



The Green Sheet

Central Pennsylvania Golf Course Superintendents Association

Volume 20 Issue 3

Founded ~ April 11, 1939

June 2013

June Meeting

Spring Ford Country Club

Monday, June 24, 2013

Lunch /Range Use - 11:00 - 11:50 AM

Golf - 12:00 PM Shotgun

Reception - 5:00 PM

Dinner - 6:00 PM

Superintendent Profile

Mark Rubbo developed interests in both golf and the outdoors at a young age, working on his grandfather's farm, then working on the crew at Whitford Country Club. Mark earned his B.S. in Agronomy at PSU in the early '90s.

After a brief stop in the Poconos, Mark became protégé to veteran superintendent Dana Getty at Spring Ford Country, taking over the reigns in 1998 when Dana retired.

Mark has been married to his wife Cathie for 20 years. They recently became the host family of an exchange student from China, Bruce Wen.

Golf Course Profile

Spring Ford Country Club is a parkland style golf course with tight fairways and several elevation changes. Originally a 9-hole design by J. Franklin Meehan, it was redesigned by William Gordon to its current 18-hole layout.

Spring Ford routinely ranks as one of the sterner tests of golf in the region. Water is a challenge on nine of the 18 holes, courtesy of Mingo Creek. Hosting the Philadelphia Section PGA Championship twice in the last six years proves the challenge and conditions that are Spring Ford.

Future projects include cart path and bridge replacements, and continuation of a comprehensive tree plan. The assistant superintendent is Steve Wantz.

Thanks to Philadelphia AGCS for hosting this meeting and to their Sponsors

Title Sponsor - Lawn and Golf

Lunch - Seeton Turf

Reception - Syngenta

Prizes –

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Pocono Turf Supply

Davisson Golf

Turf Equipment and Supply

Trophy Sponsor -

Arader Tree Service

Skill Prize Sponsors -

Genesis, Bayer, Shreiner Tree Care

Directions to Spring Ford Country Club

Spring Ford Country Club, conveniently located in Royersford, PA is an easy drive from Philadelphia and Delaware County. A short drive from the Royersford Exit of 422, will put you at the course in minutes.

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Wee One Foundation

In 1985, four friends traveled to Scotland on a golf trip. The caddies were making wagers as these golfers stood on the tee. One caddie declared, "My money's on the wee one!" The "wee one", Wayne Otto, CGCS, our dear friend and colleague, passed away October 21, 2004 losing his battle to cancer. Wayne dedicated his life to the betterment of the golf maintenance profession he loved and the individuals who shared his passion.

Our Mission

The Wee One Foundation was developed as a tribute to Wayne to assist golf course management professionals (or their dependents) who incur overwhelming expenses due to medical hardship without comprehensive insurance or adequate financial resources. Through the Foundation's work, Wayne's legacy will never be forgotten.

More In Need

Since its inception in 2004, membership within the Wee One Foundation has grown to over 270 in 17 states. More importantly, the Wee One Foundation has gifted nearly \$600,000 to families in Arizona, Missouri, Iowa, Illinois, Michigan, North Carolina, Idaho, Minnesota, California, and Texas. As the Wee One grows more people are helped and more funds are needed to distribute.

Make a difference today. Join the Wee One Foundation and you will truly help those in need.

The golf course industry is one of a kind, and the reason why is simple; the people. In what other profession would you know your competitors as well? In what other profession would you share your ideas, successes and failures with your competitors? In what other profession would you help your competitor to succeed? In which profession would you help a fellow in need?

Not only do you know your top competitors, you probably know all of your competitors within a fifty mile range or more. You look forward to meeting with your fellow superintendents and exchanging information and ideas. You want to see everyone succeed in this wonderful world of golf. And those in need, you are more than willing to help, you will do what it takes to see them through their troubles. These are the benefits of the Wee One Foundation.

Members are members because they understand the Wee One Foundation is an extension of the goodness of the people in this industry. It simply fits into who we are and what we do. This foundation is so aptly named. In the tradition of Wayne Otto, CGCS all of the members are here to help those in need. Recognition is not important, what matters most is that those who need help receive it.

