

Winter Issue 2019

GreenMaster

Official Publication of the CGSA

25 Years Later

The Varadero Golf Course Project



18

Technology:
On The Bleeding
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20

Save Time And
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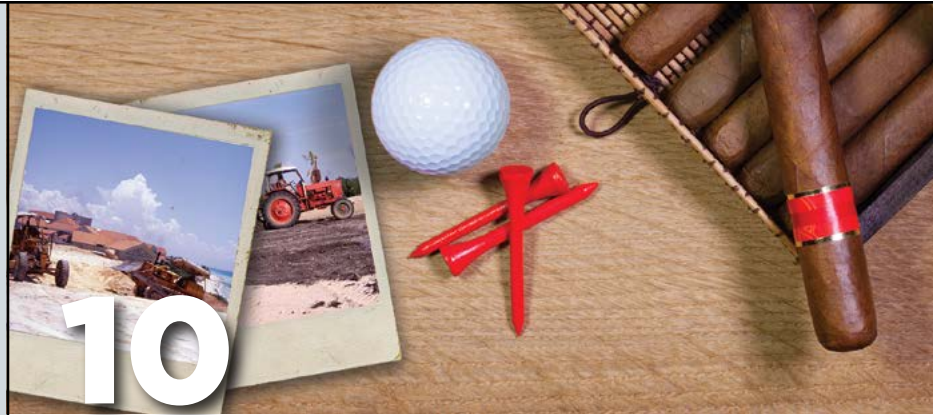
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Past, present and future. If there's anything I've learned in my short term as CGSA president, it's the importance of reflecting equally on all three.

Let's start with the past. I used to think looking back was not focusing on what's ahead. Metaphorically, I have always pictured myself driving a vehicle, speeding of course, on an open road in a straight line, with the sunset on the horizon ahead being my focus. In my vision, my rearview mirror resembles the past. I tell myself that spending too much time looking into that rearview mirror and the distraction will cause a collision and be disastrous. Ultimate failure. There's only time for a quick glance.

The present. Like most visions or dreams, I don't recall much presence. The type of vehicle? Well, it feels like a car moving fast. The details of my space? I don't really see them. My focus is forward, on the end of the road into the sun on the horizon. I'm completely not in the present in my vision, possibly less so than the glances to the past in that rearview mirror.

The future. In my vision, it's where that road and the sun meet on the horizon. It's a very specific point straight ahead and getting to it is my focus. I tell myself that success and accomplishment are there. I've had this picture in my mind for as long as I can remember, and it typically comes up when I need to focus on something specific and am mentally preparing myself for whatever that is. I know that psychologists and psychoanalysts

would have a field day with me in a chair and that there are some problems with my vision, but that really isn't my point, so I'll get to that now.

I've been on the CGSA board since 2011 and in that time our board has gone through a couple of strategic planning sessions, most recently with our redesign in 2016. Being president with a one-year term, and being that guy who thinks as described above, I naturally wanted to steer our direction specifically to the point where the road and sun meet on the horizon. Success is there, I've always told myself. I'm slowing down just long enough for others to get in my car.

So, I directed staff to prepare an agenda with strategic planning on it for the third time in 9 years and we held that board meeting in Halifax in October. In the meeting, I handed the wheel to our Executive Director, Jeff Calderwood.

We started by reviewing our 2016 plan (looking into the past at that dreaded rearview mirror), and wouldn't you know it, we learned that we had accomplished 20 items that we had identified as critical to the success of CGSA. We heard that since our 2016 redesign, we've experienced growth and our bottom line reflected it positively every year since then. I discovered that in that rearview mirror was knowledge, growth, reflection and success and that in order to see it, all I had to do was hand over the wheel, look for more than a glance, and listen.

sociation is good hands

This brings us to the present. Where are we now? We're solid and stable in our current position. We've fortified relationships with provincial and regional superintendent associations. We're continuing to foster positive business relationships with industry partners and sponsors. We're representing superintendents nationally and internationally. We're being inclusive and are reaching out to superintendents and golf facilities that require education and support but have expressed that CGSA is beyond their means. We're offering new programs that offer more support

for the well being of our members. Our association is improving, learning, growing, and ultimately is the sum of its parts. Us!

The future? I can tell you the road isn't straight. I can tell you the point where the sun and road meet on the horizon isn't achievable no matter how focused you are and how fast you go. And, I can tell you with confidence that your association is in very good hands. It is truly an honour to serve. **GM**

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2019 Ends On a High Note

Standing on the signature 16th tee at Cabot Cliffs, thinking that it doesn't get any better than this, and then that simple 125 yard shot off the cliff and over the ocean came up a couple feet short of making it across. Oh well, let's just blame that one on the wind gust and keep our other Fall Field Day memories as positive as they deserve to be!

Yes, it was a fantastic event. Combining the world-class educational sessions with playing Canada's #1 and #4 ranked golf courses, and the networking value of 140 golf industry leaders exchanging best practices, makes for a very valuable CGSA experience indeed. If you missed it, please plan now to join us next year.

Among the many highlights of the Fall Field Day was the announcement of the CGSA/Bayer 2019 Superintendent of the Year winner, which will be awarded to James Beebe at our upcoming conference in Ottawa. He's such a deserving recipient for all of his accomplishments at Priddis Greens and his exceptional contributions to the superintendent profession across Canada. The CGSA congratulates James, and I personally thank him for his visionary leadership that ultimately

brought myself into this CGSA role.

I would also like to take this opportunity to congratulate our own Kathryn Wood, who has recently completed her one-year term as Chair of We Are Golf. She did an admirable job managing on behalf of the CGSA, PGA of Canada, NGCOA Canada, CSCM and Golf Canada. Her tenure included a very successful National Golf Day, effectively promoting Canadian golf's "good news story" to government, media, the golf industry and golfers.

Under Kathryn's watch, we also launched the next Economic Impact Study. A series of golfer and golf industry surveys, along with numerous other relevant data collection sources, will soon be completed. We publish this Economic Impact Study every 5 years and this one will be released on National Golf Day 2020.

In the meantime, all the best through the off-season, enjoy this issue of GreenMaster, and I look forward to seeing you in Ottawa for the CGSA's next highlight event, our annual conference "The Canadian."

Respectfully,

*Jeff Calderwood, Executive Director
Canadian Golf Superintendents
Association*



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► FEATURE ► GRAEME DOUGLAS

MANAGER, GOLF/HOTEL FACILITIES AT THE ST. EUGENE GOLF & CASINO RESORT, BC



25 Years Varadero Golf

I looked into the Argentinian's eyes, his shirt half open, unshaven, with a Cohiba stub dangling from his mouth. "Are you sure you can produce a meter trench in coral rock by using dynamite?" I asked him. "Si Señor" was his confident reply.

Safety precautions were limited in Cuba at the time. To prepare for the moment I drove through the site and positioned myself 300 yards away behind some palm trees. Standing with my camera I waited until 10 am, blast time! Anxiously, I looked at my watch ... 5,4,3,2 ... BOOM!

