



The Sand Blaster



VOL. XXVI, ISSUE III

MAY/JUNE 2019

DEDICATED TO MANAGING GOLF COURSES ... from the ground up



**MASS
GOLF**



Youth on Course Announces Partnership with Mass Golf

Affordable Rounds for Kids Now Available in 31 States and Canada

(PEBBLE BEACH, Calif.) – [Youth on Course](#) – the non-profit organization providing young people with subsidized golf, college scholarships, caddie programs and paid internships – partners with Mass Golf to bring \$5 rounds of golf to youth in the Commonwealth of Massachusetts.

Members ages 6-18 in the Bay State will be able to join the Youth on Course national network and access golf for \$5 or less per round at 1,100 facilities across 31 states and Canada. Mass Golf member clubs currently offering Youth on Course tee times include:

- Chelmsford Country Club
- Cranberry Valley Golf Course
- Crystal Lake Golf Course
- DW Field Golf Course
- Egremont Country Club
- Leo J. Martin Memorial Golf Course
- Maynard Golf Course
- Newton Commonwealth Golf Course
- Norwood Country Club
- Ponkapoag GC #1
- Ponkapoag GC #2
- Rockland Golf Course
- Stoneham Oaks Golf Course
- Swanson Meadows Golf Course
- The Links at Mass Golf
- Unicorn Golf Course
- Waubeeka Golf Links

“Massachusetts is home to an incredibly active population of golfers with a long history of participation in the sport,” says Adam Heieck, Youth on Course CEO. “It is a thrill to be able to provide their next generation of golfers with access to the game in an affordable way.”

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EDITOR'S NOTE: *The Sand Blaster* is produced bi-monthly as an informational service to its members. Printed material does not suggest the views, attitudes or recommended practices of GCSACC, the board members or its associated committees. Industry-related articles are always welcome to be considered for publication. Articles, as well as address and/or position changes, may be sent to Julie Heston at 401-934-9901 (fax) or jheston@verizon.net.



President's Message

The summer solstice has arrived at last and let's hope the weather cooperates for the remainder of our golf season. We've had great attendance at our monthly meetings this year. Kurt Calderwood has put together some solid outings.

Our first Member Guest at New Seabury hosted by Scott Nickerson and Chris Tufts was a resounding success. Scott Gilmore organized a talk from Barnstable County Extension Service on Tick borne illness and prevention. The weather was beautiful and the scores were low! It was a fun outing for me as I was able to bring three friends who've listened to me brag about our association's golf events for years. They now know the quality of events GCSACC puts on every month.

Cape Cod towns are under increasing pressure from various organizations and individuals to eliminate the use of all pesticides on town property. The Town of Barnstable recently stopped the use of pesticides on The Hyannis Golf Course and Olde Barnstable Fairgrounds. This overreaction in midseason to recent negative publicity has placed Bruce McIntyre in the position of trying to deliver the course conditions that members and guests have enjoyed for years, without the tools needed to get the job done. The GCSAA has offered its assistance in this matter and we are considering our options on how best to help Bruce and the other superintendents managing town owned golf facilities.

Hope to see everyone at the Rho-Cod cup on 7/1 at Potowomut Golf Club in East Greenwich, RI.

David Stott



Tom Irwin

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"INSIDE THE LEATHER"

• Welcome New Members

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Brendan Parker, Assistant Superintendent,
Woods Hole Golf Club

Ben Petersen, Affiliate, Tom Irwin Inc.

Ryan Richard, Assistant Superintendent,
The Club at New Seabury

Rob Yeomans, Superintendent, Pine Oaks G.C.

- We are looking for photos of our member's courses for the website. If you would like to have your photo on the website, please email them to Julie at jheston@verizon.net.
- If your club or company has been recognized or awarded a distinction, please send us an email at jheston@verizon.net or seyman55@gmail.com. We will mention it in an upcoming edition of *The Sand Blaster*.

GCSACC Scholarship & Research Tournament Results

May 30, 2019

Cummaquid Golf Club; Host: Dana Hancock

Format: Two Man Team; Best Ball with Gross and Net Prizes

Congratulations to **Melissa Hyner Gugliotti** who got a hole in one and won longest drive!

Alex Stimpson also won longest drive.

