

Spring Issue 2018

# GreenMaster

Official Publication of the CGSA

*Quebec City • Feb 26-March 1, 2018*

## The Canadian Golf Course Management Conference

**Explore • Educate • Experience**

**16**

Renovation  
For Tournament  
Success

**18**

Two Unique  
Perspectives on  
the Green Start  
Academy

**24**

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## The Canadian Golf Course Management Conference

Quebec City,  
February 26 to March 1, 2018

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CGSA PRESIDENT



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## Continuing the Momentum for 2018

**2017 was a busy year at the CGSA** and we are excited to build on the momentum for 2018. With Jeff Calderwood now at the helm as Executive Director, working with our highly capable staff, we are excited to see where we go next.

There are several irons in the fire as we work together to build positive relationships with other associations, industry partners and to add value to the membership, as we continue to represent and advocate for the Superintendent profession across Canada.

I have been honoured to serve as president of CGSA and 2017 has ushered in some exciting changes which are attracting a solid membership.

With the new collaboration with the NGCOA Canada, we now have a combined golf business and golf course management magazine, the Golfmax Purchasing Program, and a shared CEO/Executive Director, all equating to

a win-win relationship for both associations, making strong business sense and a better bang for your membership dollar.

We thank our American neighbours at GCSAA for generously hosting the Can Am Cup in New Jersey which was a first class, fun and memorable event. We look forward to another Can Am Cup in the future. It's not a question of "if" but a question of "when" and "where" which will be determined soon.

Going forward, 2018 looks promising. We look forward to the second rebranded The Canadian Golf Course Management Conference (CGCMC) partnering with the QGSA in Quebec City at the end of the month.

The renewed format of 50% business content and 50% turf at a smaller city centre that provides an experience based conference format continues after last year's success with our partners at the BCGSA in Victoria, British Columbia.

In Quebec City we are excited to be presenting the inaugural Assistant Superintendent of the Year Award generously sponsored by The Toro Company.

In September 2018 we return to the traditional Fall Field Day format at Priddis Greens Golf & Country Club in Calgary, Alberta where we get to sample the new and pure bent grass greens recently renovated by James Beebe and his crew, and play some other great courses the city has to offer.

With this being my final president's message, I would like to thank our staff at CGSA who have worked hard and remained patient during this time of change and transition. We are truly lucky to have such a dedicated team at CGSA.

I would also like to give a special congratulations to past president James Beebe, on a brilliant stint with his time on the board leading the CGSA redesign from start to completion. You will be missed!

I sincerely thank all our members for their continued support, and encourage you to spread the good word, and wish you all a great upcoming season! **GM**

# Nous continuons sur notre lancée en 2018

L'année 2017 a été bien remplie pour l'ACSG et 2018 a commencé sur la même lancée. Nous avons hâte de poursuivre le travail en conjonction avec notre personnel hautement qualifié, sous la gouverne de M. Jeff Calderwood, notre nouveau chef de la direction. Il nous reste encore beaucoup de pain sur la planche. Nous voulons établir des relations positives avec les autres associations et partenaires de l'industrie, accroître la valeur que représente l'adhésion à notre association et défendre les intérêts des surintendants dans tout le Canada.

En 2017, j'ai eu l'honneur d'agir à titre de président de l'ACSG. Les nombreuses innovations introduites au cours de mon mandat ont entraîné une recrudescence marquée de l'adhésion à notre association.

Dans le cadre d'une nouvelle entente de collaboration avec l'ANPTG du Canada, nous unissons maintenant nos efforts pour publier une revue sur l'industrie du golf et la gestion des parcours de golf. Nous offrons également ensemble le programme d'achat Golfmax et nous partageons un même chef de la direction. Cette relation avantageuse pour nos deux associations vaut son pesant d'or du point de vue commercial et économique, et nos membres en obtiennent beaucoup plus pour leur argent.

Nous remercions nos voisins américains de la GCSAA qui nous ont réservé un accueil chaleureux au cours de la coupe Can Am, qui a eu lieu au

New Jersey. Il reste maintenant à déterminer le moment et le lieu de la prochaine édition de cet événement mémorable, et nous nous réjouissons à la perspective d'y participer de nouveau.

L'année 2018 s'annonce très prometteuse. Nous avons hâte de participer au 2e Congrès des gestionnaires canadiens de terrain de golf, organisé en collaboration avec l'ASGQ, et qui aura lieu à la fin du mois à Québec. Dans la foulée du succès obtenu l'année dernière à Victoria (Colombie-Britannique), le nouveau format, axé sur l'expérience, privilégie les plus petits centres urbains et propose 50% de contenu relié aux affaires et 50% au gazon.

Grâce à la générosité de la compagnie Toro, nous nous ferons un plaisir de présenter à Québec, pour la première fois, le prix du surintendant adjoint de l'année.

En septembre 2018, nous reviendrons au format traditionnel de notre tournoi automnal au Club de golf Priddis Greens de Calgary (Alberta). Nous pourrions alors tester les nouveaux verts d'agrostide rénovés récemment par James Beebe et son équipe et jouer sur d'autres excellents terrains de golf des alentours.

Je profite de mon dernier message à titre de président pour remercier les employés dévoués et consciencieux de l'ACSG qui ont travaillé dur sans jamais perdre patience au cours de cette période difficile de transition. Nous avons beaucoup de chance de pouvoir compter sur une équipe aussi talentueuse.

J'aimerais également remercier tout particulièrement M. James Beebe, président sortant, qui, au cours de son mandat au conseil, s'est occupé de la réorganisation de l'ACSG du début jusqu'à la fin. James nous manquera!

Je vous remercie de tout cœur de votre fidèle soutien à titre de membre, et je vous encourage à faire passer le mot sur l'adhésion à notre association. Je vous souhaite une excellente nouvelle saison! **GM**

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## ▲ VIEWPOINT ▲ JEFF CALDERWOOD



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**On behalf** of the CGSA board and staff, I hope you've had a pleasant New Year despite the severe cold stretches that much of the country has endured this winter.

My relatively new CGSA experience has been rapidly progressing from the necessary learning curve into the opportunity for implementation of new strategies and I am very enthused by the potential ahead.

The dedication of your board of directors is impressive and the experience of your staff team is exceptional. I look forward to leveraging my many years of golf association management insights into the CGSA's vision for a strategic plan that delivers enhanced value to the membership in 2018 and for many years to come.

Following the introduction of the CGSA-Golfmax Purchasing Program and my CGSA-NGCOA Canada shared CEO role, this issue of GreenMaster represents another step toward realizing that vision.