The explosion compressed my chest and sent me diving behind the palm trees! My Calgary Stampede Stetson and camera went flying into the air. Small rocks pelted my not so classic Russian Lada vehicle.

"Holy \$%&#", I shouted. In full on panic mode, I dusted myself off and ran towards the explosion site hoping not to see any bodies along the way. There was a group of tourists already gathered around a crevasse as big as a Greyhound Bus! Down below, seawater splashed against the jagged coral.

Thankfully, no one was hurt, but all the Argentinian and Cubans involved in the dynamite preparations high tailed out of the area. Sirens could be heard coming from town. Sensing danger, I quickly took the lead set by my fellow compadres and went incognito with the tourists. When the authorities arrived asking questions, we all pointed simultaneously towards the golf project

headquarters at the Dupont Mansion. Suspiciously, I walked away from the scene quickly with a John Wayne strut. Well, at that moment, I knew dynamite was now out as a construction tool!

HOW WE GOT HERE

1996 to 1998 was a dynamic time in Cuban history. Revolutionary leader Che Guevara's remains were returned from Bolivia to the city of Santa Clara; Pope John Paul II visited the island and gave the Christian community the right to celebrate Christmas; and Rumbos S.A., a tourism group made up of ex-Military and Revolutionaries reinstated the game of golf to this island country!

In the nineties with the end of Soviet involvement, Cuba's economic survival was threatened. The island turned to tourism as an alternative, which was initially restricted to "enclave resorts". One idea was to reclaim its golf courses, which included the Havana Country Club built by world-renowned golf designer, Donald Ross. The problem was the entire sites were destroyed or converted to military institutions during the Revolution.

The only site that had a chance to be restored was on the Varadero Peninsula. Unable to reach across to America for help just 90 miles to the North because of the Helms Burton Act (a United States federal law with embargos against Cuba), they searched for other experienced golf designers in Europe and Canada. Eventually they brought in Les Furber of Golf Design



Shaping the grounds near the hotel complexes

Later: The Course Project



Rolling the 419 Sprigs

Services (GDS) out of Canmore, AB. The choice made sense; Les had a lot of international experience and a good grip on the Spanish language.

Everything looked good back in Canmore when designers Les Furber and Jim Eremko talked about the Cuban Project with friends and business associates. All people could imagine was “wow!!” Varadero, the paradise of endless beaches, warm ocean water, dancing in the streets, and rum! The

project had been a dream of Les for many years. He brought Cuban engineers to Ontario and Alberta to show them what golf course design and construction were all about, he also made trips to the island to enjoy the sun and surf hoping one day the project would become reality.

I had spent a year with GDS on projects from Sault Saint Marie, ON to Crow’s Nest Pass, AB. In the fall of 1995, I decided to return to Europe where I



Photo: Dawna Chambers

Technical Description of the Golf Course

- 18 holes; par 72, with 5 par 5 holes and 5 par 3 holes; remaining 8 holes are par 4.
- 6,269 linear metres of trajectory between the First Tee or starting point and Green 18.
- Three golfing architectures have been combined:

1. Classic design, broad roads bordered by trees, wide and scarcely protected greens.

2. Challenging or Target Golf design, modern style with narrow roads and heavily protected greens surrounded by sand traps and lakes. The Varadero Golf Course has several saltwater lakes that connect directly with the sea, a feature that makes it almost unique worldwide.

3. Links design, with holes located alongside the sea following the shoreline, introducing the ocean as another obstacle in the game.



Top photo: Changing from stables to the clubhouse

Bottom photo: Lining the irrigation reservoir

had spent 10 years with Robert Trent Jones. A week before departing Les called my apartment in desperation, “the Cuban project is moving forward, and they need a project manager immediately who can speak Spanish.” I was in disbelief, but over a long business lunch we came to an agreement. It could not be anymore difficult than some of the European/African projects I worked on, especially the Royal Cabo Negro course outside of Tetouan Morocco for King Hassan.

GDS began construction of the Varadero Golf Course in earnest in January 1996 for the first golf project undertaken in Cuba since the Revolution in 1959. Surprisingly, to this day it is still the only 18-hole course on this Caribbean island paradise!

Looking back now, it is somewhat surreal. The trials and tribulations; the hardships, and isolation memories are all gone. That void is now filled with pride, and a sense of accomplishment. Even though we were building something physical, it was the foundation of an emotional change in this incredible country.

PROJECT CONSTRUCTION PHASE

Headquarters for the Cuban Project was based out of the majestic Dupont Mansion, a four-story building with 11 bedrooms, adjoining baths, large terraces, balconies and a private dock. Irene Dupont, the Chemical Magnet, built his quiet place for retirement on the San Bernardino Crag in 1927.



Cachaza organic material from sugar cane by-product



Lloyd Axworthy, Canadian Minister of Foreign Affairs, visiting the clubhouse

Carlos Gonzalez and Jesus Magdalena were the Cuban Project Managers for Rumbos S.A. They reported to Sr. Cantillo in Havana. Once Les told me it would be too big a risk for the GDS Company financially to bring equipment and other personnel and that I would be the only foreign expert on site, I worked quickly to get my "residencia" and settled into a Sol Palmeras Bungalow.

All the design, engineering, construction, shaping, irrigation installation, electrical, pumphouse design, and agronomists would be Cuban! As such, some of the project challenges that had to be overcome were:

- None of these guys had ever built a golf course before;
- All their equipment, mostly Russian, was old and breaking down all the time;
- Fuel was hard to come by;
- Promised equipment to grind through the coral wasn't going to happen;
- The surveyors miscalculated the rising water table, meaning additional fill was required;
- A large part of the project money had to go towards major infrastructure of building bridges, tunnels, moving main water, sewer, power lines and a highway;
- All the fill for shaping was going to come from the excess Varadero airport expansion material, which was mostly rock and red clay.

... besides the above list, everything else was supposed to be easy, and straightforward according to Les!

Les and Jim visited often and tried to help set the tone on what we were trying to accomplish. We knew because of the resources, equipment and personnel that we would keep things simple. Besides having all Cuban expertise and the need to get around the American Embargo, the pump station package came from France, irrigation fittings and reservoir liner from Canada, the PVC pipe and dynamite from Cuba, and maintenance equipment from Spain.

GOVERNMENT INVOLVEMENT

In addition to the team we assembled, there was a lot of government interest and involvement ... both Cuban and Canadian! Lloyd Axworthy, Canadian Minister of Foreign Affairs visited the Varadero site to investigate the Canadian involvement.

Pressure was starting to mount from the Havana Foreign Embassies and American Interest Centre about a Western Canadian firm doing a high-profile golf project in the U.S. backyard! I got worried the project might shutdown!

