From the "Five Sins of Discipline"

# CPGCSA Supporter List

**Aer-Core, Inc.**  
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The Green Sheet



**September 29, 2006**

**CPGCSA  
Association Golf Tournament/  
Annual Meeting**

**Lebanon Country Club**