Become an active member today. By joining the Wee One Foundation, you will continue to help those in need.

For more information and membership application, please visit

www.weeone.org

Editors note: We were contacted by a member of this organization last year when they heard about Matt Strader and his battle with Amyloidosis. We were encouraged to apply on Matt's behalf to assist him with his medical expenses. Unfortunately, Matt never knew about the generous donation that was sent to Central Penn GCSA to help out his family. This is a wonderful organization, I encourage you all to visit their website and become a member.

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May Golf Results Country Club of Harrisburg



Gross			
1st	Jon Szekeres	76	
2nd	Justin Secrest	78	
Net			
1st	Tim Hill	64	
2nd	Brendan Clark	65	
Team			
1st	John Bortz, Jon Szekeres, Shawn Cooper & Justin Secrest		273
2nd	Bill Brooks, John Chassard, Ben Ulevich & Jim Byrne		287
Skill Prizes			
#2	John Bortz	13'2"	
#6	Matt Turner	2'8"	
#10	Ron Diefenthaler	15'3"	
#12	Bryant Rausch	9'9"	
#14	Shawn Cooper	FAR!!!	
#16	Justin Secrest	4'9"	
#13	Brendan Clark	Shortest	
#13	Matt Brown	Straightest	
#13	Shawn Cooper	Longest	

Our next golf outing is on June 24th meeting at Spring Ford Country Club. This is our joint meeting with the Philadelphia Association and our "Super's Cup" tournament. Bring your "A" game so we can keep the trophy in Central PA.

CPGCSA Bylaw Change

The following bylaw change was voted on and approved at the May meeting. We will now hold our election of officers during the Winter meeting in February/ March.

The new Bylaw states:

Section 3.02 **Annual Meeting /Election of Officers**. The board of directors may fix the date and time of the annual meeting of the members, but if no such date and time is fixed by the board, the meeting for any calendar year shall be held during the *Winter Educational Meeting*, and at said meeting the Voting Members shall elect directors and shall transact such other business as may properly be brought before the meeting. If the annual meeting/*election of officers* shall not have been called and held within six (6) months after the designated time, any Voting Member may call the meeting at any time thereafter.

Membership News

The following individual has applied for membership into our association. If there are no written objections within the next seven days, he will be accepted into CPGCSA at the next meeting.

David Mentz Class C
Assistant Superintendent, Foxchase Golf Course

If you know of anyone who is interested in membership into the association, please have them contact Tim Hill at 717-336-3847.

Membership information is also available on the
Central Penn website at:
www.cpgcsa.org

Syngenta Accepting Applications for Business Institute

Syngenta is excited to announce for the fifth year, they are inviting golf course superintendents across the United States to apply for the Syngenta Business Institute™, an innovative professional business development program developed specifically for the industry in partnership with Wake Forest University Schools of Business. The unique, four-day program focuses on financial and human resource management, delegation skills, effective communications and negotiation skills, managing general differences and more. The program will supplement and complement superintendents' existing knowledge base, allowing more productive and efficient golf course management.

Syngenta is eager to provide a learning experience that goes well beyond the agronomic requirements of a superintendent's job. The Syngenta Business Institute will be held **Dec. 9-12, 2013**, at Graylyn International Conference Center on the campus of Wake Forest University in Winston-Salem, N.C. Superintendents must fill out an application, which includes an essay on why they believe they should be selected to attend.

The application is due by Tuesday, Aug. 20 and can be found at www.greencastonline.com/SBI. Only 25 superintendents will be selected to participate.

