



SPRING 2016

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A Publication of the Vermont Golf Course Superintendents Association

2016 MEETING SITES

May 31st

Joint Meeting with NEGCSA
@ Stratton Mtn G.C.

June 22nd

Meeting with Education @ Barre C.C.

July 20th

Fun B-Q North @ West Bolton G.C.

August Date TBA

Fun B-Q South @ The Hermitage Club

September 14th

Trade Show/Field Day @ Woodstock C.C.

October Date TBA

Member/Guest @ Rutland C.C.

October Date & Venue TBD

Vermont hosts the New England
Regional Championship Tournament

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VERMONT'S GOLF COURSE NUTRIENT MANAGEMENT PLANS

By Ken Lallier

The Nutrient Management Plan (NMP) will become part of the Vermont Pesticide permit for each golf course and a written plan will need to be submitted to the Agency of Agriculture prior to the beginning of the 2017 growing season. The Agency of Agriculture and the VtGCSA will provide a template format for these plans to be submitted later this year.

The Nutrient Management will go hand in hand with your golf course's pest control plan. Your NMP should outline annual amounts of N & P in a range for each component using the UVM turfgrass management guidelines, the highlights of which are noted below.

Generally:

Greens:

2-5 lbs Nitrogen/1000 sq. ft. annually

0-3 lb Phosphorus/1000 sq. ft. annually (sliding scale based on soil test results)

Fairways:

2-5 lbs Nitrogen/1000 sq. ft. annually

0-2 lb Phosphorus/1000 sq. ft. annually (sliding scale based on soil test results)

Roughs:

2-4 lbs Nitrogen/1000 sq. ft. annually

0-2 lbs Phosphorus/1000 sq. ft. annually (sliding scale based on soil test results)

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DIRECTOR'S MESSAGE

By Larry Keefe - President

Hello everyone. Here we are again with another year under our belt. I hope everyone had a good winter and fared well with your facilities. As your newly elected President of the VtGCSA, I am looking forward to working first and foremost with the board, along with serving members to bring the Association back to a more informed and vibrant group.

I certainly understand how difficult it is to attend meetings due to all of our time constraints including busy schedules, small staffing and budget cuts. This I know all too well being involved in a family business. Our association has six meetings a year and I believe that it is important to attend as many of those meetings as possible in order for us all to work together, share ideas, see other perspectives and to discuss common issues within our group. It is impossible to do this without the input of the Membership and Industrial Partners. We all need to take responsibility for our Chapter and I can go on and on for all the right reasons to be involved. But when all is said and done, this is our association to make or break, so please make the time to attend as many meetings as possible this year.

The Board is currently in the process of focusing on new areas to serve our Chapter's needs, they will consist of:

The Industry Partner's Program, which is designed to streamline the decision making process involved in advertising, sponsorship and participation in the VtGCSA events.

Changing our Newsletter to an e-mail format that will be produced on a quarterly basis.

A recent upgrade to our website. This website will provide more updated information and we will be working hard moving forward to make it the Go-To place for association information.

All of these new initiatives can be found on our current website. (See the Executive Secretary's Update for more details or the web site: VTGCSA.com)

I am honored to be working with all of you. Feel free to contact me or any board member with questions or concerns.

Thank you and have a nice Spring!

VT's Golf Course Nutrient Management Plans

continued from page 1

NMP's should outline the rough schedule of applications for all fertilized areas to include Greens, tees, fairways, roughs, & other areas if appropriate. In addition, NMP's should include some discussion of what types of products will be used in each area, e.g. slow release products, low P products, foliar feeding programs, along with the analysis of those product.

As part of the NMP, you will need to outline your soil testing program and all soil test results must be kept on file for 5 years. Testing must be done to each area of application every 3 years and kept on file (not submitted with annual usage reports). The minimum testing standard will be a "representative sample" from each area of fertility application e.g. Greens, Tees, Fairways, Rough etc...