In 1996, communication from the outside world stopped. Tourism and commerce slowed down, but to my surprise, just like the energizer bunny we kept going! Minister of Tourism Osmany Cienfuegos, Cuban politician and older brother of Fidel's Comandante, Camilo Cienfuegos, visited the site. Worry was in the air; the project might shut down because cost overruns and the tightening of purse strings in Havana towards tourism infrastructure. Eventually, the project continued.

VARADERO PLANTING AND GROW-IN STAGES

Once we knew the project would continue, the real work behind the scenes had to take place. Originally, the GDS office was hoping to work with Jacklin Seed Co. out of Northern Washington and using consultant Tom Burton out of Sea Island, Georgia for the Varadero planting and grow-in phases.

Once again, the Helms-Burton Act would have nothing to do with that idea, also using seed would delay the project because the grass would have to be quarantined on "Isla de la Juventud" for at least a year to ensure the grass would not be a threat by bringing disease to the island's sugar cane or tobacco plants. The only way we were going to plant the golf course would be by taking the best plant specimens from the now defunct Dupont Mansion 9-hole course that was originally built in 1932 and plant the new course vegetatively.

The course was Common Bermuda grass, but went through several grass changes over the years. Therefore, the grass purity would always be in question. A key component to planting would come from working with the Indio Hatuey Research and Agricultural Centre, and specifically the Minister of Agriculture who had worked with Dr. Glenn Burton from Tifton, GA, USA. In the late 1950's, Dr. Burton had brought 328 and 419 Bermuda grass varieties in a shoebox to Cuba for research and to use to improve the turf conditions for the Varadero and the Havana golf courses.



Les Furber, Canadian golf course designer, on site



Local workers hand spreading sprigs

Sr. Corbeya was a hardliner early in the project; he didn't feel I had the required experience and know how to work with Southern grasses because I was Canadian with a Scottish background. He continually tested me by holding up a stolon and asking, "Douglas what is this: common, 328, or 419"? My educated guess was always right! Our relationship eventually improved when he found out I worked with Dr. Burton's grandson, Jeff, in Portugal and Past GCSAA President, Sherwood Moore, in Morocco. Throughout the project I kept my James Beard "bible" close at hand and thanked myself for listening to Gerry Lettner's Fairview College lectures about southern grasses in Alberta's Far North!

The nurseries were established for the different components of the course, including 328 for the greens; 419 for the tees and fairway; Common Bermuda for the rough. The planting equipment had to be invented then fabricated, e.g. sprig verticutters, rototillers, rollers, and landscape buckets. Also, we had to plan on enough personnel to transport and plant the sprigs in a timely manner. I spent a lot of time traveling around the island researching fertilizers, organic materials (such as Cachaza, which is a by-product of the sugar cane waste) and growing mediums. Of course, a key component was water. Initially the project was going to get potable water for free, but when the

government found out the quantity we needed, they wanted to charge \$1 per liter! Quickly the architect and engineering firm EMPAI 8 came up with the idea of using the recycled water from the Varadero Wastewater Plant.

At this stage we were now going into the "great unknown". I had internal confidence the planting and grow-in would work successfully. With heat, water and humidity Bermuda grass will grow anywhere. However, one thing I couldn't accept was planting into the lake dredged and airport red clay material ... we needed sand! We ventured north beyond the Sol Palmeras hotel complex where future hotels were going to be built. With the governments blessing we started to dig and transport fine sand to cover the whole project with 4-6 inches.

Perfect! Well not exactly ... as the rules suddenly changed on us! The hole we dug would have to be filled and compacted to meet the future engineers building specifications at the cost of the Varadero Project. Also, we tried our best to follow USGA green construction techniques with some slight local modifications. "Cookie Cut" greens with herringbone 4" drainage pipe covered with pea gravel and topped with 12" of beach sand (including seashells) blended with 20% Cachaza. The final shaping was done with Toro Sand Pros and of course, Mother Nature's wind!

VARADERO GOLF FINALLY OPENS

The golf course opened in 1998, which was pretty-well on track for any new project of this magnitude. To this day, Varadero is still the only game in town, it changed tourism to the Varadero Peninsula and hopefully will keep the game of golf alive in Cuba.

Before Fidel's passing, he pushed the Cuban youth to take up the game hoping to produce a "Cuban Tiger Woods". One of his sons presently promotes the game of golf in Cuba.

Building the first golf course in Cuba since the 1959 Revolution will hopefully inspire young Canadian golf course superintendents to push their limits, dream big, and meet their challenges without fear! Whether building a new course, renovating an old course, or getting along with your board of directors! Also take the time to study a second language, as you never know where life's adventures will take you!

I returned to Cuba the following year as a consultant for Ian Delaney of Sherritt International at the golf course, a rare set-up for someone to return with a different company. When I searched out Sr. Corbeya of Indio Hatuey, the company that sprig planted the golf course, he hugged me in disbelief. My return was evidence that his hard work and all the other contractors at the Varadero Golf Course was justified. And now, 25 years later, Canada is still Cuba's number one tourist partner! **GM**

Photos by: Graeme Douglas

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Bringing



ANOTHER SUCCESSFUL EVENT

Women in Golf started with a simple idea. Bring women with a wide variety of positions across the turf industry together to learn and network in an environment that allows openness, and as Dr. Jacquie Applegate, President of Bayer Environmental Science stated, a safe environment to learn, network and embrace the type of diversity that Bayer strongly supports.

The first Bayer sponsored Women in Golf event was hosted in 2017 at the Ladies' Golf Club of Toronto and included education, golf and networking. This meeting was small in numbers but great with enthusiasm, energy and the idea was solidified that all involved, including Bayer, wanted to continue to gather, support and encourage more women to choose the turf industry as a career.

To keep the momentum going Bayer hosted 60 Women in Golf from across Canada and the U.S. in March 2018 for a one day educational and professional development event at the Weston Golf & Country Club in Toronto. This event was led by Susan Hite and Dr. Applegate and included workshops on self-awareness and business skills. Following the success of this event, Bayer decided to expand its support for the Women in Golf initiative and discussions were started on how to bring this idea to the next level.

EDUCATION, NETWORKING AND PROFESSIONAL DEVELOPMENT

The result was that Bayer Canada and Bayer U.S. partnered to create a Women in Golf North America event that was held September 18-20, 2019. The event was hosted in the Raleigh, North Carolina area where 50 women from across the United States and Canada came together for three days of learning, sharing and networking.

The excitement and enthusiasm of the women was overflowing during the opening reception and dinner. It was no surprise that new relationships were quickly forming with stories being shared!

The first day of education was held at the Bayer Research facility in Clayton, NC just outside of Raleigh. The day was led off by Carol Rau who frequently conducts seminars for Green Start Academy and GCSAA, discussed the importance of "Perception", "Elevate Oneself", "Integrity" and "Teamwork". She provided valuable insight to being prepared for the next opportunity, "Think about your goals and lay the groundwork to reach those goals".