1st Gross: **Matt Cornuet and Alex Stimpson**

1st Net: **Scott Gilmore and Peter Jacobson**

For complete golf results, visit our website

<https://gcsacc.org/page-18076>

Tournament Results:

Everyone had a great day at DW Field Golf Course on May 7th with Kurt Calderwood as our host. This was the 13th Annual Bear Cup where 2 GCSACC members take on 2 GCSANE members for a fun competition.

This year the Cape won the Bear Cup with a score of 26-24!



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UMASS ALUMNI TURF GROUP ANNOUNCES 2019 TOURNAMENT SITE AND HONOREE



Mary Owen

This year's Dr. Joseph Troll Classic will be held at the TPC Boston in Norton, MA September 3. The honoree will be Mary Owen, Team Leader for Turf, Extension Educator and Turf Management Specialist. Mary earned BS and MS degrees in Plant and Soil Sciences from the University of Massachusetts Amherst. As Extension Turf Specialist for the University of Massachusetts, she directs the Turf Extension program toward its goal of helping industry professionals, businesses, organizations and municipalities meet the challenges posed by the management of turf in urban, suburban and rural environments. She engages the turf and golf industry and greater community in collaborative projects with the University of Massachusetts, addressing issues of high concern. By providing scientifically sound information on the implementation of best management practices, the adoption of integrated pest management systems, and the protection of water and other environmental resources, Mary brings the teaching and research expertise of the

University to bear in the solution of problems faced by turf managers and communities alike. Mary is a founding member of the New England Sports Turf Managers Association and works closely with the sports turf industry on statewide, regional and national levels. She has been closely involved with turfgrass managers in the golf industry as a valuable resource for regulatory review and her guidance has been immensely valuable for all who manage turfgrass in the region.

The course and extensive landscaping are expertly managed by Superintendent Tom Brodeur and his dedicated and skilled team of accomplished staff. Originally designed by player/designer Arnold Palmer, TPC Boston's layout was re-designed in 2007 by Gil Hanse. TPC



Tom Brodeur

Boston was honored in 2011 by the Golf Course Superintendents Association of America (GCSAA)/Golf Digest Environmental Leaders in Golf with the National Private Award. This honor recognizes courses that excel in the areas of resource conservation, water quality management, integrated pest management, wildlife/habitat management and education/outreach. Please visit our web site for Event Details at: www.alumniturfgroup.com.

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Continued from page 1

Golfers joining Youth on Course will receive the same [primary benefits](#) provided to all Mass Golf members, including a USGA Handicap Index, access to competitive events, subscriptions to MassGolfer Magazine and Global Golf Post New England, plus more. For more information please visit www.massgolf.org/youthoncourse.

“Through this partnership with Youth on Course, Mass Golf is able to celebrate the tradition, fun and enjoyment of golf by sharing it with future generations in an inviting and accessible way,” says Jesse Menachem, Executive Director of Mass Golf. “We introduce our juniors to the game through our six First Tee of Massachusetts locations, which serves as a natural feeder system into Youth on Course, where our members now have a resource through which they can play the game at an affordable and unobtrusive rate.”

Under the guidance of the Women’s Golf Association of Massachusetts (WGAM), the first-ever state-wide tournament was held in the Bay State in the fall of 1900 at Oakley Country Club. In 1903 a total of 38 clubs came together to help form the Massachusetts Golf Association, which conducted its first championship – the Massachusetts Amateur – that same year at Myopia Hunt Club. The merger between the WGAM and MGA in 2018 represented a coming together of two organizations that collectively represent more than 200 years of Bay State golf history.

Operating in every U.S. region, Youth on Course has more than 50,000 active members. Since 2006, juniors have played more than 10 million holes and 765,000 rounds while the organization has helped generate more than \$5.2 million in tee-time revenue reimbursed back to individual golf courses. In addition to subsidized rounds, Youth on Course also facilitates paid internships, a caddie program and nationwide scholarships. They have awarded 223 students with college scholarships totaling more than \$1.4 million in financial support. The current Youth on Course scholarship retention rate is ninety-four percent, with 80 students already graduated.

YouthOnCourse.org | [Facebook](#) | [Instagram](#) | [LinkedIn](#) | [Twitter](#)

More information: 831.625.4653.