Alternatively, golf courses could test 1/3 of each application area every year, which would lead to full soil test results on all fertilized areas after three years,

but this is not a requirement. The basic requirement is to have a sample taken every three years for each area of fertilizer application. This could be one blended sample of greens or could also be just a sample of one green if you choose.

Samples must be tested using the Modified Morgan Extract method, which can be done through UVM extension service. Samples should be processed and packaged in either UVM provided bags or Ziploc freezer bags with the writing window filled out clearly identifying the sample site and specifics of the sample. Soil sampling does not necessarily justify use, but rather supports current use and provides a check as to where nutrient levels are in the areas being fertilized.

Annual Reporting of nutrient usage:

Should be reported by area fertilized and will be combined with annual pesticide reporting. The report should state annual lbs of each nutrient reported by use

continued on page 4



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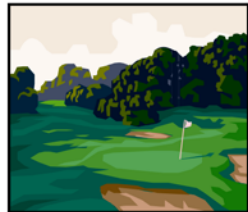


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VT's Golf Course Nutrient Management Plans...

continued from page 3

area, which should be within NMP use ranges for each area and within the University guidelines for turfgrass in the Northeast.

Deviations above University recommended usage ranges would need to be explained e.g. grow-in of new turf areas or recovery from winter damage, etc.

For golf courses wishing to utilize an “all organic” fertility approach that exceeds the recommendations for any nutrient class;

Applicant would have to justify the “all organic” approach, based on current BMP’s for organic turf management.

This could potentially allow for the use of more phosphorus than the standard recommendations, particularly as the soil builds up background phosphorus levels.

Applicant would have to prove that the phosphorus levels are tied up in the soil and will not move to surface waters or groundwater.

The VtGCSA will put out a guidance document during the summer of 2016, which will walk you through the steps required for submitting a Nutrient Management Plan. With these guidelines, along with the University recommendations for nutrient use on turfgrass, you should be able to create your own individual NMP unique to your golf course based on the soils and your management programs. The first round of soil testing should take place during the fall of 2016 or spring of 2017, since this information should be utilized to build and support your fertility programs.

The Agency of Agriculture has indicated that the first reporting season for nutrient usage on golf courses in the Vermont will be for the 2017 growing season along with your pesticide usage report. The Agency of Agriculture may also come up with a template for submittal of Nutrient Management plans as well, but regardless, we all should be prepared to create our Nutrient Management plans and turn them into the state during the winter of 2016/17.

Stay tuned for further information and updates as they become available.



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EXECUTIVE DIRECTOR UPDATE

By Jim Gernander

Lots of changes behind the scenes of the VtGCSA. For those of you who don't know we launched a new Industry Partner Program this spring and it is off and running. With this new format our industry partners will get much more exposure on our website as well as in our member communications. We hope that our partners will find value in participating and that our members will find all the products and services they need quickly and efficiently.

Our website vtgcsa.org will also be undergoing some changes. We are trying to make it much more user friendly and content rich. We hope to make it a "go to" place for information. If anyone has any ideas about what to add to the website please contact one of the board members.

The membership renewals were sent out in early March and are due April 15th. We are going to be updating the online directory when the membership renewals are all in. The association is going to all online communications so current email addresses are important to make sure that you are getting all the information sent out from the association. Please spread the word to fellow superintendents regarding keeping their emails up to date.

Congratulations to the following Superintendents on their new endeavors:

Nate Dyer – Rocky Ridge Country Club

Chris Saylor – Neshobe Golf Club

Frank Barslow – Champlain Country Club

Scott Rossi – Mountain View Golf Club

Ernie Farrington – Retirement

Brian Goudey – Syngenta

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Comeback Show of the Year?

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

Following our Snow Fest of 2015, we had many concerns including weather as we prepared for our 19th annual show. We have to admit we have had some great luck all around for the first 17 years, and just the worst on the 18th. So, even with the odds with us, why be nervous? Well as you know, even our best plans can be spoiled by the weather which we don't have any control over. We can be prepared to the hilt, but things like that are out of our hands. Our focus the last 12 months was to prepare what we can control. Like schedules and speakers. Then, be as ready as we can for whatever the forecast was to be. What a relief to approach our dates with as great a forecast as we had!