As a CGSA member, you will now receive this expanded magazine that combines the traditional GreenMaster focus with Golf Business Canada's emphasis on business content. You will

recall that one element of the board's redesign strategy, based upon member feedback, was to expand the business acumen that the CGSA delivers.

In addition, we have taken this opportunity to refresh the layout, design and brand image of GreenMaster. Readers and advertisers alike will benefit from this enhancement.

You also received our recent announcement of Kathryn Wood's promotion to COO, and I would like to take a moment and congratulate her. Kathryn's 19 years of CGSA experience and high respect from all CGSA stakeholders, positions her very well to lead the CGSA's daily operations.

Kathryn's position also allows my Executive Director role to focus more on strategy to better serve the membership, finances, board governance, allied association relationships, media, advocacy and public relations.

Last but certainly not least; I would like to recognize Jim Flett as his CGSA President term comes to an end. Much of the new vision for the CGSA has been a direct result of Jim's leadership through the important transition period within his term.

I have had the pleasure of working closely with him as we developed the collaboration with the NGCOA Canada, and then as Executive Director. He is one of the most dedicated professionals I have had the honour to work with and his tremendous volunteer efforts have greatly benefitted all superintendents and related golf course management personnel throughout Canada. Thank you so much, Jim.

I hope this "new and improved" GreenMaster appeals to you, and wish you all the best for a very successful 2018! **GM**

Respectfully,

*Jeff Calderwood, Executive Director  
Canadian Golf Superintendents  
Association*





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# *A Guide for* **The Canadian Golf Course Management Conference**



**Explore • Educate • Experience**



**The Canadian 2018 Golf Course Management Conference (February 26 - March 1)** or “The Canadian,” co-hosted by the Canadian Golf Superintendents Association and the Quebec Golf Superintendents Association offers high level education programming featuring some of the best and brightest leadership topics and presenters; the largest trade show featuring turf management equipment and supplies in Canada; networking opportunities; awards ceremonies and an opportunity to experience all that Quebec City has to offer delegates.



## The Specialized Learning Workshops

### Here's some information you will need to enjoy the CGCMC:

(SLW), Monday, February 26 are sponsored by The Toro Company and for an additional cost, offer delegates a selection of five workshops that present topics in detail. For presentation details visit: [golfsupers.com/en/Quebec2018](http://golfsupers.com/en/Quebec2018). Topics include:

**SLW #1**, Understanding and Managing Organic Matter Accumulation in Cool-Season Greens, Roch Gaussoin, Ph. D.

**SLW #2**, Soil Testing and Factors Affecting Growth Rate and Fertility, Bill Kreuser, Ph.D.

**SLW #3**, Decision Maker: Stepping into a Leadership Role (for Assistant Superintendents Only) Aaron Patton, Ph.D./Ryan Cummings

**SLW #4**, Back When I was a Kid....Leadership, Generational Differences and What Happens Now, Bruce Mayhew

**SLW #5**, The Role of Phosphite in Turfgrass Management, John Dempsey, Ph.D.

### The CGCMC Education Program

Exclusively sponsored by Syngenta

The CGCMC kicks off with the "Roadrunner", Yvan Cournoyer, one of the top 100 greatest players in the NHL as the keynote speaker.

### Don't Click Too Quick: Using Email Effectively

Bruce Mayhew

Imagine spending less time reading and writing email while feeling more confident building your professional reputation. This session explores the best approaches for working professionally and productively. Learn how to build a professional email reputation that makes your readers want to read your messages and manages their expectations.

### Technology to Guide Agronomics

Bill Kreuser, Ph.D.

This session will highlight technology to improve turf management agronomics. Those include; evolution of weather stations, disease and PGR models, drones, sensors and new apps to organize and manage data.

### Tuning up the Tees on Your Golf Course and Driving Range

Aaron Patton, Ph.D.

This presentation focuses on tee maintenance with specific attention on how to help encourage recovery from divots. Fertilization, irrigation, PGR use, topdressing, mowing, and weed control will be discussed. Species and cultivar selection for tees can influence both divot resistance and divot recovery. A review of how to help using specialized divot mixes for various species is included.

### Well, This Just Got Awkward: Handling Difficult Conversations with Confidence

Bruce Mayhew

It's natural to dislike challenging conversations, and yet learning how to have them is part of a well-balanced professional development plan. This session shares how to prepare for a difficult conversation, the fears everyone has as they approach difficult conversations and then, how to actively approach discussions that matters most.

### Hire the Right People for the Right Job

Jodie Cunningham

In the golf industry, it is critical to get the right people in the right positions, especially when the results determine product quality and member satisfaction. Incorporating data analytics into your selection and promotion process will provide critical behavioural and cognitive insight to selecting the right people for the right roles in your organization.

### If Organic is So Good, Why am I Tearing Up my Greens to Get Rid of It?

Dr. Roch Gaussoin

Successful organic matter (OM) management on golf greens is a critical, daunting and sometimes controversial task. Confusion concerning optimal and supra-optimal OM levels that compromise green quality, including playability and agronomics are reported, yet contradictory. This presentation will discuss more than a dozen years of research on creeping bentgrass and provides a conclusive and simple solution to organic matter accumulation and management.



## Evening Awards Ceremony

In Partnership with Bayer and The QGSA

**Wednesday, February 28  
at the Quebec City Hilton.**

**This is an evening to  
acknowledge the best in  
the business and is  
included with the All Access  
and education packages.**

### **Turfgrass Diseases - Alternative Means of Control**

**Dr. John Dempsey**

This session will present, assess and interpret alternative methods of disease control. It includes the latest research methodologies for cultural suppression of these diseases and explains how suppression by natural compounds such as Fe, silica, potassium, manganese, and phosphite occurs. The efficacy of biological controls, e.g. compost teas and biological control inputs will be assessed, and finally methods which prime and enhance the plants natural defence systems are presented.

### **Renovation for Tournament Success - A Collaboration Between Architect and Superintendent**

**Dr. Michael Hurdzan and Eric Ruhs**

The success of the Ottawa Hunt and Golf Club project was a direct result of Architect and Superintendent working as a close-knit team to develop new green and bunker complexes consistent with maintenance goals, budget limitations and member expectations for fast greens, new enjoyable challenges and national recognition.

### **Project Management - Lesson from the Trenches**

During this panel presentation hear how superintendents' stories of their course renovations and how they went about managing the projects. Gain some tips and tricks to improve your own project management skills.

