

RHODE ISLAND SURE 'n' TURF

GOLF COURSE SUPERINTENDENTS ASSOCIATION



Why We Do What We Do: Crew Management

By Gary Sykes, Executive Director, NERTF, Inc.

Recently, I found myself in a conversation with an acquaintance who had worked for various well established golf course superintendents. We were discussing how hard it can be to motivate employees to achieve the results that a superintendent and therefore the members expect. No matter how well-trained employees can be, when they are out on the job, they are mostly on their own. Will their efforts procure the results that are expected by superintendents and turfgrass managers? Especially on golf courses, there can be large physical distances between the employee and employer. When the boss shows up, does he see a job well done or does he wonder what his operator was thinking? Does he see evidence of effort to improve and prepare an area to be seen and appreciated by clients and players or does the result reveal that the operator had no regard for final appearance? Maybe the operator had only one thought and focus and that was, Get'er-done!

There is no doubt that the most important tool in the superintendent's bag is his crew. This is true all throughout the turf industry and when the crew knows what the captain expects, then the ship will sail smoother. Good communication is extremely important to receive the results you hope for, but what seems to communicate to some might not to others and the quality of their work might express their differences. Sometimes a crew member just doesn't click with either the manager, the team or possibly the facility. This might lead to other's frustrations. Management might task others to bring the problem child along with varying success. Showing personal interest in a worker might encourage him or her to try harder if they feel appreciated. Not everyone takes a job for the same reason. If a worker is only interested in making money, getting them to join the effort might be frustrating and lead to alienation of the individual. Rewards and punishment may be their only true motivation because they need a job (They desperately need the wages, and they want to avoid punishment.). What comes from experience is knowing that crews are made up of individuals and individuals make up your team. The stronger the bond between team members the stronger the team performance will be. The more the individuals of the team feel appreciated for their work the longer that team will continue to run effectively. Not all managers subscribe to this same formula and will handle their crew the way

that works for them best. Some managers are masters of crew management and others struggle with it throughout their career.

Challenges such as these are the basis of our building an education program each year for the New England Regional Turfgrass Conference and Show. We seek out opinions of turfgrass professionals in our conversations to see what concerns and challenges are out there. Then we try to fill those needs with topics and speakers that are most important to them. In our upcoming turfgrass conference in March 2022, one seminar we have scheduled is titled, "If You Build It, They Will Come: How to Attract, Recruit, and Retain Employees." If you are concerned with this topic, then you need to plan on attending. I think you will find some valuable information that will help your efforts. The show is designed to benefit all turfgrass managers and professionals with many different topics built into the program. So, whether you are looking for agronomic seminars, professional development, design, and construction information or maybe just something new that you didn't expect, we hope you will find it at our 25th Conference and Show, March 8-10, 2022!

Currently, we are in the middle of planning for our show for 2022. It is our intention to be live and in person at the Rhode Island Convention Center for March 8-10! We are excited to get back together with everyone and bring in people from around the country and some even out of the country to the show for everyone's benefit. The show has been a large and important part of the turfgrass industry in New England and many of us hope that it will pick up right where it left off. This being a special year, our 25th, we hope it will be a memorable show for everyone. As the country continues to deal with Covid-19 and now it's sibling the Delta Variant, and vaccination issues, we will keep everyone involved aware of our plans and restrictions if they do come our way. In the meantime, we will keep planning for our show in Providence and to celebrate our 25th year!!

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President's Message



Hello Everyone,

Everyone who's ready for this summer to die, raise your hand. "What's the forecast for the next week?" 90 and humid. "After that?" 2-5 inches of rain. Repeat. If we can just limp through September, the best part of the golf year is around the corner. I just know out there somewhere there's a leaf thinking about changing color.

John Lombardi
RIGCSA President

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Turfgrass Research Needs Your Help

Dr. Karl Guillard of the University of Connecticut recently submitted a proposal to the NERTF to be focused on Minimum Levels of Sustainable Nutrition (MLSN). It is his goal to attract the involvement of at least 200 golf courses in New England to participate by sending in 10 soil samples according to his instructions. Dr. Guillard is asking for 3 greens, 3 tees and 4 fairway samples per club. Each sample should be of a total of about a pint of material and should be taken from plugs 5 inches deep with the top 1 inch removed including the grass. This time of year would be perfect for sampling for this study and should only take about an hour to complete the task. Dr. Guillard would like you to avoid any heavy fertilizing of the sample area for a few weeks prior. So, if you're preparing to aerify, then before you drop any fertilizers, this would be a well-timed opportunity to collect your samples. Excessive fertilizer could have the potential of distorting the analysis if everyone fertilized just before taking samples. So, please consider helping Dr. Guillard and "our" turfgrass research

efforts in New England by being part of this important study that could provide you with more practical fertilization recommendations on down the road. The instructions and forms are also available at <https://turfgrass.cahnrc.uconn.edu/mlsn>