Were there things that were different in 2016? I hope that you did notice. The biggest change was that we compressed our schedule. We started with seminars at 1pm on Monday and carried them over through Tuesday morning. This delayed and shortened the

USGA program. Sorry to those who didn't catch that in the program and showed up early Tuesday looking for education to begin at 9am. Creatures of habit we are! This helped to eliminate Sunday overnights and early morning departures. We also provided more 2 hour seminars that you could mix and match and cover more topics. This added up to the largest crowd we have had for seminars in our history. We think this was a good choice and we will continue to make Monday and Tuesday an even more attractive value and resource!

Another slight change we made is that we shortened Thursday by starting earlier. This also felt like a good choice as education rooms were well attended and the trade show had better feel to it over other Thursdays. This benefited the exhibitors with a head start on the road as we closed at 12 noon. Many have asked if Thursday is worth the time. As I scanned the show floor many times Thursday I saw many exhibitors engaged in conversations

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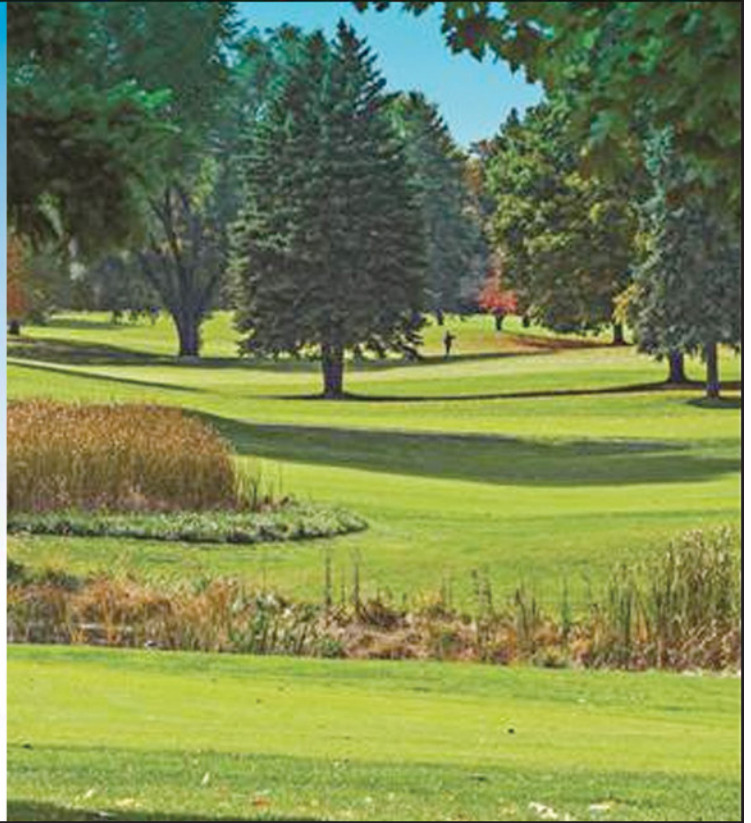
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Previous golf course experience required. Superintendent or Assistant Superintendent experience preferred.

Special Requirements:

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N.E. Regional Turfgrass Conference and Show

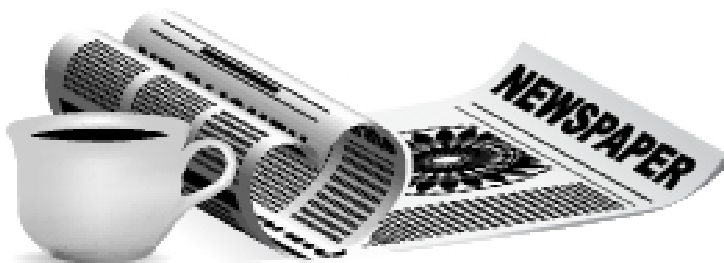
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with attendees. We have invested in an event over the years with two good overnights (Tuesday & Wednesday). Remember the days when we were 4 shows and in 4 states and all the expense and time commitment that went with it? Whatever you're feeling about Thursday, it is the anchor that keeps Wednesday afternoon and night the peak of the show. We thank our exhibitors and sponsors for your help and making the best of it you can. We will continue to look at ways to make it even more worthwhile to all in the future.