Kimberly Erusha, Director of the USGA Green Section followed with a great presentation on her career and what experience has taught her to be successful. As she stated, "She has been known to be direct and honest and that this is a strength that should never be compromised or apologized for!"



Women in Golf North America
September 18 to 20, 2019

Women Together



Photos courtesy Chris Buhler atcbuhler@baeringgroup.com

The next education segment of the day was a panel discussion on career opportunities and advice by four women who have been successful in the turf industry. The panel consisted of Carol Rau, Kimberly Erusha, Sheryl Wells of Bayer Field Research and Kerry Whale of Allturf Ltd. Bethany Chambers of GolfDom moderated this discussion that gave everyone in the room great insight into what made them successful and the many opportunities that are available for them in this industry.

The first day concluded with a tour of the 170 acre Bayer research facility located in Clayton, North Carolina. This amazing facility not only has numerous turf plots but research for vegetative management, forestry and greenhouse production.

The second day of the event took place at Bayer Environmental Science's North American head office located in Cary. Ildem Bozkurt who leads the U.S.

Pest Management Public Health division shared her insights into her path to success and the challenges that taught her the most and led to the successful career she has with Bayer.

The session concluded with Susan Hite of HRI Consulting who instructed the day event in Toronto in March of 2018. She lead the group through an exercise using Shape analysis to determine what type of person you are and how it impacts you as a person and leader. She finished the session by encouraging each participant to be brave as they move forward and shared a personal story of something that she needed to do to be brave even though it was one of the hardest things she had ever done.

The Bayer team led by Patricia Morrow and Mike Hirvela did a fabulous job planning this event but what can never be planned for is the spirit of the event. It was the 50 women who

attended that made the event truly special. The shared stories of success and challenges both personal and professional that were shared over the three days was inspiring. The appreciation expressed for this event was overwhelming, as many US women didn't know there were so many women in the business as they may be the only woman in their state in the golf course industry. As many expressed, "It was so new to be in a room of turfgrass professionals and not be the only woman."

Bayer firmly supports diversity and inclusion in all aspects of their business. The Bayer Environmental Science Leadership Team of North America and Dr. Applegate have embraced this initiative and will continue to host events such as Women in Golf in order to support and attract more non-traditional professionals to this great industry. Countdown to the 2020 event! **GM**

For more information and details on the next Women In Golf event please visit: <https://www.environmentalscience.bayer.ca/golf-course/resources/women-in-golf>

► **FEATURE** ► **PAUL ROBERTSON**
SUPERINTENDENT, VICTORIA GOLF COURSE

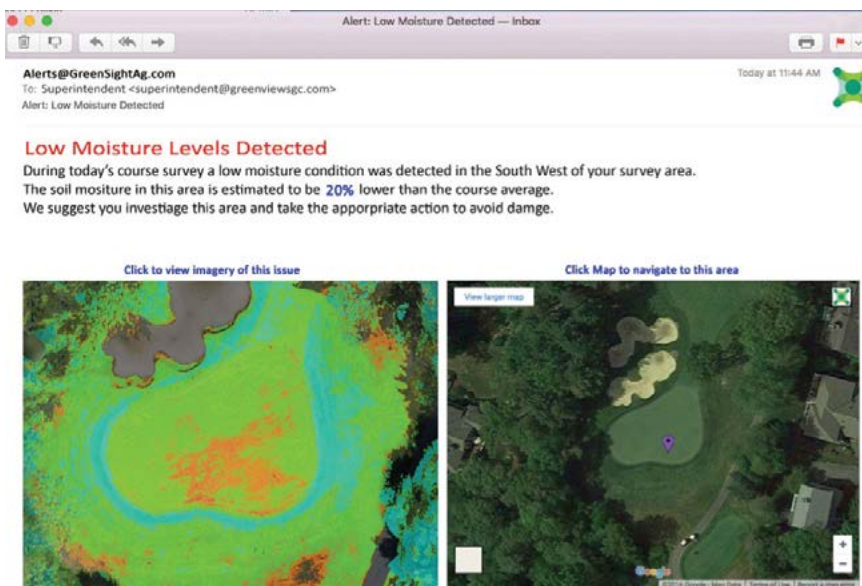


Technology: bleeding

The Victoria Golf Club (VGC) has become well known for two things, classic golf in a spectacular seaside location and high tech turfgrass management.

As Bill Gates famously stated, “The first rule of any technology used in a business is that automation applied to an efficient operation will magnify the efficiency. The second is that automation applied to an inefficient operation will magnify the inefficiency.”

Technology represents the best in any industry - the best in design, best in innovation, best in performance and productivity. However, technology has a darker side. It is expensive, requires significant commitment to implement and is often difficult to honestly evaluate the return on investment (ROI). This article is the first installment in a series exploring the real cost-benefit of the “bleeding edge” technologies in golf course management.



Victoria Golf Club numbers (yearly)	
Irrigation costs (water, power)	\$130,000
Pesticide and fertilizer	\$155,000
Soil moisture monitoring (greens, tees and fairways using TDRs or POGOs)	\$15,000
<i>Subtotal Costs =</i>	\$300,000
Reduce water use with GreenSight volumetric water predictions (10% reduction)	(\$13,000)
Reduced pesticide and fertilizer using GreenSight NDVI imaging (10% reduction)	(\$15,500)
Reduced soil moisture monitoring (50% reduction)	(\$7,500)
<i>Subtotal Savings =</i>	(\$36,000)
Cost of GreenSight Program =	\$12,000
Cost of supervising the operation and drone operator's licence =	\$7,000
NET ROI =	\$17,000

On the edge

Part One

Agronomic Drones

In 2017, we began the long-term testing of the GreenSight autonomous agronomic drone.¹ GreenSight drones employ three cameras:

- Normal digital single-lens refractory (SLR). This camera takes high-resolution images for georeferencing and creating a complete picture of the property.
- Normalized Differential Vegetation Index (NDVI). In simple terms, NDVI creates a visual gradient of turf health, highlighting areas of disease or pest stress before visible to the human eye.

- Thermal imagery. Early research suggests thermal imaging can be used to create volumetric moisture maps.

Combining all three images you have location, soil moisture, temperature and turf health. GreenSight is currently working with at least one irrigation company to incorporate this information directly into the central computer software to automate irrigation decisions.

THE NOT SO OBVIOUS ROI

- The precise application of water, fertilizer and pesticides.
- We are improving turf quality while using fewer materials and labour.
- Free up valuable staff and resources to focus on other tasks.
- Daily images of the entire property.
- Course managers can view images of the golf course and receive alerts at any time and from anywhere.
- Our members/customers, staff and public know we are utilizing the latest in technology to conserve precious resources.

THE FINAL THOUGHTS

Drones are just one of the technologies being developed to monitor turf health and help make accurate management decisions autonomously. From my perspective, the challenges for GreenSight or any similar technology is:

- The method of collecting image/data. Drones are fragile, temperamental and subject to ever-increasing regulation and licencing requirements.
- Images and data must be collected quickly, turned into actionable alerts and delivered to the end-user(s) in time to make management decisions.
- The turfgrass market is tiny. Most, if not all, technology developed for use in golf course management is a company's first step on the way to producing a product or service for a larger industry.

