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TurfTalk

Winter 2022

A publication of the New Hampshire Golf Course Superintendents Association



It has been an honor and privilege to serve as president of the NHGCSA. The connections, friends, peers, colleagues, and industry people I've connected with are a resource I will have the rest of my career. Serving the chapter has provided me with far more value than the work required. I truly believe board service is a benefit to all who serve in any capacity. That being said there are 2 topics that I feel must be addressed.

President's Message

First and foremost a big thank you to all who served on the board during my tenure. Without your help and support I wouldn't have had much success as president. I was fortunate enough to have basically the same executive board in place during my presidency. An extra shout out goes out to them for all the hard work and time they put in. Dave Ousterhout, Rob Horn, Sid Chase, Matt Fiorentino, Ryan Green, and John Gabbeitt were as good as any executive group could be. I also need to thank Joy Jaworski for all that she does. Joy was always there to keep me on point and focused on the tasks at hand.

Lastly, I want all of you to support the new NHGCSA board and the direction they are taking our organization. They are a great group of new board members with new ideas. Please support them in any way you can moving forward. Serving on the board, hosting an event, helping on a committee, and recruiting new members are just a few ways you can help.

Serving the chapter has provided me with far more value than the work required. I truly believe board service is a benefit to all who serve in any capacity.

Regards,

EJ

EJ Chea

Past President NHGCSA



GCSAA Environmental Leaders in Golf Award (ELGA) applications are now open.

Members can apply from now to **April 29!**

These environmental stewards demonstrate the importance of valuable green space in our local communities while showing the economic savings of conservation practices implemented on golf courses. We know that many superintendents are not comfortable seeking recognition for the excellent work they do, but stories about ELGA award winners and their courses help us advocate for the superintendent profession and demonstrate the value of professionally managed landscapes.

Visit www.gcsaa.org/ELGA to apply today!

UPCOMING EVENTS



Board meetings are held monthly at the Common Man in Concord unless noted. Start time is 4pm and all NHGCSA members are welcome.

Reach out to nhgcsa@comcast.net to confirm meeting place and time.

March 3 at Concord CC

April 5

May 3

June 7

July 5

August 2

September 6

October 4

Other Upcoming Meetings and Events

Annual Joint Meeting
with Maine GCSA
*Maine Host Course and Date
TBD*

NE Superintendents
Championship
October 11
Portsmouth Country Club

NHGCSA
Annual Meeting
November

NHGCSA Annual Turf
Education Conference
*currently scheduled for
December 7*

From the Editor



Happy New Year. I hope everyone had a nice holiday season and enjoyed some well deserved time off! In this edition of Turf Talk we will be debuting a new section for our **Vendor Partners**. This section will be a venue for them to share any announcements, information, tips & tricks, links and the like that may be beneficial to the membership. Moving forward, TurfTalk will be published three times a year with winter, spring and fall editions. In between we will continue to send out any time-sensitive information through email blasts.

If you missed the annual meeting at Pease Golf Course, **USGA** Agronomist John Daniels spoke and told us a little bit about a new affordable software program they are calling **Deacon**. If you would like to learn more about this, check out his article in this issue.

Lastly, I would like to take this opportunity to thank Margot Horn, wife of Rob Horn. Margot has been volunteering her time to help us out with the website. Though she works behind the scenes her contributions are much appreciated!

Justin

Justin Santos, Editor

Legislation update

Over the past two years, just as all things in life, the state legislature had to adapt to how it handled all proceedings. As a result, legislative action slowed and less bills were introduced in 2021 and less bills were completed in both 2020 and 2021. For the golf industry in NH the result of this was a heavy decline in new bills that required action by our association. The hot topics around our line of work will always be the use of pesticides, fertilizers, and water use. With the state legislation beginning to return to its previous level of operations we are sure to see the introduction of bill related to these topics.

Moving into the 2022 legislative session there is one bill that is being watched closely, this is NH H 1168. The bill aims to establish a committee to study the New Hampshire law relative to soil conditions.

Below is a link for the current information available for this bill:

http://www.gencourt.state.nh.us/bill_status/billinfo.aspx?id=1245&inflect=2

Link to NH RSA 431: Soil Conditioners, that the bill relates to:

<http://www.gencourt.state.nh.us/rsa/html/nhtoc/NHTOC-XL-431.htm>

For more information and/or concerns regarding this bill or any other bills, please reach out to me to discuss.

As always, the NHGCSA in collaboration with the NHGA will continue to monitor and act appropriately to advocate for the golf industry in New Hampshire.

Matt Fiorentino, Vice President NHGCSA
Profile Club
Email me at gcsuper@profileclub.net

Meet Your New Board of Directors

Justin Santos
Superintendent, Rockingham Country Club

In 2022 the Board of Directors will have some new faces. With the retirement of Rob Horn and with Sid Chase, stepping down as secretary, the board of directors had a couple of executive openings. As it turned out Rob and Sid's successors, Ben Clark, and Patrick Lanman, stepped up to fill the roles their mentors previously held. We are also excited to have Brian Thompson sit in the assistant superintendent seat on the board. Here's a little Q and A with the current board members. I will say even though I have known a lot of these guys for years, I learned a few things while putting this together. On a personal note, I would like to extend a big thank you to both EJ and Dave for their leadership of the association for what amounts to more than a decade. They have really gone above and beyond for the NHGCSA.