The other focus was on our education program. Hot topics and speakers are sometimes hard to come up with, but with input from industry members and with Mary Owen's leadership we continue to have some of the best education in the industry. This is our greatest priority and our pledge to always keep education first as we plan for the future. We thank all our speakers for their quality presentations and the pertinent information they shared. We look for input for our 2017 program too! If you have recommendations, please let us know.

So, looking back at this year's show, we must thank all our exhibitors and attendees for returning after the disaster of 2015. We are back on our favorite dates in the first week in March for the foreseeable future. As we continue to look forward, we appreciate your input on what we can do to continue to make our show of even higher quality. With more than 1800 attendees and a larger exhibitor space than we have had over the last couple of years are measurements we are very happy with and it feels good to be back on our feet again making progress! We are as large as any regional show in the industry. We fund more than \$130,000 in turfgrass research annually and show support to more schools and programs in the industry than others do. Our attendance has been solid in a stagnant industry, and we have not pulled back in fear of the future. We thank each association board for providing good people to represent them on the board of the foundation. They continue to guide the foundation responsibly on behalf of the industry. Results proves they must be doing a few things right, but the biggest thing is that we are all doing it together!

Thank you for helping us be the Comeback Show of the Year!





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GCSAA UPDATE

by Kevin Doyle

GCSAA Northeast Field Representative

(GCSAA) leaders David Fearis and Paul McGinnis, and longtime Penn State University professor Al Turgeon have been selected to receive the association's 2016 Col. John Morley Distinguished Service Award. The award is given to individuals who have made an outstanding, substantive and enduring contribution to the advancement of the golf course superintendent profession. The award was renamed in 2009 in honor of Col. John Morley, GCSAA's founder and first president. He was the first to earn the Distinguished Service Award, in 1932, and he received it again in 1940.

Peter McDonough, the golf course superintendent at the Keswick Hall and Golf Club in Keswick, Va., for the last 24 years, has been selected to receive the 2016 President's Award for Environmental Stewardship by the board of directors of the Golf Course Superintendents Association of America (GCSAA). A graduate of the Stockbridge School of Agriculture in Amherst, Mass., McDonough served as chair of the VtGCSA Government Relations Committee when severe drought conditions hit the state in 2002. Since then, he has worked directly with the governor's office, the Department of Environmental Quality and other state legislators to adopt practical policies for water conservation and water management. His efforts were noticed by GCSAA, and in 2008 he won the association's Excellence in Government Relations Award.

The Melrose Leadership Academy supports the professional development of GCSAA member superintendents by providing the opportunity to attend the Golf Industry Show. The program was established in 2012 by Ken Melrose, retired CEO and chairman of the board of The Toro Co., and is supported by a \$1 million gift to the EIFG from the Kendrick B. Melrose Family Foundation. Academy members were chosen through an application process based on financial need, volunteerism and drive to advance their careers. The new class will participate in networking and leadership activities, as well as attend a variety of education seminars.

Collins, a 23-year member of GCSA, will join 14 other superintendents as part of the 2016 Melrose Academy attending the Golf Industry Show in San Diego in February.

In addition to Collins, the selected participants are:

- Troy Alderson, Pendleton (Ore.) Country Club
- Michael Bochert, Elk Valley Golf Course, Girard, Pa.
- Jason Boyce, Smugglers Glen Golf Course, Lansdowne, Ontario, Canada
- Michael Dunk, CGCS, The Trophy Club, Lebanon, Ind.
- John Farley, Teal Bend Golf Club, Sacramento, Calif.
- James S. Gernander, Kwiniaska Golf Club in Shelburne, Vt.
- Kevin Goss, Sugar Creek Golf Course, Villa Park, Ill.
- Andy Klein, CGCS, Falcon Ridge Golf Course, Lenexa, Kan.
- Brad Marcy, Indian Hills Golf Course, Murfreesboro, Tenn.
- Chad Oxenreider, Galen Hall Golf Club, Wernersville, Pa.
- Chris Richter, Wild Wood Country Club, Rush, N.Y.
- Scott Schurman, Kearney Country Club, Kearney, Neb.
- Thad Thompson, Terry Hills Golf Course, Batavia, N.Y.
- Randal Weeks, Lochmere (N.H.) Golf & Country Club