**Confirmed presenters include:** Paul Robertson, Superintendent at Victoria Golf Club, Victoria, BC; Stephen Rabideau, CGCS at Winged Foot Golf Club in Mamaroneck, NY.

### **The Art of Giving Effective Feedback**

**Jodie Cunningham**

In the golf industry, it is critical to get the right people in the right positions, especially when the results determine product quality and member satisfaction. Making the wrong hiring or promotion choice can result in costly mistakes, breakdowns in member service levels, significant loss of revenue, high staff turnover, increased labour costs, and losing valuable time and resources training new employees. Incorporating data analytics into your selection and promotion process will provide critical behavioral and cognitive insight to selecting the right people for the right roles in your organization. And the good news - it's not complicated.

### **Stories from the Greens and Traits for Longevity in the Business**

**Dr. Michael Hurdzan**

Essential personal traits are timeless. The skill set of the industry can be quickly mastered, often easier than finding the proper balance between your health, family, friends, faith, financial, work and community, that are equally important to your success. Old Tom Morris is a great role model to study for he seems to have mastered those personal traits as well as he did the art of greenkeeping.

## CGSA Conference Sponsors

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### Additional





## FRENCH ONLY SESSIONS

### Être leader ça prend du courage!

**Manon Cléroux**

Nombreux sont les gains pour un leader qui s'affirme, peu importe les circonstances et les personnes qu'il supervise... Pouvons-nous dire que les leaders d'aujourd'hui font preuve de courage pour réaliser les défis qui les attendent tout en préservant la relation avec leurs employés? Avons-nous identifié les aspects qui nous stimulent à oser et ceux qui... nous rendent plutôt frileux? Venez donc découvrir ce qu'est le courage managérial, ses composantes et les responsabilités à renforcer ou à développer pour être reconnu comme un leader courageux!

Toutes nos conférences permettent une sensibilisation, de même qu'une prise de conscience importante. Elles se caractérisent par une interaction continue avec les participants et se déroulent dans un climat alliant intelligence et humour.

### Pratiques en droit du travail et gestion de vos ressources humaines

**Mathieu Fournier**

La saine gestion des relations de travail implique de bien connaître les droits et obligations de chacune des parties, que ce soit en milieu syndiqué ou non. Donc, peu importe que ce soit à l'embauche, durant la période où la personne est à votre emploi - que ce soit au niveau de la répartition du travail, des mesures disciplinaires, de la paie, des congés fériés, etc., - ou au moment de mettre fin à l'emploi d'une personne, vous êtes, comme gestionnaire et superviseur, continuellement à vous poser la question suivante : Qu'est-ce que la loi me permet ou m'interdit de faire ? On abordera aussi les règles et pratiques en matière de harcèlement psychologique ou à caractère sexuels, un élément très actuel des rapports de travail. Votre présence à cette conférence vous permettra d'obtenir la réponse à plusieurs des questions que vous vous posez régulièrement.

Avec des exemples très concrets et en interaction constante avec les participants, Me Fournier abordera les principaux aspects de la LNT, loi d'ordre public à laquelle tout employeur ayant des activités au Québec est tenu de se conformer. Votre présence à cet atelier fera de vous un meilleur gestionnaire et vous évitera sûrement des problèmes au fil des ans avec les employés sous votre responsabilité.

Applications are being made for continuing education credits.

For a complete schedule visit:  
[www.golfsupers.com/en/quebec2018](http://www.golfsupers.com/en/quebec2018).

Follow along with updates on Twitter (@GolfSupers) and make sure to check out the conference website (<http://www.golfsupers.com/en/quebec2018>) for information on registration, schedules, FAQs, events and more!



### *The CGCMC also has specific programs for our Equipment Technicians*

#### **Better Grass for Less Money**

Doug Veine, Bernhard. It focuses on the importance of having sharp cutting units and maintaining healthy turf.

#### **Reel Science & Optimum Cut Technology**

Greg Laschansky, Foley. The session will focus on proper reel maintenance.

#### **New Technologies in Turf Equipment, Jacobsen, Textron Specialized Vehicles**

Dean Morison and Randy Arcoite, Service Manager, OJ Compagnie. Bilingual. This presentation covers some of the new technologies being used in equipment to improve safety for operators. It will show troubleshooting tools and onboard diagnostics for the mechanics and also show how new technologies affect capabilities and improve the equipment.



### *Industry Presentations*

Held in the trade show, presentations provide trade show exhibitors with an opportunity to educate a large group of conference delegates on specific product and service offerings. Some of the presentations this year are:

Bayer, Dr. Giordano  
Engage Agro, Paul Grotier  
Syngenta, Ryan Beauchamp



### *Networking*

The CGCMC also offers delegates unique opportunities to network with colleagues and suppliers starting with the opening SociALL, in partnership with BrettYoung, in the trade show, Tuesday, February 27 from 4:30 - 7:00.

