

Board of Directors



President
TIMOTHY MOORE
Knollwood Country Club

Vice President
DAVID MAHONEY
Sivanoy Country Club

Treasurer
WILLIAM HEINTZ
Centennial Golf Club

Secretary
MATTHEW CEPLO, CGCS
Rockland Country Club

Past President
JOHN CARLONE, CGCS
The Meadow Brook Club

SEAN CAIN
Sunningdale Country Club

ANTHONY GIRARDI, CGCS
Rockrimmon Country Club

THOMAS LEAHY
Sleepy Hollow Country Club

ERIC O'NEILL
Scarsdale Golf Club

GLENN PERRY, CGCS
Rolling Hills Country Club

JEFFREY WELD
Bayer Corporation

JEFFREY WENTWORTH
Pelham Country Club

GREGORY WOJICK, CGCS
Greenwich Country Club

Executive Secretary
INEKE PIERPOINT

Tee to Green Staff

Editors

GLENN PERRY GREG WOJICK
203-762-9484 203-869-1000, ext. 253

Managing Editor
PANDORA C. WOJICK

Editorial Committee
PAUL BOYD GLEN DUBE
CHIP LAFFERTY SCOTT NIVEN
ERIC O'NEILL TIM O'NEILL
BILL PERLEE

Designer
TERRIE DUNKELBERGER

Photographer
BILL PERLEE

Advertising Manager
GREG WOJICK, 203-869-1000, ext. 253

Advisory Board

JOE ALONZI STEVE CADENELLI
JON JENNINGS PAT LUCAS
TIM MOORE DENNIS PETRUZZELLI
PAT SISK JOHN STREETER

*TEE TO GREEN is published bimonthly by the Metropolitan Golf Course Superintendents Association
49 Knollwood Road, Elmsford, NY 10523-2819
914-347-4653, FAX: 914-347-3437, METGCSA.ORG
Copyright © 2002*

Tee to Green

Cover: Bedford Golf & Tennis Club. Photo by Arthur Cicconi.



In this Issue

Feature

And the Winners of the Class C Writer's Challenge Are2
Climbing the Ladder, by Eric O'Neill
Finding That Perfect Fit, by Paul Boyd

Departments

Inside the National8

Scorecard9

Member News10

Upcoming Events11

Spotlights12

President's Message

Surviving the Summer From...

A

s I put together this month's presidents message, we are in the middle of a prolonged heat wave and one of the driest years I can remember. Everything is under stress. The turf, our irrigation systems, our equipment, our air conditioners, our budgets, our staffs, our members, and last but not the least, ourselves.

The 2002 season has been tough from the start. With the lack of any significant rain or snow cover this winter and even over the past 8 to 10 months, our turf has had only brief periods of stress relief. Many of us were faced with water restrictions, either government mandated or self-imposed due to low or diminishing water supplies or groundwater. That was the spring. Then came the summer—and the periods of intense heat, humidity, and finally disease pressure. This all began, believe it or not, before July 4. Almost unheard of.

Weathering the Weather

It's no surprise, then, that the horror stories are out there. Pump outages, power outages, broken water mains—untimely, uncontrollable problems that when combined with weather and disease pressures can have disastrous results . . . to golf course turf and to superintendents' well-being. There's nothing worse than watching turf go south and not being able to do anything about it.

After a season like this of extreme weather conditions, we're all reminded of just how little control we have over what we do for a living. Our only hope is to educate our memberships on the tenuous nature of our jobs—and how dependent our success is on the cooperation of Mother Nature.

I keep saying to myself that this



Tim Moore
MetGCSA President

weather pattern can't last—a phrase I've been repeating for several weeks now. Hopefully, by the time you read this, the pattern will be broken.

In the meantime, it's important that we find a way to keep our perspective. You lose that, and all is lost. Even when it seems unfathomable to get away from the course and steal some time for yourself, do it. It will pay dividends. You'll feel better, and as a result, you'll make better decisions at a time when the course of action you choose can be critical.

And don't overlook your crew. They're essential to your success and, like you, deserve the opportunity to break away and recharge, even if it's just for several hours. Granting them time off during the heat of the season is both an energy and morale booster. They'll return ready to do battle.

Association Notes

One of the more positive notes of the season is the excellent and informative program Jeff Wentworth and the Education Committee put together for our July 18 meeting at Jeff's place, Pelham Country Club.

The Education dinner was not only well-received, but also well-attended. Just a guess, but I wouldn't be surprised if this meeting format resurfaces again next year.

Tim Moore
MetGCSA President

Feature

And the Winners of the Class C Writer's Challenge Are . . .

Paul Boyd of *Greenwich
Country Club* AND Eric
O'Neill of *Scarsdale Golf
Club!*

That's right, BOTH of these assistant superintendents will share the honor as newsletter contest winners. Their articles—which, interestingly, approached the same topic from different angles—were so equally matched that the Tee to Green panel of judges couldn't select one over the other.

So kudos to both of you for not only writing award-winning articles, but also having the initiative to take the Writer's Challenge.

As contest winners, both Eric and Paul will enjoy lunch, a round of golf (caddies included), and a top-of-the-line meal—all courtesy of the MetGCSA.

Congratulations, guys!