Look for Part 2 of this series, featuring the future of robotics in golf course management, in the spring issue of GreenMaster. In my opinion, at least one golf course superintendent has got it right...and it is not me. **GM**

¹ A machine or system able to operate without being controlled directly by humans (Cambridge Dictionary).

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► FEATURE ► JAMES BEEBE

GOLF COURSE MANAGER, PRIDDIS GREENS GOLF & COUNTRY CLUB



Save Time and



GPS sprayer application on a fairway. Auto-steer is guiding the sprayer and application coverage is being displayed on the GPS screen.

GPS spray technology has been a significant part of our agronomic program here at Priddis Greens G&CC for the last three years and we cannot imagine a future without it. This technology has helped streamline the efficiencies of our operation by saving time and money. It has also helped provide improved course conditions and is an environmental good news story. These are just a few of the benefits we have realized by using GPS sprayer technology.

SAVE TIME

The increased speed of GPS spraying has enabled us to spoon feed large acreage areas like we have always treated our greens and tees. We spoon feed our fairways and rough with inexpensive elemental fertilizer products in order to keep the turf healthy without causing large flushes of growth. We no longer require expensive wall-to-wall granular applications on these large areas.

This change in application process has helped to more efficiently apply our nutrients and has resulted in a reduction in yearly nitrogen rates on our fairways and rough from 2.5 lbs of nitrogen to approximately 0.8 lbs of nitrogen annually. Subsequent benefits of spoon-feeding fairways and rough are greater control of growth rates which has led to reduced mowing. The positive effect of reduced mowing has been a reduction in wear and tear on equipment as well as a reduction in labour and fuel consumption.

We are now able to spray 25 acres of fairways (five tank loads) with one sprayer in the morning ahead of play, something that was never possible prior to using this new technology.

Pulse width modulation (PWM) is the key feature of our GPS sprayers contributing to the reduction in spraying times. The PWM feature has a pulsating solenoid in the nozzle body, rather than sprayer pressure which controls the nozzle output. This feature provides the capability to spray at a wider range of speeds while maintaining consistent coverage. We are now spraying large areas such as fairways and rough at 11.2 km/h when previously we were spraying at 5.6 km/h. The math is simple, twice the speed equals twice the productivity.

Finally, the auto-steer function ensures you lock on to your next line exactly where you left off, eliminating application overlap and the possibility of operator error. With the GPS sprayers functioning at such a fast pace, we also implemented a home built portable 400-gallon mix tank in order to transport product out onto the golf course which has led to even greater spray time efficiencies.

FINANCIAL BENEFIT

The introduction of GPS spraying has quite literally paid for itself. The annual savings on the reduction of applied products has covered the cost of the lease payments and more. The key feature leading to product reduction is

Precision GPS Spraying for Golf Courses

Money

individual nozzle control of the GPS spray system. Less product is now used to spray the same area by eliminating overspray outside the intended application area.

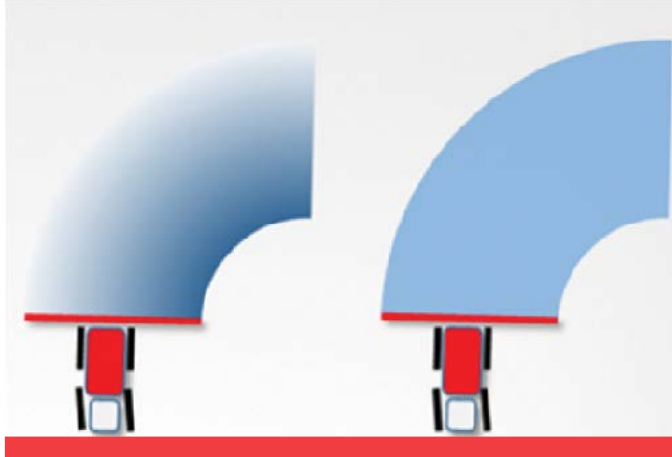
Savings of between 10-20% have been realized on all applications of greens, tees, fairways and rough. These savings have enabled us to reduce our budget or at times re-allocate budget dollars to purchase other beneficial plant health products.

APPLICATION QUALITY

In our three years using GPS spray technology we have realized reduced inputs, cost savings and improved application efficiencies. However, the greatest benefit has been the uniformity of turf quality due to precision applications of all products sprayed. The two key components contributing to enhance application uniformity are the GPS real-time kinematic (RTK) positioning and turn compensation.

RTK positioning is a precise satellite-based positioning system that provides sub-inch accuracy during the application process. Sub-inch accuracy ensures perfect overlap between passes and is required for the individual nozzle control feature to work with perfect accuracy. RTK technology is the most accurate GPS technology available.

The turn compensation feature adjusts nozzle output individually based on their speed so that the desired rate is consistently applied. The combi-



Turn compensation provides application uniformity, as shown on the right.

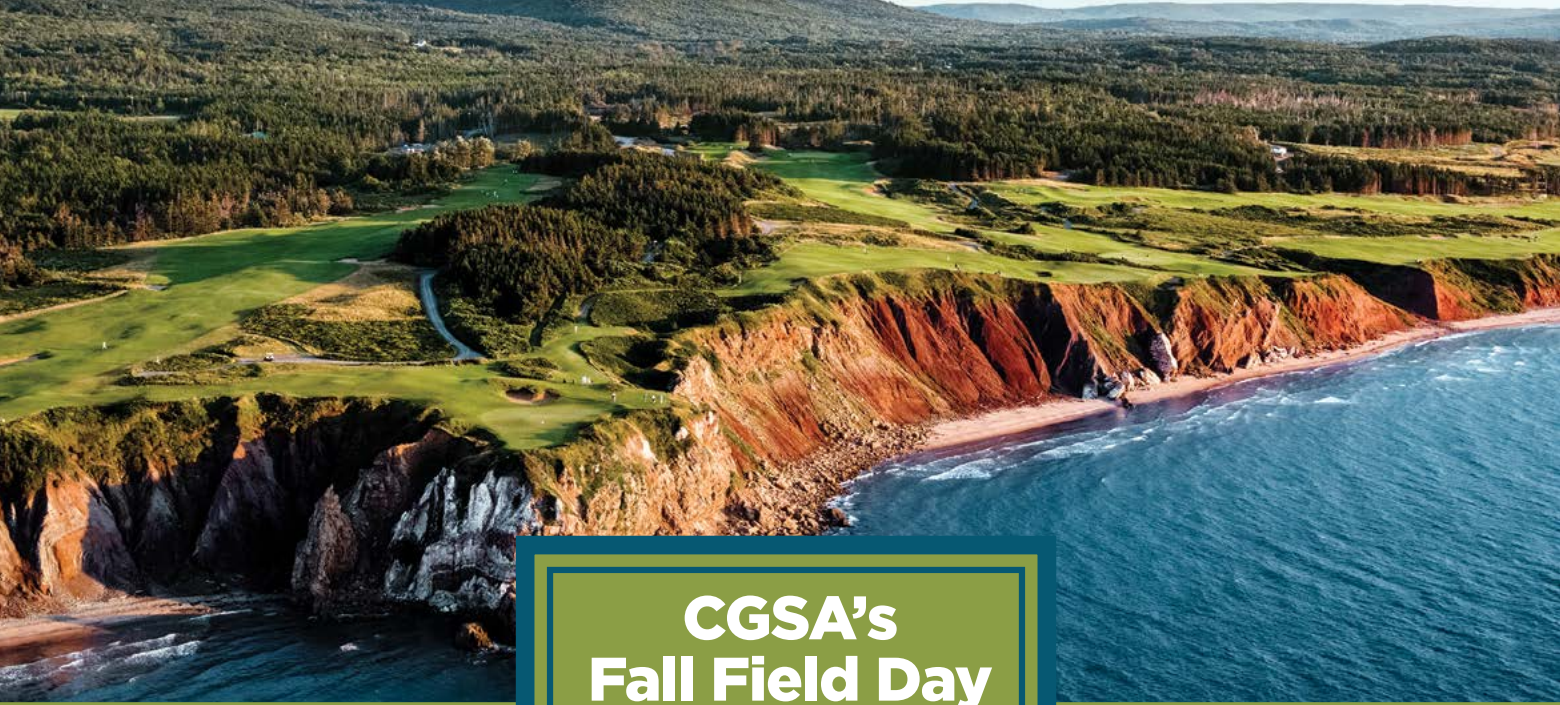
nation of these two features has prevented streaking caused by overlap, or gaps in applications caused by operator error. The quality of application that this technology delivers is as good as it gets!