**Lunch is available in the trade show on Wednesday, February 28 for all delegates and exhibitors. GM**

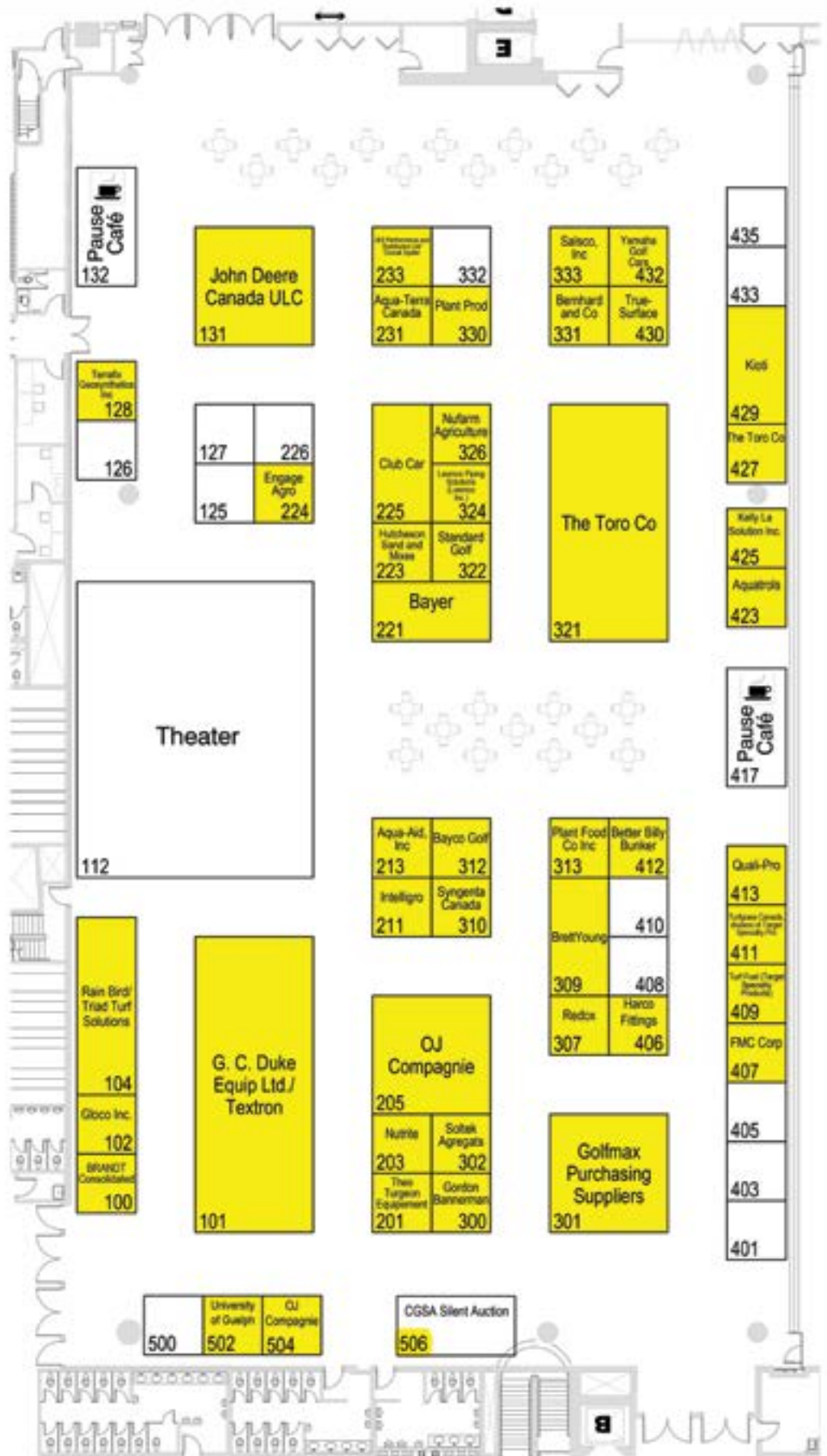
# 2018 Exhibitor List • Show Directory

Company	name	email	phone number	booth
<b>Aqua-Aid, Inc.</b> Aqua-Aid, Inc. provides quality surfactants as well as lime and gypsum to help superintendents manage quality turf.	Bert Brace	bert@aquaid.com	252-937-4107	Booth: 213
<b>Aqua-Terra Canada</b> Traqmatz turf protection and PC Drainage.	Peter Atkinson	patkinson@aquaterra.ca	705-623-6445	Booth: 231
<b>Aquatrols</b>	Walter Dea	Walter.dea@aquatrols.com	514-602-8410	Booth: 423
<b>Bannerman Ltd.</b>	George Bannerman	George@sportsturfmagic.com	416-247-7875 ext. 225	Booth: 300
<b>Bayco Golf</b> Golf course accessories.	Cal Surgenor	csurgenor@baycogolf.com	204-633-8881	Booth: 312
 <b>Bayer</b> Bayer Environmental Science is an innovative leader in the turf industry in the Canada and is dedicated to the research, development and marketing of plant production products.	Colin White	Colin.white@bayer.com	519-239-3983	Booth: 221, 320
<b>Bernhard and Company</b>	Annette Jack	Annettej@turfcare.ca	905-836-0988	Booth: 331
<b>Better Billy Bunker</b>	Daniel Smith	Dg.smith512@gmail.com	765-730-1237	Booth: 412
<b>BRANDT Consolidated, Inc.</b> Brandt and Grigg represent the finest quality products available for foliar and granular fertilizer application needs.	Steve Sweet	Steve.sweet@brandt.co	260-450-4772	Booth: 100
 <b>Brett Young</b> Professional turf products.	Travis Unger	Travis.unger@brettyoung.ca	204-261-7932	Booths: 309, 311
<b>Club Car</b>	Tim Croxall	tcroxall@irco.com	949-303-3079	Booth: 227, 225
<b>Engage Agro</b> Turf protection products including Kabuto, Segway, Renovo, Phostrol and more	Barry Johnson	Barryjohnson@engageagro.com	519-826-7878	Booth: 224
<b>FMC</b> Disarm fungicide and quicksilver herbicide	Adam Manwarren	Adam.manwarren@fmc.com	215-275-0933	Booth: 407
<b>G. C. Duke Equipment Ltd.</b> Jacobsen & E-Z-GO distributors. Also representing Buffalo Turbine, Steiner, Turfco and Verti-Drain.	Neil Beech	nbeech@gcduke.com	1-800-883-0761 ext. 115	Booth: 101, 103, 200, 202
<b>Gloco Inc.</b>	Jean-Baptiste Wart	jbwart@gloco.ca	514-233-1114	Booth: 102
 <b>Golfmax Purchasing Program Suppliers</b>	Cedar Nisbet	cnisbet@gngo.ca	1-866-626-4262 ext 14	Booths: 301, 303, 400, 402
 <b>Hutcheson Sand and Mixes</b> (have logo - sevaria) For over thirty years Hutcheson Sand & Mixes has been a world leader providing sand & aggregate solutions to the sports turf industry. We take great pride in providing our customers with the right material for each application to help architects, contractors, superintendents and golfers alike achieve the best results...our sand makes the difference.	Angelo Capannelli	acapannelli@hutchesonsand.com	905-870-8444	Booth: 223
<b>Intelligo</b>	Lyndsay McDonald	lmcdonald@jankelley.com	800-461-7304	Booth: 211
 <b>J &amp; S Performance and Distribution Ltd./Dvorak Spider</b> Spider, remote controlled, high angle slope mower. Able to mow up to 55° slope, low cost operation, high operator safety.	Jeffrey Ruttan	jsperformance@computan.com	905-468-9735	Booth: 233
<b>John Deere Golf</b> Turf maintenance equipment.	Neill Smith	smithneill@johndeere.com	905-317-5131	Booths: 131, 133, 230, 232
<b>Kelly LA Solution Inc.</b>	Genevieve Kelly	genevieve@kellylasolution.ca	514-425-3535	Booth: 425
<b>Klotti</b>	Annette Jack	annettej@turfcare.ca	905-836-0988	Booths: 429, 431
<b>Lasco Fittings, Inc.</b>	David Beyer	dbeyer@lascofittings.com	561-718-9379	Booth 324
 <b>Leemco Inc.</b> Leemco Piping Solutions offers a full line of high strength, corrosion resistant, ductile iron and Stainless steel fittings, joint restraints, saddles, valves and HDPE products.	Ryan Miller	ryan@leemco.com	909-422-0088	Booth: 324
 <b>Nufarm Agriculture Inc.</b> New Affirm™ WDG Fungicide (active ingredient: Polyoxin D) has a unique mode of action to preventatively and curatively control anthracnose, waitea patch, and other diseases.	Sabrina Bladon	Sabrina.bladon@nufarm.com	226-820-1282	Booth: 326
<b>Nutrite</b> Nutrite supplies the Professional Turf industry with premium quality fertilizers, technical and agronomic support tailored to the needs of the turf professional.	Caroline LeClerc	marketing@nutrite.com	450-454-5367	Booth: 203
<b>OJ Compagnie</b>	Benoit Huot	bhuot@ojcompagnie.com	514-688-1407	Booths: 205, 207, 304, 306, 504
<b>Plant Food Company, Inc.</b>	Greg Moore	gmoore@plantfoodco.com	315-491-5859	Booth: 313
<b>Plant Products</b>	Mike Sturrock	mike.sturrock@plantproducts.com	514-609-7500	Booth: 330
<b>Qual-Pro (a division of Adama)</b> Proud leader in post-patent turf protection formulations.	Don Surgeoner	Don.surgeoner@adama.com	519-535-2409	Booth: 413
 <b>Rain Bird</b> Irrigation products.	Fred Sherman	fsherman@rainbird.com	778-847-6566	Booths: 104, 106, 108