Climbing the L

What It Takes to Make That 'Super' Slot

by Eric O'Neill



adder

It to



It's nearly every assistant's dream to manage their own golf course one day. Making it a reality, however, is no easy task. It requires skill, patience, and methodical preparation. We spoke to several of the newer superintendents on the block to get their thoughts on what assistants might do to heighten their chances of landing a job of their choice. Here are four suggestions that topped their list:

1. Build a strong relationship with your boss. The most significant building block an assistant can create for future movement is a healthy relationship with the superintendent. "Having an open channel of communication is key," says John Genovesi, superintendent at Island Hills Golf Club in Sayville, NY. "You shouldn't be shy about asking what skills you need to build on to prepare yourself for your own job. Most superintendents, after all, want to see their assistants move on and succeed. When your assistant secures a good job, it speaks well of not only the assistant but the superintendent who trained him."

2. Experience as much as you can. According to our informal poll of area superintendents, chances are pretty good that you'll spend at least three years as an assistant before securing your own job. But how long you spend as an assistant matters a whole lot less than how well you use your time as the second in command. The more knowledgeable you become in various aspects of a golf course maintenance operation, the easier your transition into a superintendent's job will be.

"Each year as an assistant, you should look to expand your responsibilities," advises Glen Dube, superintendent at Oak Hills Park Golf Club in Norwalk, CT. "Ask to be involved in the budgeting process, in member relations, and in establishing pesticide and water management programs. If there's some aspect of the operation you're

not comfortable with, that should be your signal to learn more about it."

Even if you're not directly responsible for a process or function, having exposure to it will serve you well when you are a superintendent.

Says Dube, "I had never had experience with setting up and implementing a budget, so it took some time for me to get used to that part of the job."

Similarly, John Genovesi was taken a bit by surprise when he was charged with managing a staff of his own. "As an assistant," he says, "I didn't have a lot of management responsibilities, and I certainly didn't have to find, attract, and keep a good staff. I wasn't prepared for how tough that part of the job would be."

He adds, "Working as an assistant is like attending graduate school. You get only what you put in to it."

3. Network, network, network. The golf course management business is like any other: It's not necessarily *what* you know, but *who* you know. In other words, personal contacts are, hands down, your best source of job leads—and perhaps even your ticket to a new job.

By personal contacts, we're talking about anybody you know—or can get to know—who might offer you a job, arrange for an interview, refer you to someone who can offer you a job, or at the very least, tell you about a job opening.

"It's in your best interest to network with as many people as possible," advises Brian Benedict, superintendent at The Seawane Club in Hewlett Harbor, NY.

"Create a good working relationship with your club manager and golf pro—they're in a prime position to influence a potential job—and involve yourself with as many other assistants, superintendents, golf pros, club managers, and members as you can. You never know when an opportunity will cross their paths—and you'll cross their minds."

Even if you are not directly responsible for a process or function, having exposure to it will serve you well when you're a superintendent.

For John Genovesi, building a close connection with pro shop staff paid dividends. "Paul Glut, now the head pro at Island Hills, was influential in helping me land the superintendent's job here," explains John. "We became friendly when he was an assistant pro and I was the assistant superintendent at The Meadow Brook Club in Jericho, NY."

4. Know how to play the interview game. Once you get your foot in the door and secure an interview, your next job is to give the interviewer every reason to believe that you can handle the job. In other words, you want to inspire confidence.

You do this not just with what you say during the interview, but also, and perhaps more important, with your appearance—are you dressed appropriately?—and your conduct—Do you demonstrate enthusiasm, energy, ambition, personability?

One area superintendent used both ingenuity and enthusiasm to land a job. Knowing that the club was looking to change turf conditions on the course, he decided to demonstrate his know-how in a way that would have a lasting impact—and set him apart from the pack of other candidates. He filled a hard-sided briefcase, not with paperwork demonstrating his credentials, but with three squares of different turf species. Placing the case on a table, he popped it open for a "live" demonstration of the different turf conditions he could produce, even going so far as to show how a golf ball would lie on each of the turf samples.

But even a good thing can be carried too far. Dube cautions, "You want to be energetic and confident, but not cocky. It will show and could take you out of the running."

With interviewing, like any new skill, practice makes perfect. Says Robert Alonzi Jr., superintendent at St. Andrew's Golf Club in Hastings, NY, "I don't think you can be taught how to interview. You need to experience the process and develop your own methodology."

It's not a bad idea, therefore, to interview for a job even if it's not your heart's desire. It's far easier to practice your interview skills when there's little to lose.

Brian Benedict found his key to interviewing successfully was being happy where he was. "I wasn't desperate to leave Century, so it made interviewing a lot less stressful. It was easier to be myself and to ask all the right questions to figure out whether the job was right—for both me and the club doing the hiring."

In the End

As an assistant, you can't—and aren't expected to—know it all. One of the prime attributes, however, that you should acquire early on—and maintain throughout your career—is a positive, can-do attitude. You will call on this skill as much, if not more, than any other to carry you and your crew through the stresses, strains, and hard slogging work involved in running a golf course operation.

Glen Dube also offers this bit of worthy advice: "Remember that each golf course is different. What you learn at one course may not exactly fit into the program at another. Be flexible. Take what you've learned and reshape it—until it works for you and your new surroundings."

Eric O'Neill, a member of the Tee to Green Editorial Committee, is an assistant superintendent at Scarsdale Golf Club in Hartsdale, NY.

Finding The



What Perfect Fit

How a Headhunter Can Help You Land a Job That's Right for You

by Paul Boyd

YOU

T

hese days, shopping for a superintendent's job is like house hunting in a seller's market. You have to keep your ear to the ground, and the moment you get word of an opportunity, you have to leap on it, before the throngs of other job seekers get their foot in the door.

For the less aggressive—or experienced—job seeker, a more sane approach to landing the job of your dreams is to get in the good graces of a headhunter—particularly since a growing number of country clubs are turning to headhunting firms to conduct their superintendent job searches.