Justin

Justin Santos
Superintendent, Rockingham Country Club



Dave Ousterhout, President

Current position/course

Golf course superintendent, Concord Country Club, Concord NH

Prior position/course

I was previously the golf and grounds superintendent at the Omni Mount Washington Resort in Bretton Woods, NH

Total years in the turf business

I have been in the golf industry since 1998 (25 years)

Total years of NHGCSA Board service (current & past)

I was elected to the NHGCSA board of directors in 2009 and served as a director through 2011. I then served as president from 2012 through 2015. I spent 2015 thru 2021 as past president/director, and was reelected as president in 2022.

Favorite aspect about the turf industry?

I think my favorite part about the industry is constant fluctuation that occurs, no two days are the same, no two seasons are the same. In short, things rarely have a chance to get mundane or boring! I also value the friendships and professional relationships that this industry has afforded me the opportunity to create.

Favorite things to do in your free time?

I have two young girls (5 & 7) so pretty much anything with them, whether it's horse riding lessons, snowboarding, swimming, sledding, or just hanging around the firepit making smores, they are what make everyday special. Outside of them, I am an avid Lego collector, so finding me in the "man-room" building a new Lego set is a possibility. I have also gotten back into practicing making stained glass windows again, something that my Grandfather taught me how to do when I was young!

Continued on page 4...

Welcome New Members

Dan Leonard

Equipment Manager
Amherst Country Club

Dyllan McCabe

Assistant Superintendent
Rochester Country Club

Congrats!

Tom Estabrooks has taken a position of assistant superintendent with Omni Mount Washington Resort working along side Superintendent Greg Boucher

Golf Digest Article

Thanks to Ryan Green for suggesting that we [share this Golf Digest article](#).

It's a great article that highlights the positive impacts golf courses have on the environment.

Note: This article may require a subscription or you may be able to read as a guest.

Meet Your New Board of Directors (con't)



Matt Fiorentino, Vice President

Current position/course
Director of golf and greens, Profile Club,
Franconia NH
Class A GCSAA Superintendent

Prior position/course
Assistant golf course superintendent, Omni Mount Washington Resort, Bretton Woods NH

Total years in the turf business
16 Years

Total years of NHGCSA Board service (current & past)
3 years

Favorite aspect about the turf industry
Having a job that is satisfying in so many ways. From being able to work with my hands in the dirt or on equipment, the science that is implemented on a daily basis, and the overall camaraderie of the industry. It is simply hard to beat these aspects of the turf industry.

Favorite things to do in your free time
Hiking, snowboarding, and wrenching away on my cars.



Patrick Lanman, Secretary

Current position/course
Superintendent at Beaver Meadow Golf Course, Concord NH

Prior position/course
2nd assistant/equipment manager at Beaver Meadow

Total years in the turf business
26 years working...but I was born into the industry as the son of a former greenskeeper and current industry sales rep. so the turf industry has always been a part of my life!

Total years of NHGCSA Board service (current & past)
Just began my service on the board in November of 2021

Favorite aspect about the turf industry
My favorite aspect about the turf industry is the uniqueness of what we do. It takes all kinds of skills to perform in the turf industry from agronomics, to strong communication, and business manage-

ment. I like that it requires me to be adaptable on a daily basis and gives me the room to constantly evolve and not become static.

Favorite things to do in your free time
In my free time I like to spend time with my family as we travel to gymnastics meets, lacrosse, and football games as well as coaching my older son in lacrosse and football. I also enjoy snowboarding in the winter and skateboarding with my kids on our backyard mini ramp in the summer.



Ben Clark, Treasurer

Current position/course
Golf course superintendent at Stonebridge Country Club, Goffstown NH

Prior position/course
Assistant superintendent, Stonebridge Country Club

Total years in the turf business
I've been working in the golf course industry for about 15 years.

Total years of NHGCSA Board service (current & past)
Two, I previously held the Assistant Superintendent seat.

Favorite aspect about the turf industry
My favorite aspect of the job is the relationships you develop with individuals throughout your career.

Favorite things to do in your free time?
Some of my favorite things to do in my free time is go hunting or skiing.



EJ Chea, Past President

Current position/course
Class A GCS at Pease Golf Course, Portsmouth, NH

Prior position/course
Wentworth by the Sea Country Club
Bridgton Highlands Country Club

Total years in the turf business
26 years in the industry

Total years of NHGCSA Board service (current & past)?
11 years board of director service, 5 years as president. GCSAA Grass Roots Ambassador, BMP creation committee

Continued on next page...

Meet Your New Board of Directors (con't)

...(EJ Chea, past president)

Favorite aspect about the turf industry

The people and relationships.

Favorite things to do in your free time

I enjoy fly fishing and skiing for myself. I also coach several youth sports that my son participates in.



John Gabbeitt, Director

Current position/course

Director of agronomy at Owl's Nest Resort, Thornton, NH 2005-present

Prior position/course

Golf course superintendent at Little Bennett Golf Course, Clarksburg, MD

Assistant golf course superintendent at Indian Spring CC, Silver Spring, MD

Total years in the turf business

My GCSAA card says I have been in the golf course business for 32 years.

Total years of NHGCSA Board service (current & past)

I have been a NHGCSA board member for 8 years.

Favorite aspect about the turf industry

My favorite part of the turf industry is the drive into work at day-break followed by the interaction with great people surrounding the game of golf.

Favorite things to do in your free time

As most of us in this business, I enjoy playing golf, especially on courses other than mine. I also have recently started playing platform tennis during the colder months which is a blast.



Justin Santos, Director

Current position/course

Through my company I currently serve as the golf course superintendent at Rockingham Country Club, Hilltop Golf Course and Claremont Country Club.