Peter J. Grass, golf course superintendent at Hilands Golf Club in Billings, Mont., has been elected to a one-year term as president of the Golf Course Superintendents Association of America (GCSAA) at the association's annual meeting Feb. 11, held in conjunction with the Golf Industry Show in San Diego.

Other elected officers were Bill H. Maynard, CGCS and director of golf course maintenance operations at Country Club of St. Albans near St. Louis, as vice president, and Darren J. Davis, CGCS and superintendent at Olde Florida Golf Club in Naples, Fla., as secretary/treasurer.

Kevin P. Breen, CGCS and golf course superintendent at La Rinconada Country Club in Los Gatos, Calif., was elected to the board after serving in 2015 as an appointee. He was elected to a two-year position along with Rafael Barajas, CGCS and director of golf course operations at Boca Grove Plantation in Boca Raton, Fla. John Walker, director of golf course maintenance at Bentwater Yacht and Country Club in Montgomery, Texas, was appointed

GCSAA UPDATE

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to complete the one-year remaining on Davis' two-year term.

Others continuing service on the nine-member board are John R. Fulling Jr., CGCS and grounds and facilities manager at Kalamazoo (Mich.) Country Club; and Mark F. Jordan, CGCS and natural resources leader at Westfield Group Country Club in Westfield Center, Ohio.

In addition, delegates voted to approve revisions to the Class A member standards and passed 11 changes to the bylaws, which included a new definition of Class A and renaming the Superintendent Member class to Class B.

The 2016 Golf Industry Show saw a rise in all measures, including total attendance at 12,600 and qualified buyer attendance at 6,000. During the trade show, attendees were able to view the latest golf facility solutions and interact with over 550 exhibitors spanning 250,000 net square feet of exhibit space at the San Diego Convention Center.

The GCSAA Education Conference, held in conjunction with the Golf Industry Show, welcomed 5,240 seminar participants, as well as hundreds who attended complimentary forums, sessions and panel discussions throughout the week. Subject matter included agronomics, business, environmental management, communications, leadership, technology, and personnel management.

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EMPLOYMENT OPPORTUNITY

HEAD SUPERINTENDENT - CONCORD COUNTRY CLUB – CONCORD, NH

Concord Country Club is recruiting for a highly skilled and knowledgeable superintendent to continue and enhance the Club's position as one of the premiere private golf facilities in Northern New England. Founded in 1928, Concord is a member-owned Club with 18 holes of golf on 138 acres. The original 9 holes were designed by Ralph Barton, and the course was expanded in 1972 to 18 holes. All of the greens were built using native soils with some modification, with bent grass and poa annua and are of average size and slope. Our 9th green, for some reason lost in history, has a surface of Lake Sunapee Velvet Bent grass.

In 1989 a course improvement plan designed by Geoffrey Cornish was implemented and in 2004 the Club worked with Ross Forbes to design a long range course plan, which is mostly implemented. That plan included new irrigation pump facilities and hole-by-hole double row irrigation and controls which have been implemented in stages. In 1998 the Club built a new modern maintenance facility to house our course staff and extensive inventory of modern equipment and supplies. The Club is financially healthy and has enjoyed a reliable waiting list for the last 25 years, a result of enjoying a reputation in New Hampshire golfing circles of providing a course that is in consistently superior condition at a price that is reasonable. Concord is high quality without being fancy or expensive. Please see the club's website (www.concordcountryclub.org) for additional information, including the long range course plan and layout.