<b>Redox</b>	Erin Funk, Trent Whiting	erin@redoxchem.com, trent@redoxchem.com	208-678-2610	Booth: 307
<b>Salsco, Inc.</b>	Annette Jack	annettej@turfcare.ca	905-836-0988	Booth: 333
<b>Soltek Agregats Inc.</b>	Francis Leblanc	fieblanc@soltekagregats.com	450-834-8534	Booth: 302
 <b>Standard Golf</b>	Matt Pauli	mattp@standardgolf.com	319-266-2638	Booth: 322
 <b>Syngenta Canada Inc.</b> Growing golf through science and education.	Ryan Beauchamp	Ryan.beauchamp@syngenta.com	519-239-4246	Booth: 310
<b>Terrafix Geosynthetics Inc.</b>	Jessica Sparks	jsparks@terrafixgeo.com	416-674-0363	Booth: 128
 <b>Textron</b> Textron Golf is built on the bedrock of some of golf's most respected brands -- E-Z-GO®, Cushman® and Jacobsen®.	Joanne Uhles	juhles@textron.com	706-792-5742	Booths: 107, 109, 206, 208 Visit booth 107 to learn more.
 <b>The Toro Company</b> Toro is the global leader of innovative turf maintenance equipment and irrigation technologies for the golf market. Count on Toro for high-quality products, exemplary service and support, and a legacy of trusted relationships.	Tony Ferguson	Tony.ferguson@toro.com	952-887-7132	Booths: 321 (8 booths) and 427
<b>Théo Turgeon Equipment Inc.</b>	Donald Marquis	Donald.marquis@theturgeon.ca	418-683-2952	Booth: 201
<b>Triad Turf Solutions</b> Triad Solutions has been a leader in the sale of irrigation products with the Rain Bird product line for over 20 years helping turf to improve the health and quality of lawns and green spaces by offering superior quality products, agronomic expertise and professional service.	Yves Demers, Sales Director	yd@triadturfsolutions.com		Booth: please visit the Rain Bird booth
<b>True-Surface</b>	Annette Jack	annettej@turfcare.ca	905-836-0988	Booth: 430
 <b>Turf Fuel</b> Industry leaders in plant nutrition, plant defense.	Steve Loveday	Steve.loveday@target-specialty.com	248-225-8798	Booth: 409
<b>Turfgrass Canada</b> (Target Specialty Products) Foliar, granular, liquid plant nutrition, chemistry.	Mark Scenna	Mark.scenna@target-specialty.com	416-458-2396	Booth: 411
<b>University of Guelph</b> Turf education offered in diploma programs, short course and online learning.	Stephen Fleischauer	sfleisch@uoguelph.ca	519-824-4120 ext. 56886	Booth: 502
<b>Yamaha Golf Cars</b>	Annette Jack	annettej@turfcare.ca	905-836-0988	Booth: 432

Note: CGSA reserves the right to amend booth numbers if necessary

# CGSA Conference Floorplan

yellow booths are sold as of January 24, 2018



***“Hosting a professional golf tournament, like the 2017 CP LPGA Canadian Open was not what motivated Ottawa Hunt and Golf Club to renovate, but it certainly made it a more desirable venue.”***



**Hosting a professional golf championship** takes more than just a great golf course. It is a mini-extravaganza involving athletes and their entourages, media, spectators, security, and vendors requiring access roads, parking, disposal and storage areas, tents, trailers, restrooms, scoreboards, pressroom, volunteer areas, emergency access, security stations, and their associated physical and environmental impacts.

All of this must be planned for within the context of available budgets, resources, governmental agencies, and member's perceived inconvenience, surrounding community concerns, local businesses, zoning, law enforcement and first responders.

The Golf Course Superintendent will be involved with nearly all of these details, not to mention recruiting, organizing and training volunteer greenkeepers willing to give up a week of their lives, while planning for near-catastrophic weather events, and oh, yes, produce a firm, fast, perfectly manicured golf course. To quote The Beatles, “(Lord), you know it ain't easy.”

Those who host tournaments have often developed a system and infrastructure that makes it come together a little easier, but for the neophyte the first time can be daunting.

A good example of adapting to provide long-term benefits is planning and installing a network of service roads and gates that can be used for renovation and the tournament without negatively impacting golf. Another is clearing underbrush from areas adjacent to golf holes to allow for spectators but to also improve the light and air movement for the turf.

## Renovation For Tournament Success

Other benefits are to install additional drainage in certain areas, adding new tees that can double as places for grandstands, or expanding practice areas for members and competitions. This may include installing additional electric lines to key areas or making all weather staging areas, which can make hosting easier.

From a maintenance side, the club may be more understanding of additional pre-tournament aerification, topdressing, or pest controls, in the name of producing firmer, faster playing surfaces for the event.