About Youth on Course

The core purpose of Youth on Course is to provide youth with access to life-changing opportunities through golf. Members play hundreds of courses for \$5 or less, benefit from employment through the caddie and internship program, and receive college scholarships. Headquartered in Pebble Beach, Youth on Course is a 501(c)3 organization that began as the charitable arm of the Northern California Golf Association. Since 2006, more than 765,000 rounds have been played by Youth on Course members and more than \$1.4 million has been raised for college scholarships. In the United States Youth on Course serves Arizona, California, Colorado, Georgia, Idaho, Illinois, Iowa, Kansas, Kentucky, Massachusetts, Maryland, Michigan, Minnesota, Missouri, Montana, Nebraska, Nevada, New Hampshire, New Mexico, New York, North Carolina, North Dakota, Ohio, Oregon, Pennsylvania, South Carolina, South Dakota, Tennessee, Utah, Washington and Wisconsin with the goal of delivering affordable golf in all 50 states by 2021. The program has expanded to Alberta, Canada with plans on servicing every province by 2022.

About Mass Golf

Mass Golf is a 501(c)3 non-profit organization that is dedicated to advancing golf in Massachusetts by promoting its competitive spirit and camaraderie. Presently, more than two-thirds of the 360-member clubs are public-access facilities, while nearly one-half of member golfers are enrolled at public facilities. As the seventh largest state golf association in the country, Mass Golf has been at the forefront of industry advances such as the creation of a computerized handicap system, online registration and real-time Championship scoring.

June 10, 2019

Volume 20:6

Gazing in the Grass

Frank S. Rossi, Ph.D.

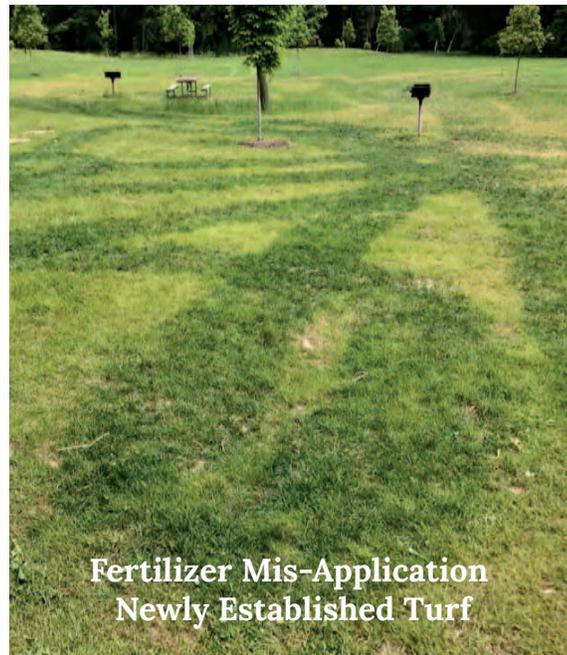
The transition to summer conditions has begun across the Northeast with the Sun approaching its highest point in the sky. Clear, dry days have been few and far between this year, forcing plants to adapt to cloudy wet weather. These low light, wet conditions have taken a toll on plants from Sycamore to Bluegrasses. The current snap of dry weather is beginning to impose biotic and abiotic stress that will quickly expose weaknesses, especially on notoriously shallow rooted grasses such as Kentucky and Annual bluegrass. Last week brought the regions first few days of consecutive heat stress into the NY Metro area. Heat stress is monitored on our FORECAST website and defined as a nighttime (8:00 pm through 8:00 am) hour when the sum of the temperature (°F) and Relative Humidity (%) exceeds 150. On a daily basis, high risk corresponds to five or more heat stress hours. Furthermore, the dollar spot risk models have begun to indicate higher risk the last few weeks. The coming week suggests that risk will be low except for the furthest south. If you have not experienced symptoms to date, have resistant turfgrass varieties that resist low to moderate pressure, or have instituted a comprehensive cultural program of rolling, dew removal and consistent growth, hold that spray—especially for large acreage.