If you haven't had experience with headhunters, it can, admittedly, be tough to know where to begin. What kind of agreement do headhunters have with clubs? Do I contact the headhunter—or does the headhunter call me? How do I attract—or impress—a headhunter? Will the headhunter actually work on my behalf to help me snare the job?

In the article that follows, you'll find answers to these and other questions you might have about working with a headhunter. Much of what you read here has been drawn from conversations with headhunters who have a proven track record in our industry. Their words of wisdom will offer important insight into how headhunters work with clubs—and can work with you to find a job that's the right fit for you and the club doing the hiring.

“The entire process is designed to ensure that when a candidate is hired, it’s the right fit for both the employee and employer.”

– Dan Denehy, Sibbald Associates

The Club/Headhunter Relationship

When a headhunting firm is retained by a club to conduct a search, there’s a lot more that goes in to finding the right person for the job than meets the eye. It’s the headhunter’s job to:

- **Uncover the club’s specific needs.** If, for instance, a club is planning to undergo major reconstruction or has special environmental concerns, the headhunter must know to screen potential candidates for those attributes.
- **Advise the club on appropriate compensation.** The headhunter might review surveys, consult local associations, and talk to other superintendents in the area, to gauge—and, ultimately, recommend—an appropriate compensation package for the job.
- **Gather candidates.** Headhunters select candidates from a variety of sources. Frequently, they’ll draw candidates from their own database of resumes. They also sift through any resumes that may have been sent directly to the club from eager job seekers. And, of course, they tap the industry grapevine, frequently contacting people who they’ve heard have the skill set for that particular job.
- **Narrow the field.** The field of candidates, depending on the job, could be enormous—sometimes in the hundreds. It’s the headhunting firm’s job to select only the most qualified to interview for the job. If there are, say, 20 candidates who fit the bill, the firm will take another pass at their credentials, scrutinizing such things as personal and professional references, work history, credit history, and driving and criminal records. Their objective is to emerge with five to seven candidates for the club to interview.

• **Guide the interviewing process.** When it’s time to begin interviewing candidates, it’s up to the headhunting firm to provide an agenda and an in-depth line of questioning for the interview.

“At this point,” says Bruce Williams of the California branch of Executive Golf Search, “the candidates who are invited to interview will all be agronomically sound with good references so the interview can focus more on such qualities as communications skills, leadership qualities, team-building skills, and overall temperament.

“The candidates who come out on top of the interview process will almost always be equally competent and qualified to handle the position,” he continues, noting that, in the end, the deciding factor may come down to economics.

“Let’s face it, there will be candidates who have salary expectations beyond what the club is willing—or able—to pay,” says Dan Denehy of the St. Louis, MO-based Sibbald Associates, a headhunting firm that conducts searches for general managers, head professionals, and superintendents. “And the entire process is designed to ensure that when a candidate is hired, it’s the right fit for both the employee and employer.”

How to Woo a Headhunter

Always remember the cardinal rule of attracting a headhunter: Set yourself apart from the pack—whether it’s with your long list of credentials or your overall reputation. After all, the more impressive the candidate the headhunter can bring to a club, the better the headhunter looks to his current and potential clients.

Gerry Faubel of Executive Golf Search’s Saginaw, MI, office recommends putting together a cover letter that dazzles. “Put emphasis on any spe-

cial skills that might help distinguish you from others. There’s a job for just about everyone. It’s just a matter of matching your special skills to a club’s needs.”

Dan Denehy of Sibbald Associates advises that job seekers be persistent: “After you submit a resume to a headhunting firm, call and touch base every couple of months or so. There may be a job opening that’s just right for you, and a little reminder that you’re still seeking a new position will keep your name fresh in the firm’s memory.”

The other measure well worth taking: Network. Any headhunter—and seasoned golf course manager—will tell you, the more people you talk to, the better your chances of being pulled from the hat when someone asks for a recommendation.

How the Headhunter Can Work for You

Once you’ve made the grade with a headhunter, there’s a lot he or she can do to help you win the job. The headhunter will:

• **Coach you for the interview.** The headhunter might do this by giving you insight into the people you’ll be interviewing with, which might include both personal and professional data, such as their golf handicap, other club memberships, what they do for a living—anything that might help you establish rapport or make the interview go well. Headhunters also like to reinforce how you and your skills are a good fit for the job.

“You always want candidates to go in to an interview as well-versed as possible,” says Denehy. “They should know as much as they can about the job, the maintenance operation, the overall club operation, and the key players involved in hiring.”

The better candidates, say the head-

hunters we spoke to, are the ones who take the time and initiative to uncover much of this information themselves.

Note: Because headhunters have been taken into a club's confidence, they know the parameters of the job well enough to tell you, for instance, whether a club will consider someone who's been fired or who's at all controversial in the industry. And most headhunters will be frank about whether or not you should go for the job at all, saving you lots of time and energy.

- **Play middleman during the job negotiations.** "We try to get the club and superintendent together without either party making an offer or request that might be embarrassing," says Denehy.

In general, headhunters will tell candidates if they think their salary expectations are unreasonable, and they'll also tell a club when a candidate might walk away from an offer. In short, headhunters strive to get both parties to be realistic.

Keep in mind, however, that headhunters, of necessity, are generally more on the club's side in any salary negotiations. In fact, it's not unheard of to have a headhunter advise a club when a job candidate can be had for a lower-than-average wage, and they'll also tell a club when they're about to pay too much.

Generally, headhunters can be more helpful to job candidates with other forms of compensation and perks, mostly because they've got little to lose there.

A club will be justifiably angry if they spend \$20,000 more than necessary to hire someone but will consider the headhunter helpful if he can suggest the perks that will win over a desirable candidate.