Prior course/position

Golf course superintendent at Manchester Country Club
Course Superintendent at Canoe Brook Country Club, Summit, NJ
Assistant Superintendent at Westchester Country Club, Rye, NY

Total years in the turf business

30+. I was born into it, my father was a golf course superintendent. He built 3 golf courses on the Cape.

Total years of NHGCSA Board service (current & past)

This is my third or fourth year on the board.

Favorite aspect about the turf industry

Being able to work outside, helping people, the camaraderie and being able to see the fruits of our labor.

Favorite things to do in your free time

Over the last few years, I have started to play a little more golf. Spending time on or near water.



Zach Fleeger, Director

Current position/course

I am entering my third summer season as superintendent at Wentworth Golf in Jackson

Prior course/position

Previously I was the senior assistant superintendent at Stowe Mountain Club in Stowe Vermont for 5 years. Prior to moving to Vermont I spent 5 summers working at two different clubs in Pittsburgh Pennsylvania.

Total years in the turf business

I began working on golf courses the first summer after graduating high school in 2007 while attending a local community college deciding what career path I wanted. Initially turf management was not on my radar. 2022 will be my 15th summer working on a golf course.

Total years of NHGCSA Board service (current & past)

I have been on the NHGCSA board for almost a year now.

Favorite aspect about the turf industry

I love the working outdoors aspect of the turf industry but more importantly I love the teaching and education opportunities. I love coaching and mentoring new hires and sharing my passion for turfgrass education with the employees.

Favorite things to do in your free time

I love spending time with my wife and our three dogs. We are new home owners so we love doing projects around our home and when time allows we love going around and exploring local breweries.

Continued on next page...

...meet the board (con't)



Jeff Brooks, Affiliate Member

Current position/course

Turf Products LLC Sale representative Toro Commercial & Golf Equipment & Irrigation

Prior course/position

Brooks Lawn & Garden general store manager.

Total years in the turf business?

40 years

Total years of NHGCSA Board service (current & past)?

4th time 5 years

Favorite aspect about the turf industry?

The friendship and camaraderie in the industry.

Favorite things to do in your free time?

Send time with grandchildren and play golf with my friends. (the best part of playing with my friends is they are from different walks of life and talking about the game of golf and how the superintendent do their job with them. Always try to make a point to introduce them to the Superintendent where ever we play.)



Brian Thompson, Assistant Director

Current position/course

Currently I am assistant superintendent at Laconia Country Club. Been here for 2 years now.

Prior course/position

I took a 4 year hiatus from turf prior to Laconia Country Club and worked in landscaping, which wasn't for me. Prior to that I was the assistant superintendent at Stonebridge Country Club for 8 years.

Total years in the turf business

I have been in the turf business for 17 years.

Total years of NHGCSA Board service (current & past)

This will be my first time on the board.

Favorite aspect about the turf industry

My favorite aspect of the turf industry would have to be seeing sunrise every morning.

Favorite things to do in your free time

My favorite thing to do on my free time is hike. I am currently trying to hike all the trails in the White Mountains.

GCSAA Update

Kevin Doyle, GCSAA Field Staff ~ kdoyle@gcsaa.org



One talking point that has been a lead topic at every site visit I can remember is labor. The early years in my role as Field Staff it would typically revolve around the quality of the crew. Now of course, discussion leans more towards volume, are you able to find enough labor. There are forward thinking people undertaking creative ways to solve those issues, and enterprising individuals blazing trails to assist others. One recent site visit reminded me the that the oldest marketing strategy may still be a very effective method. While word of mouth may work for some, would it work for you?

I was delighted to hear Chris Johnson at Bellport CC tell me that his labor was in good shape. For this to occur on the south coast of Long Island was truly surprising to me. I know so many superintendents on the Island struggle to find labor. Johnson explained to me that a 2020 hire had recommended employment at the club to a family member. She was brought on this year and was a great fit! Word of mouth working at its best, but is it really that easy?

So, let's say one of your employees approached me and wanted me to work at your facility. What do you think they would say? They could be your biggest sales staff. Good pay, engaging work, flexible hours when needed, and being a wonderful place to work? That would pique my interest.

Now if I approached a friend of mine, one of your employees, and asked if they are hiring. I didn't receive the afore mentioned information, instead I got the opposite. Pay is ok, no flexibility to handle personal items, some people are nice but all I do is string trim and rake bunkers.

If you have tried to utilize current employees to fill out your staff, they may indeed have already given you a heads-up about your operation. If it worked, you may have found a great mix of the items employees are looking for. If your word-of-mouth initiative wasn't successful, understanding why could help grow your crew/business.

This area of TurfTalk has expanded on employee feedback before. The staff performing daily tasks are often the best resources for ideas to maximize efficiency. We have highlighted off-season strategic planning and how building a plan with the entire staff can build ownership in those new-innovative ideas. Consider utilizing your best possible sales staff, your current employees, to ensure your facility and employment opportunities are the best they could possibly be. If your employees are seeking to bring friends or loved ones to your team, you know you have built an employee package and inclusive culture that everyone at the facility can be proud of.

Get started on Facility BMP Manuals: Once your state BMP manual is available through GCSAA's BMP Planning Guide and Template you can easily create a facility BMP manual for your facility. Access is easy with your GCSAA website member login. [Click here](#) for more information.