Credits: Ben McGraw

The early signs of Annual Bluegrass Weevil damage are evident in areas with historical damage and via samples submitted to the regions diagnostic labs. Images above from Professor Ben McGraw suggests insect pressure is high and annual bluegrass turf is weak. Scouting for this pest is essential for effective control whether the adult or larval stages are the target. Now that the first generation is well into the larval stage throughout the Northeast, it makes sense to scout for larvae. An excellent video by Steve McDonald or Turfgrass Disease Solutions is available at <https://www.youtube.com/watch?v=4M1rEMYP388>.

As soil temperatures continue to warm, more N will be released from soil organic matter. This is a sign of a healthy soil and typical of most soils that have maintained grass cover for more than 10 years. However, newly established turf areas, especially those established on subsoil that is often labelled “topsoil”. These subsoils lack good structure, aggregation and are prone to compaction and poor nutrient and water holding capacity. The inset image is an unfortunate example of misapplication of fertilizer to newly established lawn with a drop spreader. Besides the humorous design reminiscent of the “artist formerly known as Prince” symbol, this demonstrates the lack of surface movement of N when applied. Clearly when the material was applied in the last few weeks in Central NY, there was adequate rainfall that could have resulted in movement, however it seems to have remained in the exact location it was dropped on the surface. A good point to keep in mind when discussing N fertilizer use with an often ill-informed public.



Fertilizer Mis-Application
Newly Established Turf



Golf course turf is entering the critical period for fungal diseases where root and foliar pathogens begin to exhibit signs and symptoms. Diagnostic labs are beginning to see samples of take-all patch on bentgrasses, dollar spot, leaf spot on KBG, and anthracnose basal crown rot on annual bluegrass putting surfaces. What has not started to arrive into labs yet is summer patch (root pathogen of annual bluegrass -inset image). The persistent wet weather and very low abiotic stress levels to date will allow **currently** summer patch infected plants to maintain active growth. Preventative applications should be made to areas with history of summer patch symptoms. The initial applications are recommended to be most effective if applied when soil temperature is 65F at 2” depth for 5 days. These are DRENCH applications and must be applied with enough water or irrigated to penetrate to the depth of the root system

for complete protection. In addition to fungicide use, reducing compacted soils that further limit rooting has been shown to reduce symptoms. Finally, the use of acidifying fertilizer such as ammoniacal sources of N have been shown to reduce symptoms, even on high pH soils. The regular use of acidifying fertilizers over time appears to alter the soil chemical properties sufficiently to provide suppression. In the last few years there has been an increase the amount of fine fescue turf, particularly hard fescue, that is infected with summer patch organism. The issues on fescue have been associated with higher N rates and on irrigated stands. The transition to summer stress is underway, be mindful of abiotic and biotic stress levels and moderate management to reduce stress on plants showing symptoms.





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32nd Annual John O'Connell
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Golf Course Superintendents Association of Cape Cod
32nd Annual John O'Connell Scholarship and Research Tournament

PLATINUM SPONSORS



Press Release
New England Regional Turfgrass Foundation, Inc.

May 15, 2019

The New England Regional Turfgrass Foundation recently held its 22nd Annual Meeting on May 9, 2019 where a new Executive Board was elected. Peter J. Rappoccio, CGCS, Golf Course Superintendent of the Concord Country Club in Concord, MA has been elected as the 23rd President of the Foundation, succeeding Jeffrey M. Urquhart of GreenSight Agronomics, Inc.

Peter has represented the Golf Course Superintendent Association of New England on the NERTF Board since 2014. Mark Mansur, of Wintonbury Hills Golf Course representing the Connecticut Association of Golf Course Superintendents (CAGCS), will serve as the vice-president/treasurer for this upcoming year. Robert B. Searle of the Abenakee Club of the MGCSA has been elected to serve as secretary for a second year. Jeff will continue to serve on the board as the Immediate-Past President. The foundation consists of 2 delegates from each of the 7 GCSAA Chapters located in New England, 1 delegate from the Sports Turf Managers Association of New England (NESTMA) and 1 delegate from the Massachusetts Association of Lawn Care Professionals (MALCP). Advisory board members are invited from state universities in Connecticut, Massachusetts and Rhode Island.