- **Maintain ethical standards.** Each and every one of the headhunting firms we spoke to emphasize upholding a code of ethics. When a club contacts a headhunter about conducting a search, the headhunter will always check with the current superintendent to be sure that he is aware of the club's intentions to replace him. "We will never begin a search for a club that is trying to 'play the field'—see what their options are before making a decision about the fate of the existing superintendent," says Executive Golf Search's Gerry Faubel. "Our goal is to provide stability in the

hiring process—and to elevate the standards of the profession."

Confidentiality is another unwritten code. Good headhunters will never reveal who you are to the club until they're certain you're a viable candidate.

- **Provide a post mortem.** Although few people think to ask for one, headhunters can often tell you exactly why you didn't get a job. Knowing how you missed the mark—whether it's due to a gap in skill set or in interviewing skills—may help you in future job hunts.

Word to the Wise

No matter how much a headhunter appears to be on your side as he prepares you for the big interview, you must understand that he is constantly evaluating you. He asks himself such questions as: Have I missed something important about this person? Can he bear up under the scrutiny of this club's board and green committee? Does this person make as good an impression as I think he does?

If you do bare your innermost thoughts to a headhunter, you run the risk that he will develop second thoughts about you, depending on how you handle the situation.

He will, for example, give you advice on how to explain a touchy resignation, but he doesn't want to hear how being asked to resign shook your self-confidence. He also may act on those thoughts and rule you out at the last minute as a viable candidate.

Whether it's genuine or not, you have to present the same façade of self-confidence and enthusiasm to the headhunter that you would present during an interview. Basically, a headhunter expects you to be a full-blown professional. He wants you to know how to talk, eat, dress, project, and otherwise present yourself.

You won't get to first base with a headhunter if you're not already cast in the right mold when you cross the threshold.

Paul Boyd, a member of the Tee to Green Editorial Committee, is an assistant superintendent at Greenwich Country Club in Greenwich, CT.

One-Stop Shopping for Headhunters

Dan Denehy

Sibbald Associates

St. Louis, MO

314-727-2008

Website:

www.dmdenehey@sibbaldassociates.com

Gerry Faubel

Executive Golf Search

Saginaw Country Club

Saginaw, MI 48603-6235

517-793-3979

gfaubel@concentric.net

Website: www.egsinc.net

Jim McLaughlin

McLaughlin Group

7039 Rock Rose Terrace

Carlsbad, CA 92009

914-747-2259

Website: www.golfguide@adelphia.net

Donald Silven

Club Search Consultants Inc.

86 Wickham Road

North Kingston, RI 02852

401-295-4118

donsilz@aol.com

Website: www.golfsearch.com

Bruce Williams

Executive Golf Search

Los Angeles Country Club

10101 Wilshire Blvd.

Los Angeles, CA 90024-4703

310-271-1958

brucwms@ix.netcom

Website: www.egsinc.net



National News . . . Before It Hits the Stands

by Tim O'Neill, CGCS



My third full year as a GCSAA director has probably been the busiest of all. The year began with my unsuccessful bid for secretary/treasurer at our last Annual Meeting in Orlando, FL. Despite the defeat, I am extremely grateful for the tremendous support I received from the Met and surrounding associations throughout the Northeast.

I'm hoping that support will serve me well in my renewed campaign for this office and in the elections at the 2003 Annual Meeting in Atlanta.

In the meantime, I am serving the year in the customary way: attending board meetings and meetings of the three committees I chair: Career Development, Environmental Stewardship, and Communications.

Here's a quick peak at what's been happening. . .

Tightening the Belt

As always, there was a spring board meeting. Held in May, the meeting's major focus was on reviewing and approving the next fiscal budget for the association. Though deciding the fate of the association's \$20 million is never easy, this year it was particularly challenging. With a shaky economy, we were forced to look at ways to offset reduced revenues from our sponsors and advertisers.

We took great care in determining ways to streamline various aspects of our operation, cutting expenses—seamlessly—in such areas as student activities, historical preservation, and staffing requirements.

Employment Referral Service Expanded

In April, I gathered our Career Development Committee for a meeting at headquarters. We had a packed agenda as the committee deliberated various aspects of GCSAA's career development department over the course of two days.

Among the votes was to keep the fee structure for the Employment Referral Service the same—a reasonable \$15 per year—and to add a benefit: the ability for subscribers to post their resumes online. Look for this new feature later this year.

In addition . . .

- We reviewed upcoming issues of *Leader Board*, our bimonthly publication targeted at employers and other decision makers.
- We rethought our involvement in college accreditation programs, deciding not to get more directly involved.
- We evaluated the supply and demand of turf students in various parts of the country and discussed ways to even the distribution. (In Florida, for instance, there are more available students than jobs, while in the North, there are more jobs than available students.)
- Last but not least, we tossed around topics for the educational sessions at the upcoming conference and show in Atlanta.

Environmentally Friendly Links

As the chairman of the Environmental Stewardship Committee, I represented GCSAA at the fourth Golf and Environment Summit held in June at the National Arbor Day headquarters and conference center in Nebraska City, NB.

This meeting drew close to 100 of golf's leaders and representatives from the environmental community—in which GCSAA plays a significant role—in an effort to communicate golf's interaction with the environment.

During the conference, the Arbor Day Foundation opened a new environmentally friendly golf course called Arborlinks. Designed by The Arnold Palmer Design Company, the course developers took into consideration the existing habitat and carefully molded the course so that there's minimal disturbance to the existing ecosystem.

Playing the golf course is an environmental adventure, with trees and plants

tagged with brief descriptions of their growing characteristics and adaptability.