Hosting a professional golf tournament, like the 2017 CP LPGA Canadian Open was not what motivated Ottawa Hunt and Golf Club to renovate, but it certainly made it a more desirable venue.

The original 1918 Willie Park design only measured 6,356 yards, and so efforts were made to add tees at various distances to improve flexibility in setup. Today's green speeds necessitated flatter greens, with better internal

drainage and rootzones, and lots of space for hole locations, 25% of which were made very demanding for tournament play. Bunkers were rebuilt and relocated to challenge longer hitting equipment, as well as improved bunker drainage, and better playing sand. Sun and shade studies allowed a methodical and justified tree removal program, as well as hiding unpleasant off-course views.

The key to success was open communication and flexibility between the Superintendent, Designer, and Builder, as well as communicating with members. Members were kept informed by weekly reports on the club website, occasional organized walk-throughs with the designer during construction, and town hall meetings. Members could get authoritative answers to all of their questions, which eliminated lots of misunderstandings or criticism.

Because of that, at Ottawa Hunt the project came in exactly on budget and on time, with results that everyone expected, and it seemed to please everyone involved with the 2017 CP LPGA Canadian Open.

Michael Hurdzan, Ph.D., will be speaking at The Canadian Golf Course Management Conference in Quebec City, February 26 – March 1, 2018. Make sure to attend his talks to learn more. Details on conference education sessions can be found at [golfsupers.com/quebec2018](http://golfsupers.com/quebec2018). **GM**





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► **FEATURE** ► **BY MATTHEW LEGG**  
ASSISTANT SUPERINTENDENT, WESTON GOLF AND COUNTRY CLUB



# Two Assistant Superintendents' Unique Perspectives on the **Green Start Academy**



## First Perspective

**This past October, John Deere Golf and Bayer Environmental teamed up to host the Green Start Academy. For 50 proactive, skilled and forward thinking Assistant Superintendents, the opportunity was presented to travel, all expenses paid to Raleigh, N.C.**

During a busy two days, participants were provided a crash course in business and leadership skills, presented by some of the top Directors, Superintendents and Associates from across the continent.

In reflection of my own time spent at Green Start, I found extreme value in the opportunity to

*This article is eligible for the  
Gordon Witteveen Award.*



network. The Green Start Academy offered over 24+ hours of face to face networking amongst a group of over 65+ industry professionals. Education aside, these few days provided an amazing opportunity to build new relationships, both personal and professional.

To maximize my networking experience, I relied heavily on current skills, while taking some time to self-educate and hopefully improve my abilities before heading south. Having observed a positive reaction, I feel obligated to help others looking to improve on their networking, by providing a short list of useful tips, broken down into the components - before the event, during the event and after the event.

**Before the event:**

- Do your homework. Understand who is attending and map out who your targets are? Who may create value in your personal and/or professional growth? Who may help you reach the networking goals you have set? At Green Start, time constraints and attendance numbers made it impossible to connect with everyone. So before heading off, an effort was made to highlight 8-10 individuals that I wanted to connect with.



## Green Academy Panel

(Left to right) Shelia Finney, Pat Finlen, Michael Stephens, Andy Morris, Tyler Otero, Bob Farren, Lukus Harvey, Grant Murphy.

- Use technology to your advantage. Social media has made our industry very small over the last half decade. Before heading into a networking event, cross-reference your followers. I find Twitter to be a great icebreaker in the development of professional relationships. Even a “follow” lets someone know you’re interested in what they have to say, and helps with face-to-face introductions.

### During the event:

- If you don’t do it, someone else will. Let’s face it; networking isn’t natural for most of us. Many people shy away from making first impressions and connecting with those they do not know.
- Networking isn’t always about landing the next job. A skilled and diversified network is your unofficial team - an ace up your sleeve. When necessary, you can deploy this team to help others; which in turn may end up helping you. A well-suited referral can go a long way in helping someone solve his or her problems.
- Listening is sometimes better than talking. We’ve all had experiences where you walk away from a conversation and think, “that person just wouldn’t shut-up.” When making new contacts, ask questions and peel open the personality of your counterpart. Have some points to discuss that demonstrate your preparation, but keep things concise.

- Beware of investing too much time with friends. While the familiarity and conversation with professional and personal friends is easy, networking is about finding new contacts. Make sure to invest your time wisely with your targets.
- Even though it’s 2018, business cards still work. When making strong networking connections, it is important to exchange information so that the connection and effort made is not lost. Even with technology, carry physical business cards over just “adding a contact to your smartphone.”
- The night is young; don’t miss out on the extended opportunities. Too often, it is easy to retire and bow out early from a networking event. With tasteful decisions and professionalism, embrace opportunities to connect afterward over a drink or some food. At events such as Green Start, the alternative was sleep. If you’re away from home, make the most out of your time.

### After the event:

- Don’t forget to follow up! 99% of networking fails because people put in the initial leg work, but lack the follow through. If you really want to make a connection, reach out and make them remember you. I find a well-placed, tasteful ‘thank you’ note, especially handwritten, goes a long way in showing how much you valued meeting someone and appreciated the time they invested in you.

- It takes little time to re-connect. The winter and holiday season are a great opportunity to slow down and focus your efforts away from the daily agronomics and management of the golf course. What better time than now to reconnect with someone in your network of contacts. A quick email, a short phone call, or taking an hour to have a coffee is a great way to refresh and recharge your professional relationships before the onset of a new golfing season.

Regardless of your personality, comfort and level of networking skills, I hope this article spurred a call to action for continued self-improvement. Remember, events such as the Green Start Academy are world class and a chance of a lifetime. Make the most out of your chances to network; you won’t regret it!