The 22nd Annual Conference and Show was held in Providence, RI on March 5th through March 7th, 2019. The winter weather cooperated nicely with better weather the first week of March than what we are seeing in May! Tuesday seminar attendance was at its second highest number in 22 years. Many new changes and improvements were added to the show in 2019 including a trade show lunch on Thursday. 76 total hours of Education for all attendees were available during the 3 days and the trade show was open a total of 13 hours. The 2020 show dates for the 23rd Annual Show are March 3-5, 2020 in Providence, RI. For more information on the show and New England Turfgrass Research please visit our website: www.nertf.org or call 401-841-5490.

In other NERTF news, the 8th annual Tee-Up New England rounds of golf auction took place April 15-22, 2019. 108 lots of golf across New England and one day of tennis at the Longwood Cricket Club were auctioned off along with a couple of sets of Red Sox tickets. Rounds were collected for the auction by the NERTF and ATG (Alumni Turf Group). All rounds were sold, and over \$31,000 was raised towards turfgrass research in New England. We greatly thank all courses who participated in 2019 and wish to extend that to every auction participant for supporting turfgrass research. A complete list of courses that participated is located at www.tee-upnewengland.com.

Gary Sykes, Executive Director



2019-2020 NERTF Executive Board

(l to r): Robert Searle (Secretary), Peter J. Rappoccio, CGCS (President),
Jeffrey M. Urquhart (Past-Pres.), Mark Mansur (VPres/Treasurer).

*GCSAA continues to update the advocacy blog concerning glyphosate.
The latest is below. Please follow at GCSAA.org for up to the date information as it becomes available.*

EPA Glyphosate Update

by Angela Hartmann | Jun 03, 2019

GCSAA regularly participates in meetings of the EPA Pesticide Policy Dialogue Committee, which meets biannually in Washington, D.C. The PPDC, a broadly representative federal advisory committee, meets with EPA to discuss pesticide regulatory, policy, and program implementation issues. The last PPDC meeting was held on May 8-9, 2019, and here is the latest update from EPA regarding glyphosate.

Background

- Glyphosate is a broad-spectrum non-selective herbicide registered for use on many agricultural crops, in non-crop areas, in residential areas, for aquatic weed control, and in commercial settings. It is also registered for use on glyphosate-resistant crop varieties including corn, soybean, canola, cotton, sugar beets and wheat.
- EPA initiated registration review for the widely used herbicide glyphosate (RoundUp) in 2009.
- In 2015, an International Agency for Research on Cancer (IARC) report classified glyphosate as “probably carcinogenic to humans”. All other international fora, including all regulatory bodies, have concluded that glyphosate is unlikely to be carcinogenic.
- As part of registration review, EPA released draft human health and ecological risk assessments for glyphosate in December 2017. EPA’s assessment concluded that glyphosate is not likely to be carcinogenic
- In March 2018, EPA opened a 60-day public comment period on draft human health and ecological risk assessments with supporting documents for glyphosate.
- EPA received 250,000 public comments on the draft assessment. The majority of comments are from mass mailing campaigns; approximately 200 are distinct substantive comments being reviewed.
- EPA announced the proposed interim registration review decision in late April 2019. The proposed interim registration review decision outlines proposed mitigation measures to reduce potential ecological risks.
- Under a settlement agreement with the Center for Biological Diversity, EPA is scheduled to complete a biological evaluation on glyphosate by 2020 and, if necessary, initiate an Endangered Species Act consultation with the U.S. Fish and Wildlife Service and the National Marine Fisheries Service by 2020.

Overview of Health Findings

- The assessment found no meaningful risks to human health when the product is used according to the pesticide label.
- The agency’s scientific findings are consistent with the conclusions of science reviews by a number of other countries as well as the 2017 National Institutes of Health Agricultural Health Survey.

Overview of Proposed Interim Decision

In its 2019 proposed interim decision for glyphosate, EPA is proposing the following mitigation and label changes:

- Spray drift management measures (e.g., release height, droplet size and wind speed restrictions) to reduce off-site exposure to non-target wildlife.
- Weed resistance management labeling (e.g., information on mode of action, scouting instructions, and reporting instructions for weed resistance).
- Label consistency measures including updating the presentation of maximum application parameters, updating the environmental hazards statement for aquatic use, and clarification on rotational crop timing.
- EPA is committed to protecting pollinators, including the monarch butterfly, from pesticide exposure. As with all other herbicides, EPA has updated the label language for these pesticides to raise awareness of their potential effects to pollinator habitat and direct users to instructions on minimizing spray drift. EPA’s strategy to protect the monarch butterfly also includes collaborating with federal, state, and other stakeholders on conservation efforts and promoting best management and integrated pest management practices to reduce spray drift and help preserve pollinator habitat.