Gary Sykes, Executive Director

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August 16, 2021 - Stress Buster Day at Midville Golf Club



Photos by Michelle Maltais

August 16, 2021 - Stress Buster Day at Midville Golf Club



Photos by Michelle Maltais

Kevin's GCSAA Corner By Kevin Doyle, GCSAA Northeast Field Rep.



What a long, strange trip 2021 has been. This is the time of year when the job board should be filled with double-cuts and multiple rolls followed by fans, hoses, and syringing. Instead, pumping bunkers and flood rebuild seems like a daily task. The tines getting replaced are the venting variety on the aerator, not the moisture meter. I wanted to see if there were any educational or academic

resources that could be referenced to assist in the aftermath of a summer season that was cool, historically wet with minimal sunshine for weeks on end, but I couldn't really find any? I was looking to highlight changes we might see agronomically as we transition into late summer early fall. For our academics giving the newsletter a read.... consider this a hint! I did want to mention a few items including some I found when scrolling the hundreds of search mishits.

Communication will play a critical piece moving forward. Whether it is with your owner, board, or internal decision maker, be sure to take pictures and document the struggles Mother Nature has dealt you this year. Increase in disease pressure, decrease in efficient mowing practices, labor intensive flood mitigation, and many more wet-weather related outcomes can negatively affect your budget. Superintendents do an amazing job of making these struggles appear as they never happened. Be sure to photograph and document for those with short memories.

The weird weather pattern of today will overshadow the strange temperature swings of the spring. It does not mean the timing difficulties of preventative practices for insect and weed control won't rear their ugly heads. In-season curative measures that are more aggressive than usual may be needed as a result. Be sure to accurately document and communicate the challenges posed and hopefully successes your programs provided.

Working in the rain is not fun. Rebuilding bunkers is not fun. Clearing storm and flood debris is not fun. Hand mowing acres of turf due to wet conditions is not fun. Having to do each of these multiple times a week can be demoralizing. Managing the staff who are facing these challenges with you is not the normal grind of the summer season. Think of outside the box opportunities to add a sip of sunshine to their work week to keep your staff both physically and mentally healthy.

Summer in the Northeast is almost always a war of attrition and full of surprises. Being reactive to conditions that are not the norm and excelling in the face of adversity is a specialty of golf course

superintendents and their staffs. Communicating these challenges and successes are often not priorities during challenging times but can become critical down the road.

If you need assistance developing or improving a communication strategy, GCSAA has you covered! Check out the resources area for information to help: <https://www.gcsaa.org/resources/research-information/secure/communication>

GCSAA Resources and Deadlines you Get Cool Stuff from your Association Already

Melrose Equipment Management Experience

The Melrose Equipment Management Experience supports the professional development needs of GCSAA golf course equipment manager members by providing select individuals the opportunity to attend the GCSAA Conference and Trade Show.

The experience is open to applicants who meet the following eligibility requirements:

- Must be a current Class EM member in good standing.
- Must not have attended the GCSAA Conference and Trade Show in any of the previous two years prior to selection into the program (2019 or 2020). Attendees of the 2021 virtual event are eligible. Past recipients are not eligible.
- Active Equipment Manager Task Group volunteers are not eligible.
- EM members working for current members of the GCSAA Board of Directors or the GCSAA Foundation Board of Trustees and immediate family of GCSAA staff members shall not be eligible.

The history

The Melrose Equipment Management Experience was established in 2019 by the late Ken Melrose, retired CEO and chairman of the board of The Toro Co., and is supported by a \$1-million gift to the GCSAA Foundation from The Kendrick B. Melrose Family Foundation. This program will have a positive impact for each equipment manager selected and ultimately, the game of golf.

The benefits

Class members will receive the following:

- GCSAA Conference and Trade Show registration
- Education seminars and leadership sessions
- Airfare
- Five nights' hotel accommodations
- \$200 spending money

AUGUST 13: GCSAA Golf Championships registration opens

The JW Marriott Desert Springs Resort & Spa will be the host resort, with play taking place on its Valley Course. Other courses welcoming golfers over the two days of events are the Desert Willow Golf Resort's Mountain View Course and the Indian Wells Golf Resort's Celebrity Course.