Equipment for Sale

8 Lesco Roller Base Kits (without sprinklers) - \$25.00 each

Please contact Jeff Green at Valley Green Golf Course
717-932-8744 - office
717-943-2543 - cell

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Research to Reality: Soil Microbes and Turfgrass

Soil microbiology is the study of the biology and function of microorganisms in soil, and their affect on soil properties and plant life. Dr. David Zuberer, Professor of Soil Microbiology at Texas A&M (College Station, TX), lists the following turfgrass soil/rootzone variables that influence the growth of soil microbes (in no particular order):

<u>Soil Parameter</u>	<u>Source/Desired Range</u>
• organic carbon	grass clippings, stems, root exudates, organic wastes, etc.
• inorganic nutrients	adequate N, P, K, etc.
• pH	6 to 8 (~near neutral optimal)
• temperature	50 to 104 °F
• moisture	50% water-filled soil pores
• aeration	balance of air-filled and water-filled soil pores

Research shows that turfgrass soils are similar to agricultural or native grassland soils in terms of microbial function, and that the turfgrass rootzone environment is favorable for the growth of soil microbes. In fact, after 35 years of work, Dr. Zuberer concludes that the “best practices for managing soil microbes [in turfgrass ecosystems] are those that adhere to well-established agronomic principles” and that “healthy turf will provide the necessary resources for soil microbes to thrive”.

How can golf course turf professionals use this information? As Dr. Zuberer stated, employ sound agronomic/cultural practices. Also utilize various plant and soil health products that are verified by research, in order to facilitate and maintain a soil rootzone environmental favorable for soil microbes that exist in the thin water films or “biofilms” surrounding soil particles.

Source: Zuberer, D. 2012. Soil microbes: some practical perspectives for turfgrass systems. USGA Green Section Record 50(15).

Mike Fidanza, Ph.D.,
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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"

For Your Information

If you have any information that you would like included in the July newsletter, please call Wanda at (717) 279-0368 or e-mail to cpgcsa@hotmail.com by July 8, 2013.

We continue to have available opportunities for advertising and sponsorship for this meeting season. Please contact Wanda for further information.

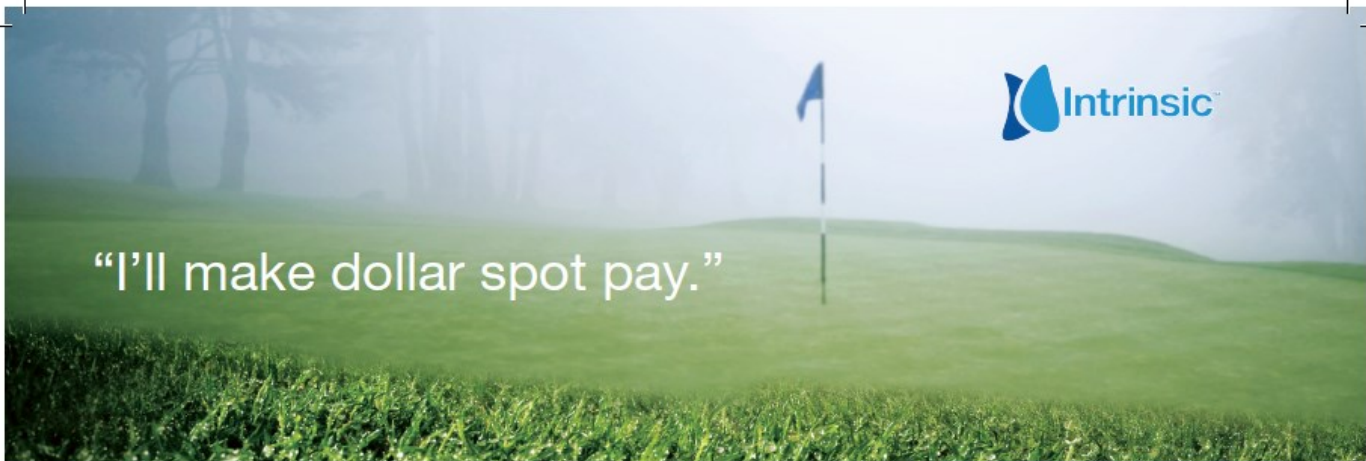


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2013 CPGCSA Meeting Schedule

June 24 - Spring Ford Country Club
Joint Meeting with Philadelphia AGCS

July - Social

August - Social

September - Lebanon Country Club
Golf Championship

October 7th - Oktoberfest Open
Berkshire Country Club



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June 2013 Meeting Information