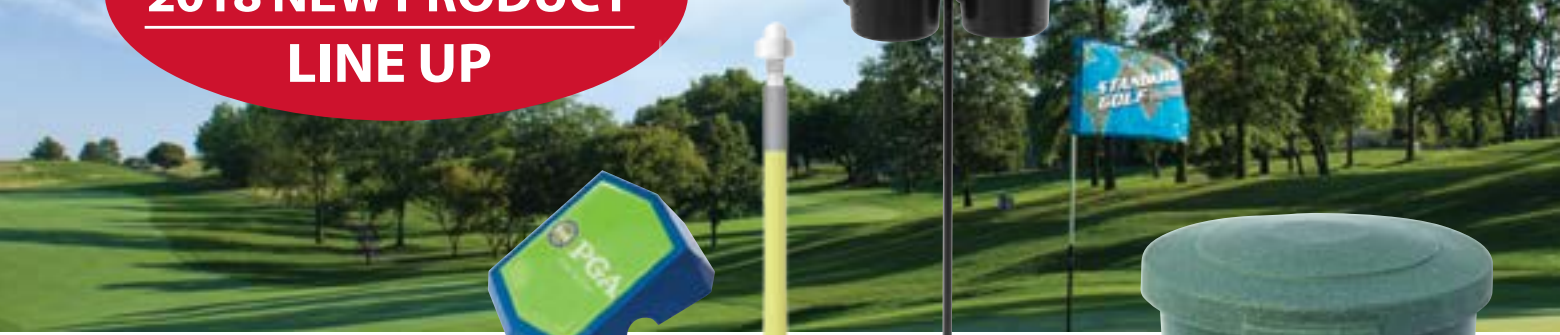
### The Canadian Attendees at Green Start Academy:

Grant Murphy  
 Jeremy Krueger  
 Matthew Legg  
 Steven Rabski  
 Corey Young  
 Bobby Cook  
 John Ingham  
 Jason Lariviere  
 Dan McAllister  
 Calum Wood  
 Mitchell Guy  
 Jonathan Albert

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► **FEATURE** ► **BY JASON LARIVIERE**  
ASSISTANT SUPERINTENDENT, THE ROYAL MONTREAL GOLF CLUB



## Second Perspective

**Upon learning of my acceptance** to the 12<sup>th</sup> annual Green Start Academy, I struggled to find first-hand accounts of the experience. I knew this training for the top 50 assistant superintendents in North America was exactly the experience I was searching for and being one of a record 10 Canadians invited to attend was an honour, but I must admit I had no idea what to expect. I was proud to have been selected, but meeting the other attendees was humbling.

I was constantly impressed with the passion my fellow attendees had for the game of golf and for turf. My career, which has taken me from engineering student, to a summer job at my 9-hole municipal course, to my current position at the renowned Royal Montreal was not as unique as I thought. It never ceases to amaze me how many incredible people end up in this profession from so many different paths. The combination of science, sport, teamwork and the outdoors has hooked many of us, and it was great to network with those similarly bitten by the turf bug.

Nothing could have prepared us for the whirlwind of learning and networking that followed. Grant Murphy,

Associate Superintendent at the National Golf Club of Canada's, "How to get the best out of your people" presentation was the highlight of a full day of talks from current and former Superintendents detailing how to get the job you want, and how to keep it. Interspersed by group breakout discussions with the rest of the Canadian contingent about labour management and building your personal brand, and visiting the Bayer field research and bee care facilities, it was an unforgettable day.

The media members in attendance asked questions of the speakers which added yet another perspective, and the opportunity to hear the experiences of the other Canadians enlightened the similar problems we all face and the differences across our vast nation.

Grant concluded his talk with the following, which left us inspired, "You are the people who will drive change in the future. You have been called to be leaders. Lead with pride, integrity, and authenticity."

The following day was once again filled with pertinent information about tailoring our applications for the non-turf people who will be hiring us as superintendents and how to build our first budget.

The highlight for me was Ed Ibarguen, General Manager and PGA Director of Golf at the Duke University Golf Club, who was able to filter all the information we had taken in through the lens of our future employers. His co-presenter and former Duke Golf Superintendent Billy Weeks was unable to attend due to flooding at his new course in Houston, Texas.

Mr. Ibarguen demonstrated how Billy was the epitome of all we had learned over the previous day and a half, and the respect he had for his former employee was incredible. Their relationship is something that really stood out to me, and I can only hope that the training I received at the Green Start Academy will allow me to continue my good fortune in colleagues, employers and membership as I continue my path to Golf Course Superintendent.

This opportunity opened my eyes to the aspects of our profession beyond agronomy, while allowing me to network with this incredible group of aspiring superintendents.

I would like to thank John Deere and Bayer for this opportunity, and highly recommend any assistant with ambition to continue the Canadian presence at this unique event. **GM**

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# The Looking

## While I was looking for the next person

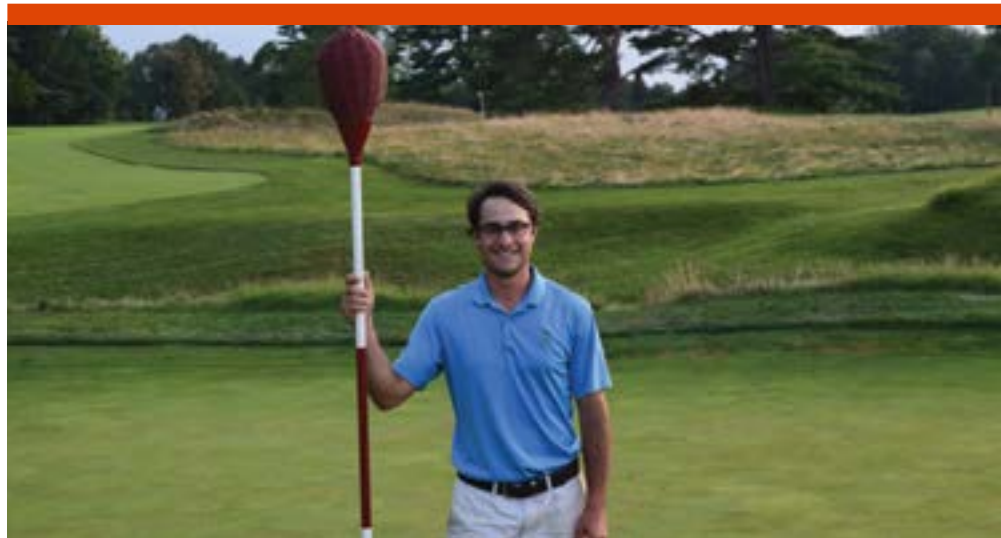
to feature in a Back Nine article, I came across someone who not only has what it takes to be in this industry, but was awarded for it as the 2017 CGSA/Toro Future Superintendent of the Year Award recipient.

Let me introduce you to Marco China, who is presently the Assistant in Training at St. George's Golf and Country Club in Etobicoke, Ontario, and share his story not just to our CGSA membership but also to the readers of NGCOA Canada.

Marco got his start working for the greens department at West Haven Golf & Country Club in London, Ontario in 2007 under CGSA Superintendent Todd Currie. When asked what made him choose this profession he said, "I chose the industry because I had always played the game growing up and I viewed this as a perfect opportunity, while in high school, to have a full-time job during the summer with golfing privileges. It was a win-win for me." However, it wasn't until much later in his career that he viewed golf as a viable career option.