THE BOTTOM LINE

After three years of using GPS sprayer technology, our knowledge and proficiency in our spray programs has been greatly enhanced. We have improved the uniformity of all spray applications, saved money, reduced inputs for environmental benefits and enhanced course conditions. This technology has become indispensable to our operation and we could not imagine our future without GPS spraying. **GM**



Hole # 12 Hawk – Priddis Greens G&CC



CGSA's Fall Field Day WRAP UP

October 9 - 11, 2019 Cabot Inverness Nova Scotia

Another successful Fall Field Day has come and gone leaving golfers with many memories including the cliffs of the Atlantic along with spectacular golf and scenery. One golfer was overheard saying, "I can't wipe the smile off my face and the best part is, I get to do it again tomorrow." That sums up the success of the golf experience at Cabot Links and Cabot Cliffs.

A special thank you to Bradley Allen and James Bryce, Superintendents at Cabot, and all the outstanding staff at Cabot who contributed to making this experience phenomenal.

Participants were treated to a Welcome Reception sponsored by The Toro Company. The east coast kitchen party was the perfect chance to network and greet golf industry members from across the country. Toro also presented their traditional Fall Field Day course photo for superintendents.

Thursday started with intriguing educational seminars sponsored by Bayer Environmental Science. Guest speakers included Paul MacCormack who presented The Mindful Superintendent and Brandon Horvath, Ph.D. who discussed Big Data and the History of Mowing and Fungicides. Golfers proceeded to collect their lunch and join their caddies to be led to their starting hole. The course conditions were perfect and the weather co-operated with the sun shining against a blue sky.

Congratulations to Joel Amirault from the Links at Brunello, the overall low net champion with a score of 64. Jason Dziabel, Assistant Superintendent, Cabot Links won the low gross championship with a score of 68. These golfers received special commemorative pin flags thanks to Bayco Golf, pro-shop certificates and registration to the 2020 Fall Field Day.

Bragging rights were given to team Atlantic who won the Provincial Challenge Cup. Proudly representing Atlantic Canada were John Mills, Superintendent at Northumberland Links Golf Club; James Bryce, Superintendent at Cabot Links; Jason Dziabel, Assistant Superintendent at Cabot Links and Mark Perry, Head Superintendent at Rustico Resort Golf & Tennis Club.

A special thank you to Syngenta Canada for sponsoring the awards dinner. After golfing one of Canada's best with perfect conditions, golfers enjoyed an outstanding meal and camaradery. During the awards ceremony, guests were treated to a visit from Ben Cowan-Dewar, founder of Cabot who shared his inspiring story.

Golfers were also able to take photos of the spectacular scenery thanks to Nufarm's selfie sticks. CGSA would also like to thank all tee-sign sponsors and the Atlantic Golf Superintendents Association for their support of this Fall Field Day.



Greg Austin, CGSA President presents low gross championship to Jason Dziabel, Cabot Links.

Greg Austin presents overall low net championship to Joel Amirault, The Links at Brunello.

Team Atlantic CGSA Provincial Challenge Cup winners from left to right: Mark Perry, Jason Dziabel, John Mills, Greg Austin and James Bryce.

Greg Austin presents Cabot Superintendents Bradley Allen (left) and James Bryce (right) with a plaque to thank them for all their hard work creating an unforgettable experience for golfers.

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- Nufarm
- Plant Food Company Inc.
- Plant Products
- Rain Bird
- Target Specialty Products
- The Toro Company
- Turf Care
- Veseys Equipment

Other winners include:

Flight A:

- Low-Gross: Mark Kerkowich, Neepawa Golf & Country Club
- 2nd Low-Gross: Louis Patton, Mystic Pines Golf & Country Club
- Low-Net: Dave Paterson, Summit Golf & Country Club
- 2nd Low-Net: Trevor Anderson, Mount Bruno Country Club

Flight B:

- Low-Gross: Jamie Robb, AGS, Marine Drive Golf Club
- 2nd Low-Gross: Merlin Affleck, Stanhope Golf & Country Club
- Low-Net: Scott Bowman, Speare Seeds
- 2nd Low-Net: Rob Ackermann, Weston Golf & Country Club

Flight C:

- Low-Gross: Paul MacCormack, Fox Meadow Golf Course
- 2nd Low-Gross: Mike MacGillivray, Bayview Golf & Country Club
- Low-Net: Dave Fair, Northview Golf & Country Club
- 2nd Low-Net: Paul Robertson, Victoria Golf Course

Social and Industry Flight:

- Low-Gross: Todd Fanning, National Leasing
- Low Net: Kevin Falls, Maritime Green Products

Cabot Links Hole Contests:

- Hole #1 Longest Drive: Mike Giblin, Willow Valley Golf Course
- Hole #12 Longest Drive: Trevor Anderson, Mount Bruno Country Club
- Hole #18 Longest Drive: Colton Parsons, Green Diamond Equipment Ltd.
- Closest to the Hole #5: Mark Leger, Moncton Golf & Country Club
- Closest to the Hole #14: James Beebe, Priddis Greens Golf & Country Club
- Closest to the Hole #7: Ryan Sherry, Halifax Seed Company

Give your your all to any

Without a doubt, this next person I would like to introduce you to exemplifies all the characteristics of a great Assistant and was awarded the inaugural CGSA/Toro Assistant Superintendent of the Year award in 2017. Let me introduce you to Mr. T-Jay Creamer AAGS, of the Victoria Golf Club in British Columbia and current President of the Island Chapter of the BCGSA.