Thanks to Our 2022 Gold and Silver Sponsors

~ GOLD ~

The Syngenta logo features the word "syngenta" in a bold, blue, lowercase sans-serif font. A single green leaf is positioned above the letter 'n'.

READ
CUSTOM SOILS

Experience. Quality. Consistency.

~ SILVER ~



FOSTER MATERIALS INC.

The logo for Tom Irwin Inc., featuring the name "Tom Irwin" in a stylized, green, cursive font, with "INC." in a smaller, green, sans-serif font to the right.The logo for Valley Green Incorporated, featuring a stylized green grass blade to the left of the word "Valley Green" in a green, sans-serif font, with "Incorporated" in a smaller, green, sans-serif font below it.

Sponsor Highlight: Read Custom Soils

READ CUSTOM SOILS EXPANDS NEW ENGLAND FOOTPRINT

Read Custom Soils is New England's most experienced precision soil blender. The company now operates from a New Hampshire quarry, a Westford, MA blending facility, and a state-of-the-art blending facility in Carver, MA. Read is New England's leading provider of golf course materials, consistently serving over 400 courses throughout New England.



Read proudly offers multiple varieties of topdressing sand, bunker sand, rootzone mixes, divot mixes, colored sand, and our newest product, Kiln Dried Topdressing Sand, all meeting USGA specifications. Helpful golf course aggregates are also available including cart path mixes, stabilized stonedust, natural round stone, crushed stone, mulch, and soils. All products can be delivered, in a timely fashion, throughout New England six days a week via trailer, triaxle, or flatbed.

RCS has demonstrated its commitment to providing a high-quality, consistent product line to customers by implementing an in-house testing lab coupled with routine testing through several A2LA laboratories. Read will put their products to the test against any similar material on the golf market, ask a member of the sales team for a complimentary external laboratory test.



Bob Doran (l) and Jeff Toomey (r)

Jeff Toomey and Bob Doran lead Read's Northern New England sales group. Both Jeff and Bob come from strong backgrounds in the golf, green, and turf industries. They bring with them over 45 years of combined experience and resources to customers. Both are also active members of several industry related organizations.

If you are looking to renovate a series of tee boxes, rebuild a putting green, clean up a few bunkers or learn about dried topdressing sand, our Northern New England team can help you. Samples and testing results happily provided to ensure your specific needs are met.

Jeff Toomey, Sales Representative
603-235-8420
Jeff@readcustomsoils.com

Bob Doran, Sales Representative
207-337-5464
BobD@readcustomsoils.com



Tee Up New England

John Clark and Randy Weeks



Over the past 25 years the New England Regional Turfgrass Foundation has funded research projects in excess of 2.5 million dollars! Turfgrass research and education has a long history in New England and continues to be an important resource for turfgrass managers in New Hampshire. Continued research, both practical and scientific, allows facility management practices to be updated/adjusted to address current challenges.

The Tee Up New England! program is an online auction that allows golfers to become involved in the research funding that addresses issues that affect their golf experience. New Hampshire courses are asked to donate a round of golf for a foursome which is then auctioned off to the highest bidder with 100% of the profit going to research funding! This year's event will be held April 11-18. The Pandemic put a damper on last year's program so in 2022 we are looking to reengage those clubs that may have opted out of the program.

Below are some of the topics from the 80 plus projects funded. They are varied and hope to deal with all aspects of facility management.

- Turf Variety Evaluations
- Economic Impact Studies
- Wash Water Pads
- Insect, Pathogen Control Methods
- Irrigation Efficiency
- Earthworms
- Soil Amendments
- Fertilizer Use
- Winter Hardiness

The NERTF is aware that your facility has many requests for rounds from organizations each year. We feel this program will provide an incredible return by providing current information to key personnel at your facility. The more turf information superintendents have, the more chance of success!

We hope you can assist us with the continued success of this program with donated rounds in 2022. Look for mailings and donation information in the coming weeks.

Thank you!

John Clark
Rochester Country Club
NH NERTF Director

Randy Weeks
Laconia Country Club
NH NERTF Director



DEACON: An Innovative Golf Course Management Tool

John Daniels
USGA Agronomist



Whether it is spending time visiting individual golf courses to formulate site-specific solutions as part of our [Course Consulting Service](#) or by developing technologies that allow turf managers to make smarter decisions—the USGA Green Section is committed to helping improve golf course conditioning.

Our latest technology offering is called [DEACON](#). It gets its name from Deacon Palmer, Arnold Palmer’s father who was a superintendent of Latrobe Country Club in Pennsylvania for five decades. DEACON works by pulling together data from several sources: Surface Management, Sensor Integration, Hole Location and Advanced Weather. By consolidating these data inputs into one, easy to use and understand visual interface, the platform helps explain