When asked who his biggest influencer was to get into the industry China said, "I have had the good fortune of working with many great mentors in the field, but it was Todd at West Haven who helped me to gain a solid foundation for managing turfgrass."

He went on to say, "Todd allowed me the opportunity to make mistakes but learn from them as well." Under Todd's guidance, Marco learned not only the golf course basics but also agronomic practices and career advice that have led him to where he is today.



China stated, "As I have progressed further in the industry, I look back at my time with Todd and am very grateful for how much I learned in those years that I can confidently say I still use daily."

Marco's been fortunate to work at some amazing courses in his young career both in Ontario and one course across the border in the United States.

After gaining his knowledge of the golf industry at West Haven, China moved onto another great course in Guelph, Ontario, as the Environmental Manager at Cutten Fields under Superintendent Bill Green, AGS. It was shortly after that Marco had a chance of a lifetime to intern at Merion Golf Club in Ardmore, Pennsylvania in 2016.

It was here that Marco received some of his best advice. "As an intern at

Merion Golf Club, Matt Shaffer (Director of Grounds) would say that if you aren't killing grass, you're not trying. It was his way of telling us that you have to be constantly pushing the limits of the turf to produce championship-level conditions."

It was also at that time that he experienced something he's never experienced before. "While I was still at Merion, there was a workday when a group of Democratic National Convention delegates came to play a round of golf. I witnessed a convoy of black Yukon Denalis carrying secret service agents, and that's when I experienced my first full course lockdown round of golf." You don't see that every day.

Marco attended and graduated from the University of Guelph's Turfgrass Management Diploma program in 2017.



# Future is Bright!

I asked him what the most valuable thing was that he took away from the turf program. He quickly mentioned the importance of networking. "As a student, you are constantly meeting new people within the industry, many of whom are there to provide career guidance. It is these people who are invaluable when you are looking for employment."

Although there are many great experiences that we take away from conferences and networking opportunities with our peers, the topics always seem to change to some of the challenges that we all deal with on a daily/weekly/monthly basis.

When asked what some challenges are that he sees, Marco mentioned, "One of the most challenging things about working at a golf course is that it doesn't follow the typical 9-5 work day. Throughout the growing season, I am always looking at weather, scheduling, and watering to stay ahead of the curve and ensure the best possible playing conditions that are expected."

When asked what he loves most about working on a golf course he mentioned it allows him the opportunity to remain connected to the game that he grew up playing. He stated, "It has been a privilege to tend to courses where many of golf's greatest moments have happened and to be a part of golf history by maintaining those courses."

Marco went on to say, "One of the greatest things about this industry is that we are constantly teaching each other new things. I have had great mentors throughout my career, who have taught me valuable lessons along the way. Whether it is the fundamentals of



turf management that I learned from Todd Currie at West Haven, the attention to detail and surrounding environments for better turf growth that I learned from Bill Green, AGS at Cutten Fields, the importance that soil and water play in the management of championship-level turf from Matt Shaffer at Merion, or the constant learning and innovative thinking on plant nutrition from Ian McQueen at St. George's, each of these individuals has taught me many things that I am excited to take with me moving forward and to share with others throughout my career." **GM**



Bob Vokey with many current Hall of Fame members such as Mike Weir, Lori Kane, Bob Weeks, Graham Cooke, Sandra Post and others.

▲ TALK BACK FROM OUR READERS



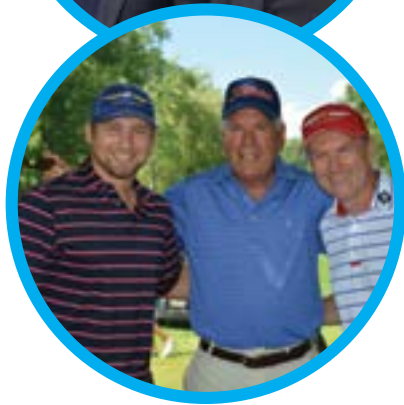
### Long-time CGSA Member's Brother Inducted into the Canadian Golf Hall of Fame

In July of 2017, during the Canadian Open, Derek Vokey's older brother, Bob, was inducted into the Canadian Golf Hall of Fame. Derek Vokey, has been a CGSA member for 26 years and the Superintendent at Cowansville Golf Club in Quebec's eastern townships for the past 27 seasons.

Bob has spent a career working with the game's top players from Tiger Woods to Jordan Spieth. Derek was fortunate enough to accompany his brother and share the experience with him.

**Some photos of the event:**

Bob Vokey, with fellow hall of fame member, Jack Nicklaus.



Derek's son Zachary (Zak) Vokey (a graduate of Guelph's turf program and Assistant Superintendent at Serenity Golf Club in Calgary), brother Bob, and Derek during the Quebec Provincial Junior Championship at Cowansville Golf Club in July of 2016.

### CGSA Member, Wade Hawksworth's dog Shasta, was selected for the GCSAA calendar from over 400 submissions

Shasta is a 3 1/2 year old Shepherd cross, also known as Smarty Pants. Wade and his wife adopted Shasta in March 2014 from the BC SPCA. She has proven to be not only a great companion, but also a great employee.

Shasta started her career at Marine Drive Golf Club in South Vancouver BC, in the fall of 2015. Wade first brought her to the club to help combat the geese population. Now she's living every dog's dream!

Shasta and Wade start their mornings with a quick jaunt around the golf course. She trots beside the golf cart, scouting the course, looking for squirrels, geese, and even coyotes to give chase. Shasta has an extreme love for water, her afternoons are spent jumping into ponds, swimming in the river, and even adjusting the odd sprinkler head.

Wade Hawksworth, also known as "Hawk," has been a member of the CGSA for 22 years. Wade began his career at Marine Drive Golf Club 40 years ago, and was promoted to Golf Course Superintendent in 1996. In his spare time Wade, his wife Natalie, and Shasta enjoy traveling down south in their motorhome, seeking sunshine, golf, and a swimming hole for Shasta. **GM**

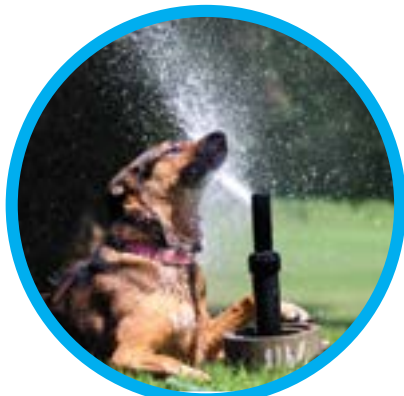


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