Job Overview:

Our current superintendent is retiring at the end of this year after 40+ years with the Club. The position we offer has a variety of duties and responsibilities. We expect the superintendent to provide consistently high quality playing conditions throughout the course and pleasing aesthetics on the remainder of the grounds, in coordination with the Green Committee. The responsibilities include: turf grass/plant material maintenance programs, equipment maintenance and acquisition, human resources related to golf course personnel, budget/forecasting, financial management and regular budget reporting, scheduling/maintenance of irrigation systems, pesticide and chemical acquisition, storage and applications and compliance with regulatory issues. The Superintendent establishes an environment of enthusiastic staff involvement, open communications and respect among staff, (generally consisting of 15-16 members during the season), members and management, and reports to and works closely with the Chair of the Green Committee.

Primary Duties:

- Care and maintenance of the turf, plants, shrubs, trees on the facility grounds. Particular attention to greens to promote turf health and consistent surfaces on greens consisting of bent and poa annua.
- Work with the Green Committee to ensure consistent quality playing conditions on the course
- Work closely with the Golf Professional on maintenance issues affecting golf course operations
- Develop with the Green Committee annual operating budgets and plans for maintenance and capital improvement projects – Fiscal year ends October 31 and budget preparation occurs in November and December of each year.
- Provide current data for monthly budget reports for Green Committee and Board; familiarity with internal financial software by Jonas
- Develop and maintain a long range plan and schedule for future equipment acquisitions to facilitate financial planning
- Arrange maintenance practices to minimize conflict with member play and outings in consultation with the Golf Professional; Work with Green Committee on calendaring of significant maintenance operations, such as aerification and construction projects
- Manage expenses associated with Golf Course Operations, including payroll, supplies, chemicals, fertilizers, outside vendors in a manner consistent with the current operating budget; reordering parts, supplies and equipment as needed
- Recruit, train, supervise and retain maintenance staff. Conduct employee performance evaluations and exercise disciplinary action.

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EMPLOYMENT OPPORTUNITY

HEAD SUPERINTENDENT - CONCORD COUNTRY CLUB – CONCORD, NH

continued from page 14

- Provide training and oversight for employees so that staff is working consistently with club safety and state and federal guidelines
- Supervise and participate in the application and recording of chemical applications on the Club's grounds in compliance with all local, state and federal regulations.
- Maintain records and complete required reporting.
- Establish good network and communications with peers in the region to facilitate exchange of relevant information and experience
- Remain current in reading of relevant literature and publications in the field and join and participate in appropriate professional organizations
- Participate with Green Chair and USGA in periodic visits and evaluations by USGA agronomist and implement recommendations
- Work with outside professionals and vendors on a variety of projects including tree work, design and implementation of construction projects, outsourced aerification, irrigation and software maintenance and tree work.

Minimum Qualifications:

- 3 years' experience as a Golf Superintendent or 1st Assistant, preferably in New England or a comparable cold weather climate
- 2-year Degree or Certificate in Turf Management (or related field, such as agronomy, horticulture, plant science, soil science).
- Experience with bent grass and poa annua greens, and extensive knowledge of their unique requirements.
- Solid computer skills for financial reporting and control of operations, including use of Microsoft Office Suite, Rain Bird Irrigation Software, industry based software and Club general ledger and financial software.
- Pesticide Application License as required by Local, State or National requirements
- Certification by the Golf Course Superintendents Association of America is preferred

Salary and Bonus will be competitive in today's marketplace and based on experience, education and accomplishments.

Benefits Include health insurance through Harvard Pilgrim and, upon vesting after the first year of employment, participation in the Simple Retirement Plan.

Concord Country Club is a New Hampshire Drug-Free Workplace and an Equal Employment Opportunity employer. Nothing listed in our job posting or job description should be construed as an offer or guarantee of employment.

Start Date

The exact start date is negotiable, but we expect the new superintendent to start in November or December to be part of the budgeting process for 2017.

We welcome applications from qualified candidates by close of business on May 13, 2016. Please include a detailed resume, along with a cover letter describing the qualities that make you a strong candidate for this position. Applications should be emailed to the CCC Superintendent Search Committee at cccsupersearch@gmail.com.



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