The GCSAA National Championship is limited to 72 GCSAA members with a 5.0 handicap index or lower and will be played over two days. The two-day Golf Classic is limited to 120 players and will use a point-quota scoring system, with flights to be determined at a later date. Finally, the three-person team scramble fun event will be limited to the first 36 teams, or 108 players.

GCSAA Golf Championships, to register please visit gcsaaconference.com Kevin Doyle
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Tiger's Long Tale

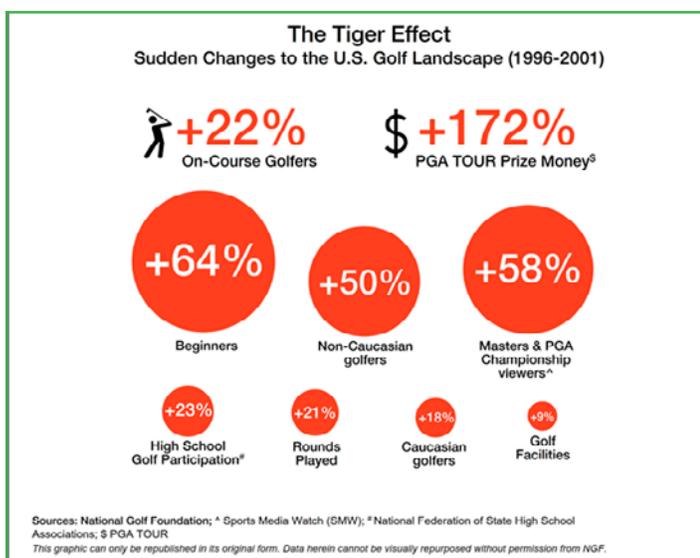
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Tiger Woods is one of the very best things that ever happened to golf. A quarter century ago, he turned pro, and two simple words reshaped the business of golf. We've been asked countless times about Tiger's impact on golf, whether it's in terms of participation, eyeballs or engagement. Now, 25 years later, as I sit in the Jupiter, Florida, office that once was Tiger's, it's the ideal time (and place) to reflect on his profound influence on the game of golf.

Tiger's biggest impact, by far, was on golf's public awareness.



He became ubiquitous, TV ads, magazine covers, interviews and television appearances. His wasn't just a sports story, it was a top of the "A List" celebrity news story. Is it any surprise? How many athletes get to come out with an advertising campaign titled, "Hello, World" and with the power of Phil Knight and Nike behind them? Tiger became, and remained for quite a while, the most visible athlete on the planet.

The game and business of golf got to ride along on his coattails. Everybody knew who Tiger was and what sport he played. Golf thus began to enjoy a level of public awareness that hadn't been seen since Bobby Jones went on his run between 1923 and 1930. If New York was still doing ticker tape parades they surely would have had one for Tiger, the way they did for Jones in '26 when he returned triumphant from St Andrews with the claret jug under his arm.

Tiger's impact on awareness and interest in golf was reminiscent of that created by Palmer and Nicklaus. The difference was they

played together as their careers overlapped. Palmer fueled the public golf boom of the 1960s, and Jack increased interest in golf throughout the 1970s and into the 1980s, until his final ringing of the bell at Augusta in 1986. When Tiger burst onto the scene a long 10 years later it was him alone. The attention on Tiger and his golf was not diluted. When Nicklaus was in his heyday, it was the Jack-Arnie rivalry, or it was the 'Big Three' with Nicklaus, Palmer and Player. With Tiger, it was just him against the field. He didn't have to share the limelight.

Golf's ultra-elevated public awareness was the headspring from which all of golf's blessings flowed ... more fans, more golfers, more golf courses, more equipment sales. As golf's audience grew, so did the advertising and marketing dollars devoted to the game. Television ratings led to more sponsorships, which led to bigger purses and more money raised for charity. Tiger was directly responsible for much if not most of that growth.

Another impact was his athleticism, his aggressive swing, his workout regimen, his overall fitness. Tiger didn't just make golf cool, he made it athletic and because of that golf's appeal became broader than ever. Today's players ... Dustin Johnson, Rory McIlroy, Bryson DeChambeau, Brooks Koepka ... they are all following Tiger's approach to the game.

Tiger also influenced the formation of the First Tee in 1997. His celebrity helped drive the creation of hundreds of First Tee sites and resulted in millions of kids, many of them minority and non-Caucasian, being exposed to golf and the values of the game at a young age. Again, it was awareness and interest in Tiger that drove so many kids to sign up for the First Tee. They wanted to be like Tiger, just like the kids before them wanted to 'Be Like Mike.' The First Tee wasn't the only youth program to benefit. Many others, including those offered by the LPGA, the PGA of America and the USGA, were inspired by Tiger.