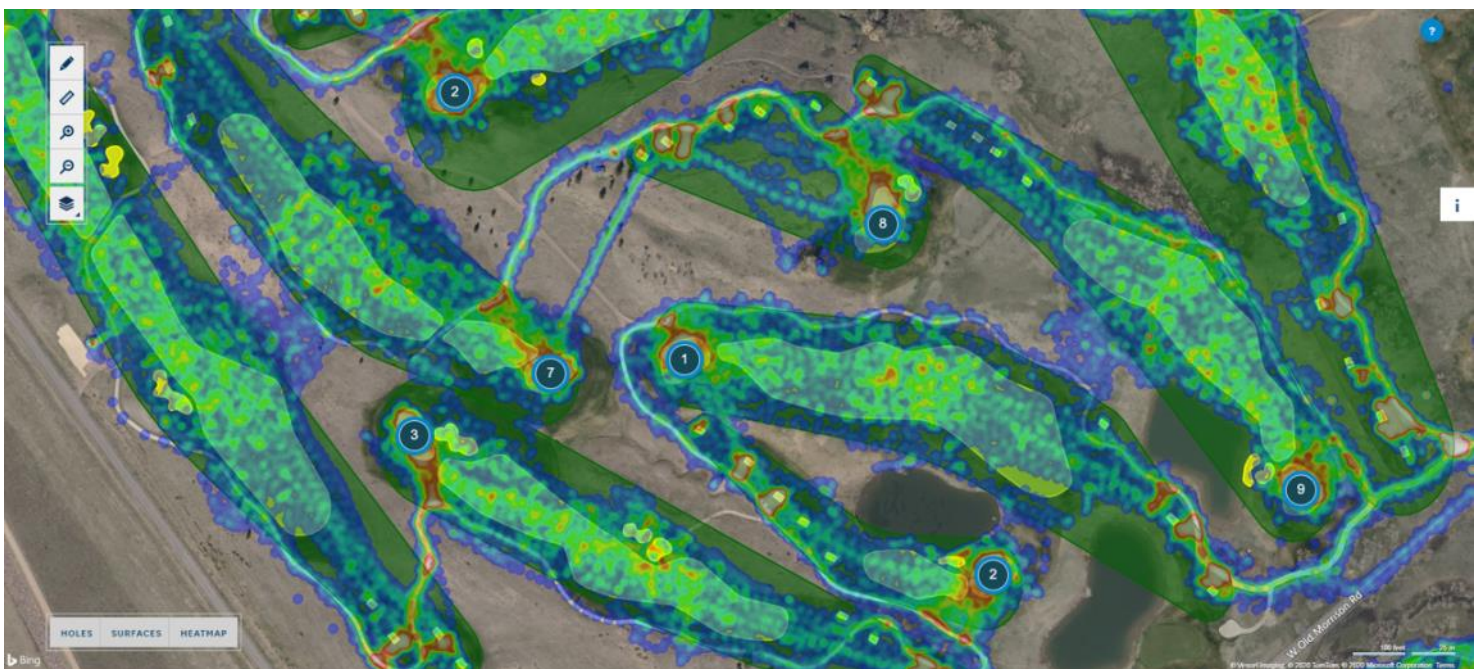
the interactions and patterns that impact your maintenance practices, resource consumption and golfer experience. With this knowledge and insight, the tool helps you make more informed, data-driven decisions to drive a positive impact for all golfers at your facility. The following are just three of the many features that are possible with DEACON.

[Surface Management](#) allows users to track daily putting green characteristics like green speed, clipping volume, surface firmness, and soil moisture through an easy-to-use app on their phone. The data is automatically uploaded to the cloud and displayed in colorful charts and graphs that can be later viewed on the DEACON dashboard. It provides superintendents with a historical record of putting green performance and allows them to see the influence of individual cultural practices and weather. The more you enter data and measure results in Surface Management, the more confidence you can have in your data-driven decisions.

[Hole Location](#) is another feature within DEACON that allows you the ability to plan and track hole locations while giving your golfers championship-quality data. Our customizable map interface allows you to see every green so you can set hole locations and generate best-in-class sheets in just minutes. This is the same platform that we have used at our national championships, where our competitors expect the most accurate, most informative hole location sheets.

[GPS Service](#) helps facilities with one of their biggest challenges—maintenance costs. Through the use of small GPS loggers that accurately track individual golfer movement, we are able to produce golfer heatmaps within DEACON that can tell you exactly where your players are going—and more importantly—where they are not going. The output allows you to better allocate your resources to the most important areas of your property.

Surface Management, Hole Location, and GPS Service are just three of the ways DEACON is helping golf courses improve playability and economic efficiency. You can learn more about these and other DEACON features by visiting: <https://gsshop.usga.org/>



Heatmaps produced in DEACON identify the areas of high and low traffic by golfers. The data can ultimately help to finetune resource allocation and guide potential redesigns.

Just When I Thought I Was Out, They Pull Me Back In!

Vince Matics, Retired CGCS



Words spoken by Michael Corleone from *The Godfather*, Part III. However, they also are applicable in this narrative. Allow me to explain although I am sure you know what is coming. First a little background.

After two years of travel restrictions due to the Covid virus, my wife and I were able to travel this past September to visit our daughter in Phoenix. We spent 15 days at her apartment exploring the area which is quite beautiful by the way, playing a couple of rounds of golf with a Kingswood member who spends winters in the area, going to a Diamondbacks game against the eventual World Series champion Braves, and just enjoying a different environment. She was away for training and finally returned on our tenth day. She was preparing for her fourth army deployment overseas, and we were there to also help her move her belongings into storage and to drive her pickup truck back to Florida. (She is overseas now until November and may extend her tour). On the way we stopped in Iowa to visit our son, daughter in law and grandkids. It was another one of our 3,000 mile trips and was a great experience having the chance to spend time with family and driving

through some spectacular western scenery. Never saw so many windmill power generators! Upon returning home after such an enjoyable trip, I looked around, saw that most of my projects around the house were completed, and thought I might be able to better spend the morning hours doing something useful instead of watching Bugs Bunny cartoons, so I emailed the superintendent at a nearby course that I knew, Buckhorn Springs Golf and Country Club, and asked him if he needed an able-bodied retired superintendent to be a part of the crew. By the way, the “they” in what Michael said are those inner voices that I have heard that have guided me all my life, but as I have become older, the voices are louder and I tend to listen to them a little more closely. Anyway, he accepted my offer and I have been working “part time” (30-35 hours a week) since the second week of November. (That’s part time for a superintendent, isn’t it?)