Palmer attended the first day of the conference and officially opened the new course. After comments about its construction and design, Palmer played nine holes with Chief Administrator of the EPA Christine Todd Whitman, who lauded Palmer's environmentally friendly efforts. Taking the stage, Whitman commented, "Having someone like Arnold Palmer speak about the environment substantiates that this issue really is foremost on the minds of people who play golf."

In all, it was a positive day for golf. Arborlinks is a great example of how well golf can co-exist with the environment.

By the way, I'm headed back to Nebraska City for the regularly scheduled meeting of the Environmental Stewardship Committee. We'll be meeting, once again, at the National Arbor Day headquarters and conference center in September.

Building a Positive Image

Last, but not least, I'm chairing the all-new Communications Committee, which is charged with working with GCSAA's communications department to review and enhance public relations efforts and opportunities.

At a meeting in October, the committee has several discussion topics on the agenda. Among them is the Leadership Survey. Conducted—and made available—at every annual conference and show, it reflects superintendents' thoughts on a variety of golf- and grooming-related topics. What's more, it positions the superintendent as an industry expert and serves as an important vehicle for enhancing the image of the golf course superintendent. Interestingly, it has been picked up and run in such publications as *USA Today*, *The New York Times*, and *The Los Angeles Times*.



Arnold Palmer

The 2002 Leadership Survey included the following—among many other—questions and superintendent responses:

- What contributes most to golfer expectations for course conditions?
 - ✓ 54%: television
 - ✓ 34%: comparison to other courses
- What is the most common complaint you hear from golfers?
 - ✓ 37%: slow greens
 - ✓ 24%: unrepaired ballmarks
- Which celebrity had the greatest chance of becoming a professional golfer?
 - ✓ Mario Lemieux

Watch for next year's survey at the conference in Atlanta. Be sure to stop by the members' online survey area and record your expert thoughts and opinions.

In October, the committee will also discuss ways to support superintendents hosting major golf events. Right now, GCSAA produces fact sheets for the media that describe the course and superintendent. We will be exploring other ways to offer support.

The committee recently concluded discussions on a redesign of our association magazine, *Golf Course Management*. So look for a new-and-improved publication—cover and content—this coming September.

Next Up

This month, the board will be meeting once again—this time in Chicago. In between a lot of hard work, we might actually squeeze in time for a round of golf and possibly a White Sox game.

Tim O'Neill, a GCSAA Board Director, is superintendent at the Country Club of Darien in Darien, CT.

Scorecard

Two-Ball Tourney's First-Round Results

Round One of the Met's annual Two-Ball Event is complete. The competition was fierce, with many matches coming down to the wire.

Defending champs Joe and Bob Alonzi lost their chance at a three-peat win on the 21st hole of play against Blake Halderman and Glen Dube. What a match!

Here are the other notable results:

- Steve Rabideau and Matt Lapinski handled Jeff Wentworth and Ken Benoit 2-up.
 - Earl Millett and John O'Keefe beat Dave Mahoney and Steve Renzetti at Baltusrol.
 - Tony Girardi and Jim Calladio made a surprising-to-some defeat of the team of Chip Lafferty and Bert Dickinson.
 - John Carlone and Les Kennedy whipped up on the Fulwider duo with a 6 and 4 decision.
 - Matt Severino and Bob Zaletski defeated Jim Swiatowski and Mike Miner.
 - Bob DeMarco and Gary Arlio defeated Rich Browne and Tim Garceau.
 - The eye opener of the first round had to be the match with Bill Perlee and Bob Nielsen teaming against Scott Niven and Matt Ceplo. Mr. Perlee and Mr. Nielsen were ham-and-egg'in' it so well that the match ended after 12, and Mr. Niven was able to make his son Nick's baseball game on time.
- Also, keep an eye on Bill Perlee's handicap card; the guy shot a career-low 78 on his own ball.

And Now for Round Two...

The heat's turned up a notch as Round One winners are playing their second-round matches. Watch for the results in the next issue of *Tee to Green*.

Blake Halderman and Glen Dube *vs.* Steve Rabideau and Matt Lapinski

Bill Perlee and Bob Nielsen *vs.* Tony Girardi and Jim Calladio

John Carlone and Les Kennedy *vs.* Bob DeMarco and Gary Arlio



Congratulations to Our 2002 Scholarship Recipients



The MetGCSA Scholarship and Research Committee awarded a total of \$10,500 in scholarships to 11 deserving members' children at the Met's August 25 Summer Social at Woodway Beach Club. Congratulations to the following scholarship recipients and their parents:

- **Allison Beth Alonzi**, daughter of Judy and Joe Alonzi, superintendent of Westchester Country Club, will be completing her B.S. in nutritional sciences at the University of Connecticut.
- **Jennifer Marie Apple**, daughter of Donna and John Apple of Westchester Tractor, will be entering her junior year at Lehigh University.
- **Jessica A. Bly**, daughter of Nancy and Peter Bly, superintendent of Brooklawn Country Club, graduated from Fairfield High School in Fairfield, CT, and will be attending Penn State University in the fall.
- **Jacqueline Buschini**, daughter of Donna and Frank Buschini, assistant superintendent at Knollwood Country Club, will enter her junior year at SUNY-Cortland as a physical education major.
- **Jayne Donovan**, daughter of Julie and Shawn Donovan of Turf Products Corporation, graduated from Southington High School in Southington, CT, and will be attending Hartwick College in the fall.
- **Christina Finamore**, daughter of Janet and Steve Finamore, superintendent of Alpine Country Club, will enter her senior year at Montclair State University, majoring in dance.
- **Kelly A. J. Fuller**, daughter of Kimberley Jones and Mark Fuller, superintendent of Connecticut Golf Club, will enter her junior year at the University of Massachusetts as an art major.
- **Colleen P. Moore**, daughter of Denise and Glenn Moore, of Glenmore Landscape Services, will enter her sophomore year at Loyola College, majoring in political science.
- **Adrienne M. O'Keefe**, daughter of Margaret and John O'Keefe, superintendent of Preakness Hills Country Club, will enter her sophomore year at Fairleigh Dickinson University as an English major.