The 2019 UMass Turf Research Field Day



Date: Wednesday, July 17, 2019

Location: UMass Joseph Troll Turf Research Center, South Deerfield, MA

Join the UMass Turf Team for a morning of education and insight... on our turf! Field Day is the biennial 'open house' for turf industry practitioners and associates at the UMass Joseph Troll Turf Research Center. Take a short break from your busy schedule and get the latest on current research at UMass:

- Take a guided research tour with presentations and demos
- Hear about and see projects in the field
- Talk turf with UMass faculty and staff
- Network with colleagues
- Meet with industry exhibitors at the on-site trade show
- Enjoy continental breakfast and an All American Barbecue lunch



For complete program information, research presentation topics and attendee and exhibitor registration, visit ag.umass.edu/events/fieldday19

Interested in being an exhibitor or sponsor at Field Day? Multiple packages are available to make what your company has to offer a part of Field Day and support the UMass Turf Program. Visit the link above for details or contact us.

Questions? E-mail fieldday@umassturf.org, call Jason Lanier at 413-545-2965 or Mary Owen at 508-892-0382.



Save the Date: September 3rd, 2019
The 15th Annual Dr. Joseph Troll
Turfgrass Classic
TPC Boston, Norton, MA
Honoring Mary Owen, UMass Turf
Extension



Named by *Golf Digest* magazine as one of the "Top 10 Best New Private Clubs in the U.S." when it debuted in 2002. The par-72, 7,241-yard golf course is home to the Dell Technologies Championship one of only four PGA TOUR Playoff Events for the FedExCup. Originally designed by legendary player/designer Arnold Palmer, TPC Boston's award-winning layout was re-designed in 2007 by Gil Hanse with PGA TOUR player Brad Faxon serving as a consultant. The golf course at TPC Boston is crafted to fit seamlessly into the natural New England landscape. TPC Boston was honored in 2011 by the Golf Course Superintendents Association of America (GCSAA)/Golf Digest Environmental Leaders in Golf with the National Private Award.

2019 National Golf Day

In my second year as a GCSAA Grassroots Ambassador I set time aside to attend National Golf Day in Washington, DC. This two day event features a community service project on the National Mall and meetings with our members of Congress on Capitol Hill. GCSAA handles all of the arrangements and provides training for the talking points we discuss with our elected state officials. They also paired me up with Elaine Gebhardt of the New England Golf Course Owners Association and David Frem, Owner and General Manager of Cyprian Keyes Golf Club, Boylston, and scheduled six meetings. Pictured below we are meeting with U.S. Representative Keating who is a Cape Cod golfer and very interested in our shared concerns; so much so that we were 15 minutes late to our next meeting with Representative Kennedy.



All in all it was a great experience and I encourage you to participate and help support our industry. The GCSAA's goal is to have every member of congress engaged with a golf course superintendent by 2022.

Did you know that: 8 out of 10 golfers play at public-access facilities;
OR 76 percent of golf courses are public;
OR the average cost for a round of golf is \$35;
OR there are numerous programs available throughout the country to help people ,young and old, get in the game;
OR the proposed Phit Act will promote an active population and help reduce annual health care cost;

OR the GCSAA's First Green Program is a great way to promote the game and support your local community;
OR your state representatives on the *Hill* didn't know a lot of this either?

We really got their attention. I hope that this information helps get your attention, too. Help move the golf perception needle. Outreach goes a long way in our communities. Become an ambassador or host a GCSAA program at your course.

John T. Kelly Jr.
Golf Course Superintendent
The Kittansett Club

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Kevin's GCSAA Corner

By Kevin Doyle, GCSAA Northeast Field Representative

How do you communicate to your staff or colleagues on a day-to-day basis? My guess is that it is much different now than it was, say, ten years ago. While radios may still be a piece of the on-course puzzle, text messages might be the dominant choice. While you are off property, text messages and email can keep you alerted of goings-on instantly. How long could you operate your facility using only electronic communications without putting your eyes on a fellow worker or even holding a brief conversation? I'm thinking it's not too long, for despite technology, face-to-face interaction is still the king of communications.