The superintendent, Chris Franks, is an exceptionally talented and dedicated professional who has produced a magnificent facility with top level conditions. So much so, that one week after I started the club was hosting the first stage qualifier for the PGA Champions Tour. After work my brother and I would follow different groups with players such as Robert Gamez, and Guy Boros to name a few. MLB Hall of Fame pitcher John Smoltz also played. Suffice it to say, the Champions Tour players have some serious game! It was a thoroughly enjoyable experience to play a small role in helping out on the course. I had the opportunity to talk with a few of the PGA officials and they had nothing but praise for what Chris and his team produced. The players echoed that sentiment.

I took on this commitment with several goals in mind. Goal number one was to do something that would keep me physically and mentally fit. Retirement is good and we continue to enjoy our time here and attend events in the area, but we need to stay active and I could not see myself working at the typical retiree jobs, at a store or some other similar situation. If I was going to work, it was going to be something involving the game I love, and once I made the commitment, I was going to honor it. I am getting a great deal of exercise working on the course. I wear a Fitbit, and where it was a challenge to get to 5,000 steps a day, I now average over 11,000 steps and occasionally top the 15,000 mark. It has done wonders for my mental outlook, physically I feel great, and I feel like I am making a contribution and there is a certain amount of satisfaction in that.

Upon returning home after such an enjoyable trip, I looked around, saw that most of my projects around the house were completed, and thought I might be able to better spend the morning hours doing something useful instead of watching Bugs Bunny cartoons, so I emailed the superintendent at a nearby course that I knew, Buckhorn Springs Golf and Country Club, and asked him if he needed an able-bodied retired superintendent to be a part of the

Continued on next page...

...Matics continued from page 7

Goal two was to be a help to the superintendent. All of us understand the attention to detail that is necessary for success, and I thought I could be an asset in that regard, to take care of those details whatever they may be so the superintendent doesn't have to worry about it allowing him to focus on the more important responsibilities of his job. We all know there are no unimportant tasks no matter how simple or mundane they may seem.

Goal three was to find a place close by so my commute would not be a long one or complicated by traffic. Roads are quite busy in Florida and rush hour can be a challenge. The club is a ten-minute drive from our home and we start work at 6 AM, sometimes 5 AM for special events so getting there and back is not a problem or at all stressful. It is dark down here at that time and the miner's hat headlamps are a necessity. We do get to see some spectacular Florida sunrises though as the course has some of the highest points in Hillsborough County.



An important consideration if you ever consider doing something like this, and it goes without saying, leave your ego at the front gate. You are the newest member of the crew and will have to earn your way. You will be returning to your roots in the business and oddly enough, you have the opportunity to rectify all the times that you may have messed up. After all, you now have the experience to do it correctly. Chris said to me when we first talked face to face that I probably have forgotten more than he would know. I responded that I know a lot and can be a help, but I would also be learning from him, especially about southern turf management, otherwise, what's the point. Learning is where the fun comes in. There are similarities to cool season turf but there are also interesting differences. I have learned that Bermuda, especially the ultra-dwarfs like Champion, are thirsty, hungry beasts that need just as much TLC for success as the northern turfs.

Well, that's my newest adventure, and as long as I am physically able, and Chris can tolerate me and I don't aggravate him, I will continue to do this. I am having a ball, mainly because I am around golf every day, enjoy the work and being useful, staying in good shape both physically and mentally, and making a few extra bucks to help out. And the only responsibility I have is to get to work on time and do the best job I can. The only drawback is my own golf has suffered a little, but I will pick it back up again as I continue to work out a reasonable schedule. Until then, the sunrises I see every day are life affirming spectacular, and worth getting up for at 4:30 AM every morning to get ready for work! (Like riding a bike, you never forget!)

Vince

Vince Matics, CGCS Retired



Thank You

For Being A Member

Contact the NHGCSA office at nhgcsa@comcast.net:

- To post employment opportunities at your club
- To post used equipment for sale
- To purchase pesticide notices
- To suggest a topic or idea for the TurfTalk newsletter
- If you would you like to host an event or meeting
- If you have a question, comment or idea to share
- If you need to update your contact information
- If you would like to become a sponsor
- If you know someone who should be a NHGCSA member
- If you would like to be a board or committee member.

Go to NHGCSA.com for newsletters, event details and registration, employment opportunities, used equipment for sale, membership applications, scholarship applications and other information.

2022



**ENVIRONMENTAL
LEADERS IN GOLF**

AWARD

Presented by GCSAA and *Golf Digest*

In partnership with



In support of



GCSAA/*Golf Digest* Environmental Leaders in Golf Awards

There are four ELGA awards available. Members may apply for one, two, three, or all four awards in a single year.

The awards are:

- **Natural Resource Conservation Award**
- **Healthy Land Stewardship Award**
- **Communications and Outreach Award**
- **Innovative Conservation Award**



NEW DATES

One winner and two runners-up will be recognized for each of the four awards. An individual can only win one award per year. Applications are **open now** and will close **April 29, 2022**.

Visit www.gcsaa.org/ELGA to apply today!