- **Lauren D. Pakkala**, daughter of Carole and Larry Pakkala, superintendent of Woodway Country Club, will enter her senior year at the University of Colorado, majoring in communications.
- **Alexis Reeb**, daughter of Jaymie and Mike Reeb, superintendent of Country Club of New Canaan, will enter her sophomore year at Lynchburg College as an elementary education/child development major.

Again, congratulations to one and all of our scholarship recipients. Here's to a healthy and happy school year.

By the way, scholarship applications for the 2003 year will be available in March. Watch for more details in an upcoming issue.

*Dave Mahoney, Chairman
Scholarship and Research Committee*

New Members

Please join us in welcoming the following new members:

- **Lee Kozsey**, Class AS, Syngenta Professional Products, Bethlehem, PA
- **Spencer Williams**, Class C, Brae Burn Country Club, Purchase, NY

Births

Congratulations to:

- Metro Milorganite's **Scott Tretera** and his wife, Charlene, on the birth of their daughter, Kaeli Welsh, on June 19.
- Trump National Golf Club Superintendent **Blake Halderman** and his wife, Kristen, on the birth of their daughter, Emma Anne, on August 1.

Well Wishes

Continued well wishes to MetGCSA friend **Gerald Mahoney**, MGA Director of Golf Programs.

In Sympathy

Our deepest sympathy to **Rich Raymond**, who recently lost his mother. Rich is superintendent at Sands Point Golf Club in Sands Point, NY.

MetGCSA Assists 9/11 Victims' Families

Not long after the September 11 tragedy, the MetGCSA sprung into action, organizing an effort to solicit donations from GCSAA-affiliated chapters to assist families affected by the terrorist attacks on the World Trade Center.

The GCSAA Foundation kindly agreed to administer the donations, which totaled more than \$40,000. We would like to extend a special thank you to Teri Harris, GCSAA Foundation Director of Development, and Mischia Wright, Foundation Development Manager, for their invaluable insight and assistance with this effort.

We also want to thank—and recognize—the following chapters and numerous other contributors who generously donated to this fund:

- **Alberta GCSA**
- **Carolinas GCSA**
- **Connecticut AGCS**
- **Everglades GCSA**
- **GCSAA**
- **GCSA of Central California**
- **GCSA of New England**
- **GCSA of Northern California**
- **Greater Detroit GCSA**
- **Idaho GCSA**
- **Intermountain GCSA**
- **Louisiana-Mississippi GCSA**
- **Metedeconk National GC**
- **MetGCSA**
- **New Hampshire GCSA**
- **Northwestern Pennsylvania GCSA**
- **Quad-State Turfgrass Association**
- **B. Russell Dooge, CGCS**
- **South Florida GCSA**
- **The GCSAA Foundation**
- **Treasure Coast GCSA**
- **Vermont GCSA**

When all was said and done, the MetGCSA Board of Directors selected the following victims' families to receive \$7,500 each from the relief fund:

John Fanning, chief of the Hazardous Materials Operations Unit and a 32-year veteran of the New York City Fire Department. Fanning rushed to the scene immediately after the first plane struck and

was there when the second tower was hit. Survivors told his family that he was last seen helping the wounded. He is survived by five children, ages 5 to 29; the youngest two are autistic. His dream was to build a home for autistic children who had nowhere else to go. The donation was directed to The Jack Fanning Memorial Trust established with his goal in mind.

James Geyer, 41, employee of Cantor Fitzgerald. Geyer is survived by his wife of 17 years and three children, ages 13, 11, and 7. Geyer was a youth soccer coach and an avid golfer. His favorite course was Bethpage Black, site of this year's U.S. Open. The donation was directed to The James Geyer Family Fund.

Brian G. McAleese, 36, FDNY Engine Company No. 226. McAleese died in the line of duty at the World Trade Center. His wife and four children, all under the age of 5, survive McAleese. His father and one brother are also members of the FDNY, and another brother is a member of the NYPD. The donation was given to McAleese's wife to assist with family needs.

Joseph P. Spor Jr., 35, FDNY Rescue Ladder No. 3. Spor died in the line of duty at the World Trade Center. Spor is survived by his wife and four children ages 9 months to 6 years. The donation was made to his children's trust fund.

Vincent Halloran, Lieutenant FDNY Ladder Company No. 8. Halloran died in the line of duty at the World Trade Center. He is survived by his wife, Marie, and by their five sons ages 2 to 15. Their sixth child was born in May 2002. The donation was directed to The Vincent Halloran Memorial Fund.

The board is extremely grateful to all who have supported this special effort to assist those affected by this tragic event in the Metropolitan area. At this time, there is still a small balance in this fund, which will be distributed when another recipient is selected by the board.

Donations made to these families can never replace what was lost on September 11. We can only hope it will help in some small way.