While an entire robotic staff might be in our future, we rely on our staff or colleagues to accomplish our goals. First, we need them to be there. Without eyes on that situation, the best laid plans could easily come off the rails. A sense of community or teamwork comes with the ability to interact and socialize, and this sets the foundation. This should allow the team to gain trust, and ultimately develop better working relationships. To operate well as a team, leadership must communicate the duties and expectations and reinforce the culture that has been developed. Verbally and in person should be the top choice to accomplish this goal.

Many important pieces are missing from communications without visual contact. Non-verbal cues are often cited for their importance, so I won't dwell on those. By looking at the staff post-aerification week or after member-member preparation we know the responses communicated back from tired staff will be different than a typical day.

Think about what goes into a written communication. The ability to edit the content stands out. Are the emails and text messages you receive really what the sender intended to say, or was that message tailored to illicit a favorable response? Maybe the message you received wasn't the first thing that came to mind from the sender?

Tone does not come across in writing either. If you instruct a staff member via text message to check moisture and do another lap with a syringe hose at 4pm and get "ok" as a response, what does that mean? Is it "yes sir I'm glad to because it will help the team," or "my buddies are waiting for me to go the beach but I need this job no matter how much I hate it." Same message sent, but could easily be a big difference in tone.

Do you ever engage staff or colleagues in brainstorming sessions? Maybe engaging key staff or colleagues with a discussion on a Friday afternoon, rainy day, or in advance of upcoming event on ways to improve or adjust operations. Accomplishing such a beneficial task electronically would be a tedious mess and more likely counterproductive.

Beyond the course related items, the personal side of the personnel task's superintendents perform require face to face communication and your full attention. Whether it relates to strife within your team, home life, or medical issues creating stress with your team members, avoiding misinterpretations of any kind is a must. While sometimes written documentation may be required as a policy, building trust through personal interactions is key. Communicating understanding and compassion via written word is difficult and may not convey the importance your staff member or colleague believes the situation deserves.

Instead of sending a text or email next time you need to communicate, consider using your phone as it was originally designed for, as a telephone. Maybe instead of texting a job assignment to a staff member, text them to meet you someplace convenient and communicate that next task to them in person. Your time is valuable, and those around you know it. By you taking some of that time to interact with staff and colleagues directly or face to face only communicates the importance of your message and the value you have for them. When clear, concise communications take place, it becomes easier for a team to achieve the desired goals.

Continued on next page

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

GCM's Most Valuable Technician Award

GCM's Most Valuable Technician Award is designed to honor the best and brightest golf course equipment technicians in the industry, the men and women who play such a key role in keeping the tools of golf course maintenance up and running. The award is presented annually in partnership with Foley Co. Nominations are narrowed to a field of three finalists by a team of industry judges. GCM readers then review the qualifications of the finalists and vote online for their favorite.

2020 Dog Days of Golf Calendar

[Submit your entry today »](#)

Submissions for the 2020 Dog Days of Golf Calendar will be accepted through **Aug. 1, 2019**. From the submissions, 14 dogs will be selected. Owners of the selected dogs will be notified in September, and the calendar will be distributed with the November issue of *GCM* magazine.

LebanonTurf has been supporting golf course superintendents and their chapters through the Dog Days of Golf Calendar for more than a decade.

Upcoming Webinars

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[Retaining Your Recruits](#)

Bill H. Maynard, CGCS

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[Topdressing 101: Organic Matter Management](#)

Roch Gaussoin, Ph.D.

Sept. 18 @ 10 a.m.

[Developing Engaging Presentations and Enhancing Your Delivery](#)

Rick Capozzi

Oct. 30 @ 10 a.m.

[What About Wetting Agents?](#)

Doug Karcher, Ph.D.