NERTF Conference and Show: Setting and Staying the Course

The New England Regional Turfgrass Conference and Show was set on course back in March of 1998. For some of us that doesn't seem too long ago, but if you do the math, 2022 will be our 25th event! At that time, we were very concerned with the amount of support we would get from the industry. That first year, it felt that support was strong, but you are never certain until the seats are filled, and the booths were setup if it was all going to happen the way we were hoping. Fortunately, all went well and just like that we are remembering the years that have gone by. In 1998, we had retired Hall of Fame picture Jim Palmer of the Baltimore Orioles as a keynote speaker. As a teenager, I never wanted Jim to pitch against the Sox. He seemed unhittable with his big kick and usually went into the late innings at the Sox's expense. I had to arrange his visit and so I called to arrange a meeting place the day of the event. Jim's wife picked up the phone told me how excited Jim was to be coming to a turf conference. She filled me in about Jim's pursuit of the perfect lawn and that he spent endless hours working on it! He did a great job speaking to our audience and spending time on the show floor. Like the kid in the candy store, Jim wanted to stop in every booth to see what they were selling and pick up as many tips as he could while he was with us. I became a new fan, still glad he was retired, but I really enjoyed the time with him. The rest of the show went as nearly as good as the time spent with Jim. Our new turfgrass endeavor was launched successfully and the challenge was to keep it going in a good direction, with great quality and value for everyone who attended. We feel we continue to stay that course!



Though without a Trade Show in 2021, it does seem like a long time since we were together in 2020. We were lucky we were able to get in and out of Providence the way we did. If you remember 2020, our show just closed as the first cases of Covid were being reported in RI. We knew it was coming, but no one knew it would still be a concern 2 years later. Soon after finishing up the 2021 virtual conference, our board had committed to planning a face-to-face conference in Providence if it was to be permitted. So far, things are holding together, and it looks good for March. The city is also experiencing a reopening. There are still more questions, but so far most have good answers. Remember, 8 months ago, the convention center was still set up as a pandemic overflow hospital, but the threat never grew large enough to utilize the facility. The convention center hospital was dismantled in the spring and then the facility was converted back for its original use. This was the biggest item on our punch list! The next question was concerning the city's hotels and restaurants. Most hotels were closed since April 2020, their staff laid-off and it was not known when they would be back online. The reports are good that the hotels are starting to come back online. Many with major staff changes, but they will be open! Restaurants have mostly recovered, but some have not reopened and won't be. Here is a bit of good news, Rhode Island's 1st "110 Grill Providence" is open and is located almost right in front of the convention center across the street! That is a great sign that things are getting better every day in Providence. Our plans are in place, and we continue to be putting together a great 25th event!

So, where do we stand? Our show manager (David Rosenberg) reports that support is strong for booth space on the show floor, and we are actively putting together another, what will be, a great trade show! There are some that are still under company restriction not to participate in trade shows. That is too bad, and we will miss their presence, but a large majority are signing up enthusiastically! Education is coming along strong! We have a large group that are planning presentations in 2022. Drs. Frank Rossi, Stan Kostka, Beth Guertal, Scott Ebdon, John Inguagiato and Mike Hurdzan are just some that are planning to be with us for seminars and sessions with many more presenters. In 2022, we have a Grass Court Tennis seminar and a "new" Cemetery Management seminar being tried this year. We have education-filled Equipment Managers sessions both Wednesday and Thursday along with Golf, Sports Turf & Grounds and Lawn Care & Landscape sessions planned. We are trying our best to cover all the needs of the turfgrass industry. That was our hope, that all turfgrass industry professionals would find a reason to attend. We continue to stay that course since 1998!

What is to come? By now, if you are on our mailing list you should have received a postcard about the show. If you haven't, then go to our website and send an email to me with your address. Our website is www.nertf.org. From that website, you should be able to register for the show. See you all in Providence, March 8-10, 2022!

Gary Sykes, Executive Director
New England Regional Turfgrass Foundation, Inc.



Mentorship

John Clark, Rochester Country Club

This thing called life is an amazing phenomenon. The scientific aspect, genetics specifically, continues to amaze me. The endless combinations, both good and bad, that can be created by genetic code are what makes the world what it is today. It is sometimes difficult to appreciate this when there are so many negative things associated with genetics in the news. The current pandemic, countless health issues, and food production are the headlines prevalent today. No matter, I will always be fascinated!

With that being said, those of us in the industry know that nothing ever stays the same and there is a continual evolution of the properties we manage. Our responsibility is to keep any changes moving in a positive environmental direction because it is simply the right thing to do. And to be quite honest, it is best for the bottom line of our facilities. Environmental stewardship and its importance is not something that I want to discuss right now but rather, look at more of a social science aspect of our jobs. Being a mentor.



I've noticed the word mentor used more frequently these days in print articles and social media feeds in reference to the current tight employment market as a way to develop new employees and maintain current staff. This has been most critical in the Assistant Superintendent position where economic pressure, more than anything, has forced a change in how this position and its importance is viewed in the industry.

A mentor will have a real passion for their work and the desire to pass this on to the next generation. They continually strive to improve and challenge themselves with self-analysis and awareness. Mentors care and have respect for their mentee(s).

Not really thinking about this before I decided to read a few business magazines pertaining to mentorship. A simple definition is 1 n. an experienced and trusted advisor and 2 v. advise or train. Seems simple enough. Or is it?

At the beginning of our superintendent careers, we are all about producing a product. Maybe trying new products and techniques to get our intended results. Employees are a tool to achieve success. And why wouldn't this be the case? There is a tremendous volume of knowledge that needs to be amassed to be really successful in this industry. We all know every season is not the same but further into a career experience builds the confidence to make prudent decisions. Business acumen develops working with multiple boards, GMs, and owners through good times and bad. All of this acquisition takes a lot of mental and physical energy which can put employee development on the back burner.