*John Carlone, CGCS
MetGCSA Past President*

Upcoming Events

2002 MetGCSA Calendar Update

Superintendent/Green Chairman Tournament

Tuesday, September 17
Bedford Golf & Tennis Club
Bedford, NY
Host: Bob Nielsen

Poa Annual Tournament

NEW DATE TO BE ANNOUNCED!!!!
Watch for a mailing.
Sands Point Golf Club
Sands Point, NY
Host: Rich Raymond

Golf Meeting

Tuesday, October 29
Westchester Country Club/South Course
Host: Joe Alonzi, CGCS

Annual Assistants Championship

Thursday, October 3
Greenwich Country Club
Greenwich, CT
Assistant Hosts: Paul Boyd and Josh Satin

Met Area Team Championship

Monday, October 7
Montammy Golf Club
Alpine, NJ
Host: Mike Miner, CGCS

Annual Meeting

Tuesday, November 19
Silver Spring Country Club, Ridgefield, CT
Host: Peter Rappoccio Jr., CGCS

MetGCSA Christmas Party

Date & Site TBA

Conferences and Educational Events

NYSTA Turf and Grounds Exposition

Tuesday – Thursday, November 12 – 14
Convention Center at Oncenter, Syracuse, NY
Cosponsored by Cornell University, the expo is in its 27th year, featuring more than 60 business and technical sessions and an expansive trade show with 350 exhibitor booths.
Call 800-873-8873 or 518-783-1229 for more information.

New Jersey Turfgrass Expo 2002

Tuesday – Thursday, December 10 – 12
Trump Taj Mahal Resort and Casino, Atlantic City, NJ
Plan now for this three-day conference featuring more than 40 educational presentations and one of the top trade shows in the country.
Watch for further information as the event approaches.

2002/2003 Rutgers Professional Golf Turf Management School

Fall Session: October 7 – December 13, 2002, Winter Session: January 6 – March 14, 2003
Applications for either 10-week session were due August 1, 2002.
Cook Campus of Rutgers University
Rutgers–The State University of New Jersey, together with the Cook College Office of Continuing Professional Education and The Center for Turfgrass Science, offer two 10-week sessions over a two-year period.

One of the nation's leading professional education programs in golf turf management, this program offers students the technical skills required of all superintendents, such as turfgrass establishment, maintenance of greens and tees, botany and physiology of turfgrass and ornamentals, and weed identification, as well as the management, computer, and communications skills all managers should master.

Classes are held Monday through Friday, 9 a.m. to 3 p.m.

For further information, contact Continuing Professional Education, Cook College, Rutgers, The State University of New Jersey in New Brunswick, NJ, phone: 732-932-9271, email: ocpe@aesop.rutgers.edu.

MetGCSA Winter Seminar

Wednesday, January 15
Westchester Country Club, Rye, NY
Host: Joe Alonzi, CGCS
Watch for details.

Superintendent/Green Chairman Tourney Contestants in for a Real Treat at Bedford Golf & Tennis

by Bill Perlee

The 2002 MetGCSA Superintendent/Green Chairman Tournament will be held September 17 at Bedford Golf & Tennis, a sleepy little club that's been a long-time resident of Bedford, NY. Opened in 1891 as a lawn tennis club, it soon added a nine-hole course, becoming Bedford Golf & Tennis in 1893.

It wasn't until the 1920s that the club decided to secure an additional 60 acres and add a front nine to the course under the direction of Golf Course Architect Devereux Emmet.

Since then, a lot has changed. In fact, a lot has changed since Host Superintendent Bob Nielsen held his first Met meeting—a Superintendent/Manager Tourney—in 1995.

Over the past four years, the club has worked with Golf Course Architect Ken Dye to renovate the course's 143 acres, adding length, dramatic bunker complexes and green surrounds, and even some new putting surfaces. The only hole that remains the same is #10. But that, too, will change: The 10th green and the 11th tee area are currently in the permit stage and will be the next targets for renovation.

Bob takes great pride in the speed of his putting surfaces, but then conditioning at Bedford has always been a strong point. If the weather cooperates for the event, the rest of us may have some explaining to do to our green chairmen.

As if to defend his practices, Bob explains, "Bedford doesn't get much play, and they let me do whatever it takes to produce good conditioning, especially regarding green grooming." It also helps that Bob has been at Bedford for 20 years and is intimately familiar with the property and turf conditions. Clearly, he knows when to push the turf—and when to back off and recover.

Numbers Are Part of His Game

Bedford Golf & Tennis is Bob's first and only stop in the golf course industry. After graduating high school in Bedford in 1977, turfgrass management was probably the farthest thing from his mind. He enrolled in SUNY-Oneonta, where he thought he'd like to pursue a degree in physics. That lasted a year. He left SUNY and worked numerous day jobs while pursuing an associate's at Westchester Community College and then a bachelor's in Tax Accounting from Pace University, which he completed in 1992.

Somewhere in there, Bob worked on the crew of Bedford Golf & Tennis. Then in 1986, he became the assistant under then Superintendent Terry Boles, pursuing a certificate in turfgrass management from UMass's Winter School. When Terry retired in 1991, Bob was a shoe-in for the job. He became Bedford Golf & Tennis's new superintendent and abandoned the idea of accounting as a full-time career. (Though he's often called into action during tax season.)

"What really clinched it for me," says Bob, "was working for a local tax accountant one warm, sunny March day. I knew then and there that I wasn't cut out for a career that required working inside a stuffy office."

Job Pluses

Bob feels that one of the greatest advantages of being a superintendent is the ability to share the experience and the course with his family. His two sons, Bob and Matt, have both worked at Bedford on the crew.

Matt, the younger son, is *still* working on the crew—for the summer, at least—until he leaves this fall for the University of Colorado, where he transferred from Lafayette as a sophomore.