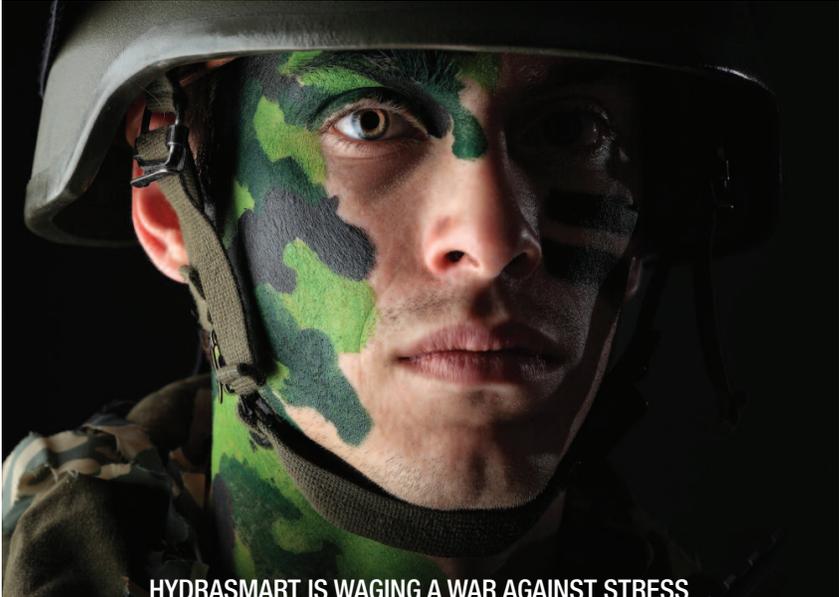
Again, if I can be of any assistance, please feel free to contact me.

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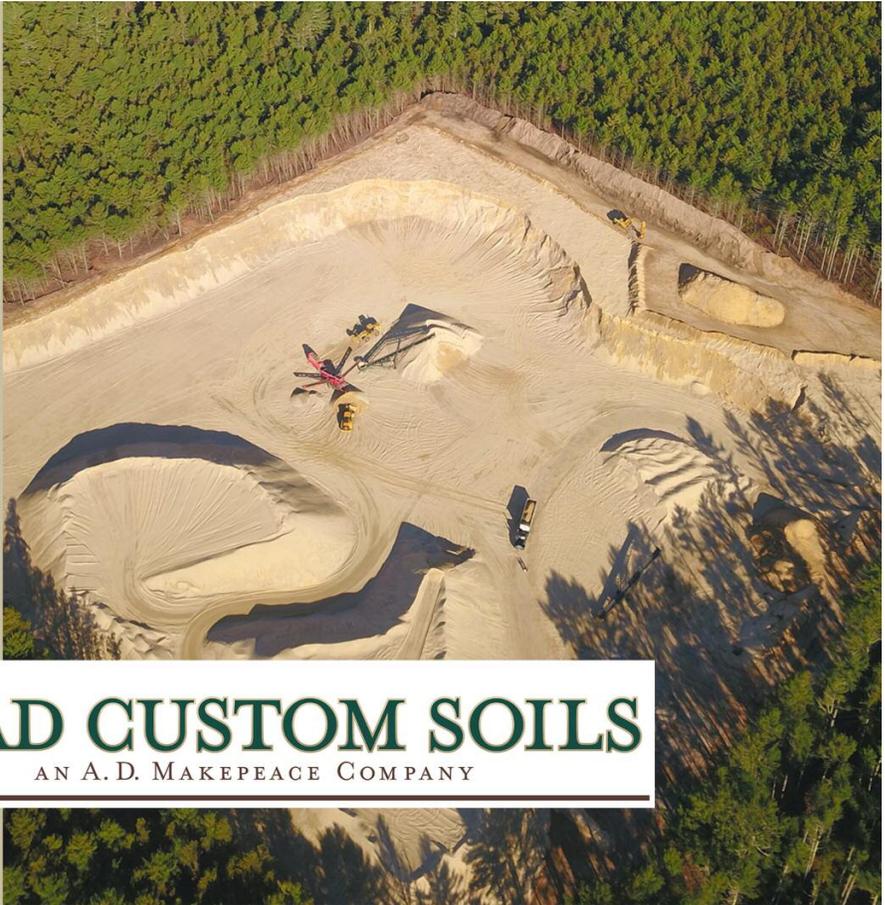
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