T-Jay was introduced to the golfing industry early in life, growing up as the oldest of 3 sons of a Golf Course Superintendent. "I was practically raised on the golf course," he said. "My first "paid" golf course work was at 12 years old, picking rocks on fairways during the construction of Crown Isle Resort in Courtenay, BC in 1993." T-Jay continued to reminisce about his late father, Dave Creamer who was the Superintendent at that time. "I clearly remember his first instructions. Here is a 5-gallon pail, anything the size of a golf ball or bigger needs to be picked."

While spending the next 10 years at Crown Isle, T-Jay worked his way up in the ranks to eventually become the Assistant Superintendent under his father and attained his Diploma in Turfgrass Management from Kwantlen Polytechnic University in 2000.

Since then, Creamer's journey continued onward and upward, as an owner and operator of an irrigation company from 2007 to 2017 and currently spending a combined 15 seasons at Victoria Golf Club where he has been the Assistant Superintendent for the past 8 years under Superintendent Paul Robertson.



Victoria Golf Club, 14th hole. © Photo: Mike Centioli.

When asked who were some of his biggest influencers, T-Jay automatically recognized his dad. "My father was obviously the one who inspired me to enter this career path and I have him to thank for many of my successes in the industry." Creamer continued, "He was a leader in every sense of the word, and I was fortunate to be able to spend so much time observing and absorbing his skill set. He instilled the value of an honest day's work in my brothers and I and to this day I rely on my ability to dig deep and get the job done when times are tough."

Above and beyond the inspiration of his father, Creamer mentioned that working outside and working as part of a team is what attracted him to the

profession. The never-ending challenges are what has kept him here. "I thrive on efficiency and continually work to refine our programs at Victoria Golf Club. One of the many great things about working with Paul, is that he continually drives our team to be better each and every season. His passion is channeled through our team and it shows in the product we put forth each year."

Always motivated to push himself to become better at what he does, T-Jay has been working towards attaining a BSc degree in Turfgrass through the Penn State World Campus. He's looking forward to completing this degree inside the next 2 years.

best, but not one thing



Victoria Golf Club, 8th hole. © Photo: Mike Centioli.

T-Jay Creamer, AAGS, Assistant Superintendent, Victoria Golf Club. © Photo: Sean Parker.

T-Jay is also one of a few select Assistants who has attained their accreditation through the CGSA. When asked what achieving his designation means to him he stated, "Outside of my current schooling, I attend many local, provincial and national meetings and conferences. I find these sessions to be an extremely valuable part of my continuing education. The CGSA accreditation gives me recognition for my continuing education and volunteer efforts and shows my commitment to the turfgrass industry."

Creamer is one of many in the industry who has seen a huge change over the years and is excited to be a part of an industry that is continually changing and evolving. "Whether it is

the adoption of technology in drones and robots or simply scaling back operations to fit more stringent economic times. Overall, it is great to see many Superintendents strive for a more balanced lifestyle for them and their teams." He continued, "20 years ago a summer vacation for a Superintendent or crew member was near impossible, now it is almost expected. Hopefully a more work/life balance attitude will lead to extended longevity in careers and an overall better lifestyle for all of us in the industry."

In his off time, T-Jay enjoys spending as much time as possible with his wife Tina and their son Hunter, who is 5 years old. "I like being outside and enjoying camping, hiking, fishing and

hunting whenever I get the chance. Hunter is getting to the age where he can actively participate in a lot of these things, so it is great to have him with me more often than not."

When asked what advice he would give to someone in the industry he quoted a line from a talk that he was recently at: "Give your best, but not your all to any one thing." He continued, "This speaks to finding balance between work, personal health, the needs of family and friends around you or whatever else may be a priority in your life. Your best may change from day to day depending on what is going on in life, but as long as it is the best each day that is all you can do." **GM**

► **FEATURE** ► **LEE STRUTT**, MS, AGS, CGCS, Superintendent, The Royal Automobile Club, United Kingdom
MATTHEW WHARTON, CGCS, MG, Superintendent, Carolina Golf Club, Charlotte N. Carolina, United States



What Success

For a while, I have considered what success really is and have I achieved it? These questions led to several discussions with a good friend of mine, Matthew Wharton from Carolina Golf Club, USA. This conversation resulted in us delivering a presentation at BTME and the Golf Industry Show in San Diego. We both felt that our discussion would benefit our fellow turfies, even though we were not experts in the field of psychology or behaviour.

Our conversation about success continued over 18 months as we both explored what success really is. Upon reflection, it also relived memories of some of the highs and lows in search of success. This posed further questions such as: Had we achieved success? Were we successful? What is success? Had we achieved a certain level of success? What price had we paid for success? This was our pursuit to broadcast to a greater audience.

To begin with, what is success? The Oxford dictionary defines success as follows: The accomplishment of an aim or purpose,

- A person or thing that achieves desired aims or attains fame, wealth, etc.
- Someone or something that is successful: a person or thing that succeeds.

For us, turf professional success is made up of small and large elements. When we work through our careers we set milestone achievements, maybe the first time we mow our first laser line, being responsible for leading a project or team, then promotion to your first post as manager, all the signs of success.

Success may focus on developing the perfect surfaces, pure monoculture grass species or developed sublime putting surfaces, constructing and maintaining the largest maintenance facility or many significant projects that take you out of your comfort zone. For some, hosting a local, regional, national or international event like the Open or a Ryder cup, are all signs of a successful turf manager. We could judge achieving the status of Links Superintendent at St Andrews or Superintendent at Augusta National as worthy milestones.

Gaining qualifications is something close to my heart. I'm not alone in mentioning that I left school with very little in the way of academic qualifications. It wasn't uncommon to be labelled as stupid or to be categorised as not being able to achieve very much. The drive for success and recognition has inspired many to achieve higher qualifications, degrees, masters and



Does Look Like?



Lee Strutt, MS, AGS, CGCS



Matthew Wharton, CGCS, MG

even PhDs. This may have also fueled me to gain association-based designations like Master Greenkeeper (MG), Certified Golf Course Superintendent (CGCS) and Master Superintendent (MS), all career achievements and ultimately seen as success.

Sometimes the reference to success is misguided, as it normally refers to your work and career, however many have achieved success outside of work. Sports and hobbies range far and wide where you feel you are achieving something that elevates your sense of achievement and makes you feel that you are successful. It may be that after a long career, you are able to retire early, so that you can pursue a life free of work and responsibilities, where you can undertake whatever you want.