Bob's eldest son, named none other than Bob, just graduated from Notre Dame and



Bob Nielsen

is planning to teach for a year before pursuing a graduate degree in International Relations. He no longer works on the crew and readily admits that the career his dad has chosen is too much work for the likes of him, but there's apparently more to that than meets the eye: "Dad's a great guy," says young Bob, "but he can get nuts at work." (The real quote was, "Why would I work for Satan?")

With his family grown and almost out of the house, Bob has taken up a new hobby, which both sons admit is making it difficult to stay away from home. His new passion: cooking, and apparently, he's darn good at it.

"My brother-in-law, introduced me to wine and fine cuisine," says Bob. "And of course trips to Napa and fine restaurants, particularly at conference time, helped peak my interest in food and wine.

"I stick to the recipes at this point, and I still burn myself occasionally, but no one complains about the food," Bob beams.

Fair Warning

For those planning to take the golf challenge on the 17th, Bob has this word to the wise: You'll have to hit an especially good shot to make par on what the pro and Bob finally agreed is the course's signature hole: #5, a 188-yard, par 3. Making this hole particularly challenging are an elevated tee; a green all of 3,500 square feet, sloping severely back to front and cut into the side of a hill; and a small pot bunker protecting the front.

"A high fade, keeping the ball below the pin, is your best shot for parring this hole," advises Bob.

But whatever you do, have fun. . . . That's really the name of the game.

Bill Perlee, a member of the Tee to Green Editorial Committee, is superintendent at The Apawamis Club in Rye, NY.

Spotlight

Rich Raymond Welcomes the Poa Annual's Return Trip

After hosting the Poa Annual Golf Tournament in 1999, Sands Point Golf Club Superintendent Rich Raymond came forward, once again, to volunteer his course for this worthy annual fundraiser. "I'm happy to have the opportunity to host the Poa Annual and help raise money for turf research," says Rich, who will welcome tourney contestants to Sands Point sometime in late September. Committee members hope that by delaying the tournament they will draw a larger field of participants, particularly since the weather at that point in the season shouldn't get in the way of attendance.

Watch for a mailing on the new date.

A Work in Progress

As the name implies, this course is located on sandy soils—in Northern Long Island. Built in 1926 by A.W. Tillinghast, the course receives under 10,000 rounds per season, actually making work above and beyond regular maintenance possible.

As a result, in Rich's 14-year tenure, he and his crew have tackled numerous renovation projects. In addition to overseeing the construction of an all-new 10,000-square-foot maintenance facility, they've toiled to restore the course's bunkers to their original design, using photos from the club's archives as a guide.

Apparently a labor of love, Rich recounts this as one of the more interesting projects he's undertaken. "I really enjoyed uncovering some of the original bunkers that had been buried over the years," says Rich. "The members were impressed when we discovered sand from the original design beneath existing turf, especially at the depth of some of Tillinghast's work."

Another of the maintenance department's major undertakings was to add internal drainage to 10 of the course's native soil greens. Completed in two phases—one in April '98, the second a year later—Rich notes, "We've definitely seen increased rooting, less anthracnose pressure, and overall healthier turf."

The department has also been successful in replacing ancient main lines to the irriga-

Rich Raymond

tion system and reworking the greenside irrigation. Now, they're looking to further enhance the course's irrigation capabilities. "We're hoping to get board approval to build a reservoir and upgrade our water supply," explains Rich.

Last, but certainly not least, since the 1999 Poa Annual, Sands Point has put in a new-and-improved #2 green—"a modified USGA green," Rich says to describe this new test of golfers' skill.

School Days

Rich's entrée into turfgrass management was quite by chance. After serving three years in the U.S. Army, where he reached the rank of sergeant, he enrolled in the liberal arts school at the University of Rhode Island, courtesy of the GI Bill.

"I happened to be talking to one of my uncles who was a green chairman down in Florida, and he suggested that I look into becoming a golf course superintendent," says Rich. "I lived across the street from a golf course where I grew up in Kent, OH—and I loved the game of golf, so it was a natural choice."

While working toward his B.S. in agriculture and resource technology, Rich worked summers at Point Judith Golf Club in Narragansett, RI, and at Westchester Country Club in Rye, NY.

Once he graduated, Rich took a full-time position at Westchester Country Club, where he worked until he landed the superintendent's job at Sands Point Golf Club in 1988.

Rich's latest professional endeavor: Education director on the LIGCSA board. "I've been involved for the past two years," says Rich, "and have really enjoyed handling the association's educational programming."

Rich still lives in a cottage near the eighth tee but now has a new home-away-from-home: a 25-foot Rankin power boat. "There's nothing better than taking the boat out after work and doing a little fishing," says Rich, who, like most superintendents this time of year, enjoys getting away from it all—all the blades of grass, that is.

In Memory of a Founding Father



Dear Fellow Members,

Last winter I experienced a wonderful culinary treat near Ft. Lauderdale, FL. There's a fine Italian restaurant named "Bruno's" on 2100 N. University Drive in Pembroke Pines, FL (954-602-5201).

Now how many Brunos do you know? Can you guess who might have inspired the name of that restaurant? That's right, it's the one and only friend to all in the MetGCSA, past Metropolis Country Club superintendent, past president (1964) of the MetGCSA, and a founding father of our association . . . the late Bruno Vadala.

Four of Bruno's grandchildren—all young and experienced—opened the restaurant last November and named it in memory of their beloved grandfather.

Making it all the more of a treat for long-time Met members are the pictures of Bruno together with various fellow superintendents.

I urge those of you, when in this Florida neighborhood, to stop in and say hello. You'll have a wonderful meal, and you might get lucky and pick a day when Bruno's wife, Cathy, or other family members are present.

Sincerely,

Maurice "Skip" Cameron