While Tiger definitely had a positive impact on golf participation, there's a misconception that his influence was principally among minorities. It's true that minorities were disproportionately influenced, but he actually influenced many more Caucasians than non-Caucasians.

Today, off-course participation is growing by double digits each year and interest in playing traditional golf on-course has never been higher. Much of this interest in on- and off-course participation is among non-Caucasians. So, yes, Tiger's tale continues on. He got things started 25 years ago. Now there are others who are making golf cool, throwing logs on the fire he started.

Joseph F Beditz, Ph.D.
President and Chief Executive Officer
National Golf Foundation



RIGCSA Member News

Welcome New Members:

Jarad Wainwright, Affiliate, Stanley Tree Service

Announcements:

Congratulations to **Mike Varkonyi** on his new position as Golf Course Superintendent at Mulligan's Island Golf and Entertainment Center.

Wishing **Bob Barrow** a speedy recovery on his recent surgery.

Our condolences go out to the Ray family on the passing of **Joe Ray** on August 28, 2021. **Joe Ray** became a member of the RIGCSA in 1968 and served as president in 1974. During his career as a golf course superintendent, he worked at Quidnessett Country Club and also at Valley Country Club. During his retirement, he continued to work at Cranston Country Club and Midville Golf Club.

RIGCSA Scholarship applications are due by December 1, 2021. For more information, please visit <https://www.rigcsa.org/Scholarships>

Upcoming Events:

September 21: Scholarship & Research Tournament
- Potowomut Golf Club

September 27: Championship and New England Champs Qualifier - Newport National Golf Club

October 25: Superintendent/Assistant Tournament
- Newport Country Club

November 10: Nine and Dine at East Greenwich Country Club

December TBA: Holiday Networking and Meeting – O'Brien's Pub

The Rhode Island GCSA is now offering an Equipment Manager membership for \$75 for the year.

(\$112.50 to join which includes a one-time application fee)

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- You will have access to attend RIGCSA meetings, networking and educational opportunities
- Visit www.rigcsa.org for more information and to apply!

If your club or company has received an award or distinction, please send a brief description to Julie Heston jheston@verizon.net or Michelle Maltais nonquitt687@cox.net and will list in the Member News section of the Surf 'n' Turf newsletter.

Tournament Results

July 12, 2021

Triggs Memorial Golf Course - Host: Jay Hoyle
Rho-Cod Cup Tournament

The RIGCSA retains the Cup with a score of 9-3

1st Gross-69 Joe Deely and Alex Stimpson

2nd Gross-71 Rene Vadeboncoeur & Brian Smoot

1st Net-57 Ed Gianni & Steve Murray

2nd Net-62 Mike Cornicelli & Dan St Laurent

3rd Net-64 Nick Buchard & John LeClair

Both Closest to the Pins- Matt Emond

Long drive- Keith Tortorella



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July 12, 2021 meeting, Rho-Cod Cup Tournament, Triggs Memorial Golf Course



Photo Credit: Matt Crowther, CGCS



*Both associations held brief business meetings while they waited for the rain to subside.
Photo Credit: Kevin Doyle*



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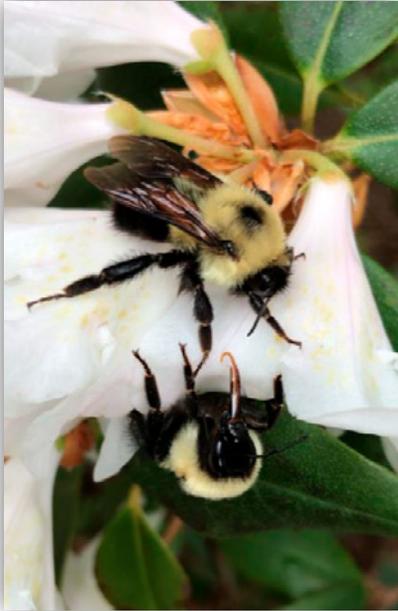
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- Send videos with dates, locations, and flower identification to bombussurvey@gmail.com
- Pictures may be submitted as well, but videos are preferred

❖ Video Tips

- Hold phone/camera about a foot away from the bee
- Don't zoom in
- Try to get different angles of the bee (dorsal view is most important for identification... see example below)

Please report any **found dead bumble bees or nests** (with photographs and details of location) to:
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Photo Credit: www.bugguide.net

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