So, what is it that allows someone to break through to become a mentor and more than a leader? Time. Time and all of the experience life brings you. On a professional level, years of course condition observations, working with distributors, interactions with members and decision makers, volunteer time on local and national boards, and working with diverse, multi-

generational crews all add to your knowledge base. Decision making becomes easier and more energy can be used for developing employees.

Continued on next page...

...Mentorship continued

A mentor will have a real passion for their work and the desire to pass this on to the next generation. They continually strive to improve and challenge themselves with self-analysis and awareness. Mentors care and have respect for their mentee(s). They take the time to get to know them and the challenges they face. Mentors freely offer advice, encouragement, and guidance without judgement. It is with this positive energy and conduct that puts a mentor in high regard.

As with any relationship, the mentor/mentee relationship is a two-way street when it comes to benefits. Sharing your experiences may remind you of why you enjoy the profession. Having those around you succeed can build confidence in your own skillset. Different personal backgrounds open up the opportunity to experience new things from different viewpoints. Working closely with someone will definitely increase interpersonal skills. All of this provides a sense of fulfillment knowing you have made a positive impact on someone and that someday they may pay it forward as you have.

I'm sure many of you can identify someone who has been a positive influence in your career development. Maybe you refer to them as a trusted advisor or counselor instead of mentor. None the less, they gave you a chance to improve and better yourself. I think we all have our own level of mentorship going on with those around us and that is a good thing. How far you take it is up to you and the beauty of it is that sometimes it just happens without even thinking about it!

Isn't life amazing?

John

John Clark
Superintendent, Rochester County Club

25th Annual
New England Regional Turfgrass Conference & Show
 March 8-10, 2022 • R.I. Convention Center




Show & Conference Pass Includes

- Admission to Trade Show • Educational Sessions
- Show Reception • Informative Presentations
- Lunch on Thursday

250 Turf Related Booths Await You...
 For the 25th Year come and meet professionals on the cutting edge of turf management. See the latest in equipment, products and supplies. Join fellow lawn, golf, sports, landscape, municipal and other turf industry professionals!

Trade Show Hours
 Wed., March 9 • 9am-5pm with Live Auction & Reception
 Thurs., March 10 • 9am-1pm

Educational Session Hours
 Tues. March 8 • 8am-5pm Several Pre-Conference Seminars including Full-Day Cemetery Management and Grass Tennis Court Management
 Wed. March 9 • 8am-11am & 1pm-4pm
 Golf, Sports Turf & Grounds, Equipment Techs.
 Thurs., March 10 • 8-10am & 1pm-3:30pm
 Golf, Sports/Grounds, Equipment Techs and Lawn Care/Landscapes

Pre-Conference Seminars
 Tues., March 8 • 8am-5pm
 Call (401) 841-5490 Visit website for details

Sports Turf Seminar
 Thurs., March 10 • 8:30am-11am From Concept to Planning to Construction to Maintenance and Beyond!

Certification Credits
 Pesticide Applicators Recertification Credits offered

Watch your mail for your registration form or visit us online at www.NERTF.org Or call (401)841-5490



Good-Bye 2021.....and HELLO 2022!

Tee-Up New England 2022!
 April 11-18, 2022

We all need to be involved,
Please consider donating a Round of Golf for 4 with Carts from your Course today to benefit New England Regional Turfgrass Research in New England!



Contact Gary at 401-841-5490 or go to www.Tee-UpNewengland.com

Scholarship Opportunity for Your Student Workers

John Clark, Rochester Country Club



TO: NH Golf Course Superintendents
FROM: Glenn Walton, Scholarship Chair
McDonough Scholarship Foundation
RE: Scholarship Availability for Golf Course Employees

I'm reaching out to inform you that The McDonough Scholarship Foundation is now accepting applications for scholarship grants for the 2022-23 academic year, and request that you advise college student/employees about this opportunity, even if they haven't yet reported to work for the season.

Any male or female student/employee of a New Hampshire golf course or club is eligible to apply for a scholarship, provided they will be a full-time student enrolled in a 2- or 4-year college degree program, as well as in certain programs offered by accredited trade and technical institutions. Candidates should demonstrate promise of academic success, as well as require financial assistance.

High school seniors are welcome to apply for studies beginning in the fall of 2022. Candidates should demonstrate promise of academic success, as well as require financial assistance. Once awarded, a McDonough scholarship may be renewed each year for a total of four years at the college undergraduate level. Annual grants are renewable contingent upon renewing their application, maintenance of academic standards, the continued need for financial aid, and attending an interview annually with one of our board members.

All candidates must be recommended by the golf club where they have been employed for a minimum of two seasons. Employees can be entering their second season of employment this Spring, provided they complete their second year of service at your club by this Fall. Please direct potential applicants to our website for more information and the application at www.Mcdonoughgolf.com.

Submission of applications and all required information has a firm deadline of May 15, 2022, so we are reaching out early in the year to ensure that your employees have ample time to explore this opportunity.

Sincerely,
Glenn Walton
Scholarship Chair



2022 NHGCSA Officers & Directors

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Dave Ousterhout, *president*
Concord Country Club

Matt Fiorentino, *vice president*
Profile Club

Benjamin Clark, *treasurer*
Stonebridge Country Club

Patrick Lanman, *secretary*
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Pease Golf Course

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