To achieve these ambitions, there must be amounts of dedication, skill and determination. This isn't without its issues. Indeed, tomorrow's manager will need to have a greater range of knowledge and understanding. We are already experiencing a huge impact on legislation and restrictions with the use of chemicals, now having to find a solution that meets expectations. Golfers' expectations are already inflated and I'm afraid they are never going to be lowered! Solutions will need to delve deeper into an ever-tighter budget control, ensuring a champagne lifestyle can be met with beer money!

These additional issues are already being radiated out and causing labour issues. Many potential turf managers identify these issues and leave for an easier life or attract new people into the industry to replace them. There are already clear indications around the world that golf is struggling to fill positions. Some of the solutions may include the use of technology and the use of automated mowers. This is already a reality with greens mowers allowing much more to be done on the course. No doubt this will cause ill feeling between turf professionals and managers, with managers trying to ensure a product is produced. Along with this, there will be the need to keep multinational, gender, race and generational staff happy and motivated. Stress is likely to become the number one barrier to achieving success.

I have joked many times that this job should come with a serious health warning! We work unsociable hours, normally from before first light to way beyond darkness in the evening and often take work home. We work in all seasons, from cold to the heat of

“Remember that being the go-to person brings a great feeling of being wanted, but being the yes person at everyone else’s benefit is not a great recipe.”

summer with sunburn and skin cancer risks. Sometimes fueling an unhealthy lifestyle, including poor nutrition and missing rest breaks and with some having to deal with addictions to drink, drugs and other avenues to help deal with a work life to achieve success.

How many times have we heard that we need to treat our family as our number one priority? But many, including myself, have failed miserably at it. Unwisely, I chose a path that my career defined my success, but this cost me my relationship with my children. Now adults, they feel betrayed that a golf course was more important than they were! A time when relationships should be strong are now fractured and tainted. Who said that the cost of success is paid when you make those sacrifices? No, sometimes you pay the cost long after when you thought your dues were paid.

So, is there a recipe for success without paying a higher price? Your work and golf course will be there if you pay attention. Communication on all levels is key to managing an ever-changing world. Honesty, integrity and trust through good communication is important to our teams, our line managers, members and guests. This may be through good oral communication as well as newsletters, blogs, Twitter, Facebook etc. Try to work with your teams and managers to share your responsibilities, as you won't be the only one that at times, struggles with the needs of the business.

Involvement with your association can help, not only with issues that refer to the golf course but building relationships with other turf professionals is a fundamental support framework that can help when times are difficult, because there will be difficult times.

Make your personal life as important as your work life. Remembering there are friends and family who depend on you being there for them. They want you home safe and happy. Fix deadlines for when you need to finish work. There will always be occasions when you need to work late, but is there really an occasion every day? Make sure you take all your holiday entitlement! You work hard to develop a great team. You groom them, train them, and give them responsibility, so that you can have a break! I would hate to think that any one of my team felt that they couldn't take a holiday because they needed to be at work.

Create the environment that can support each other and enjoy life away from turf. This is fundamental for your mental well-being, including giving yourself the permission to switch off (Hey, I know this is not easy). Grant yourself the ability to enjoy your time away, doing what makes you happy that is not related to work.

So, what does success look like? Well, it has many forms, including small and large milestones. Success is found at points in your life where you have achieved something that is very important to you. However, a bit like an airline pilot, you must look after your crew and passengers. These are your family and friends that you take along your shared journey. What's the point of any journey if you don't arrive at your destination safely? That means you need to constantly check the horizon for your direction, ensure that you are aware of any dangers and if required, take evasive action as a team.

Remember that being the go-to person brings a great feeling of being wanted, but being the yes person at everyone else's benefit is not a great recipe. Saying no at the appropriate time is healthy as it allows you to prioritize your time. Lastly, with all levels of success comes an element of sacrifice. We don't always see the scars on the people we believe are successful as sometimes these scars are psychological, and are never seen but are felt by the individual.

So, look at yourself. Think about what is right for you and the people around you. Look after yourself, find happiness and a level of success that fits your physical and mental well being. **GM**

Talk Back from our Readers



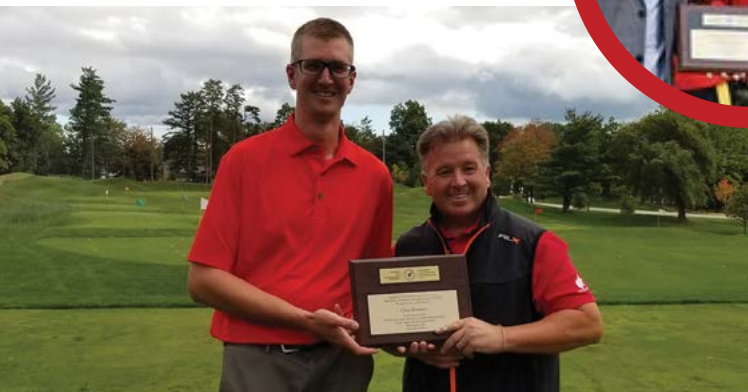
John McLinden, CGSA's Ontario Director (left) presents a National Tournament plaque to David Hunter, Superintendent (receiving plaque) and Aaron Hill, Assistant Superintendent at TPC Toronto at Osprey Valley Golf Course during the PGA Assistants' Championship of Canada Presented by Callaway Golf.



John McLinden, CGSA's Ontario Director (right) presents Wayne Rath, AGS with his National Tournament Plaque during the CP Women's Open at Magna Golf Club.



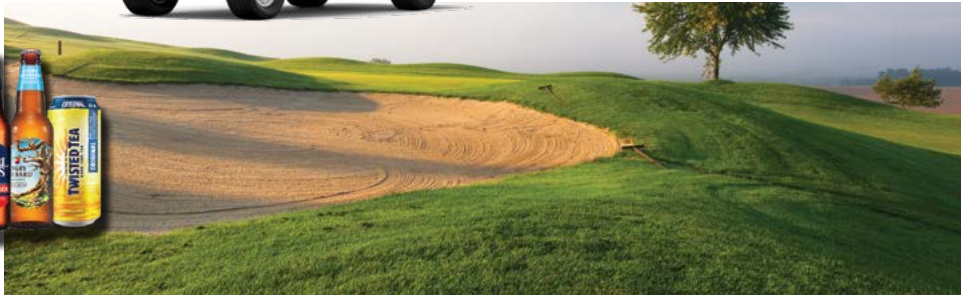
T-Jay Creamer, AAGS, presents Donald Singlehurst (right) with his National Tournament Plaque during the Astor Trophy at Royal Colwood Golf Club.



John McLinden, CGSA's Ontario Director (right) presents Chris Bouwers, Course and Property Manager at Credit Valley Golf & Country Club with his National Tournament plaque during the Golf Fore the Cure Presented by Subaru National Event in Mississauga, Ontario on September 23rd.



Chris Bouwers with his team from Credit Valley Golf & Country Club.



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