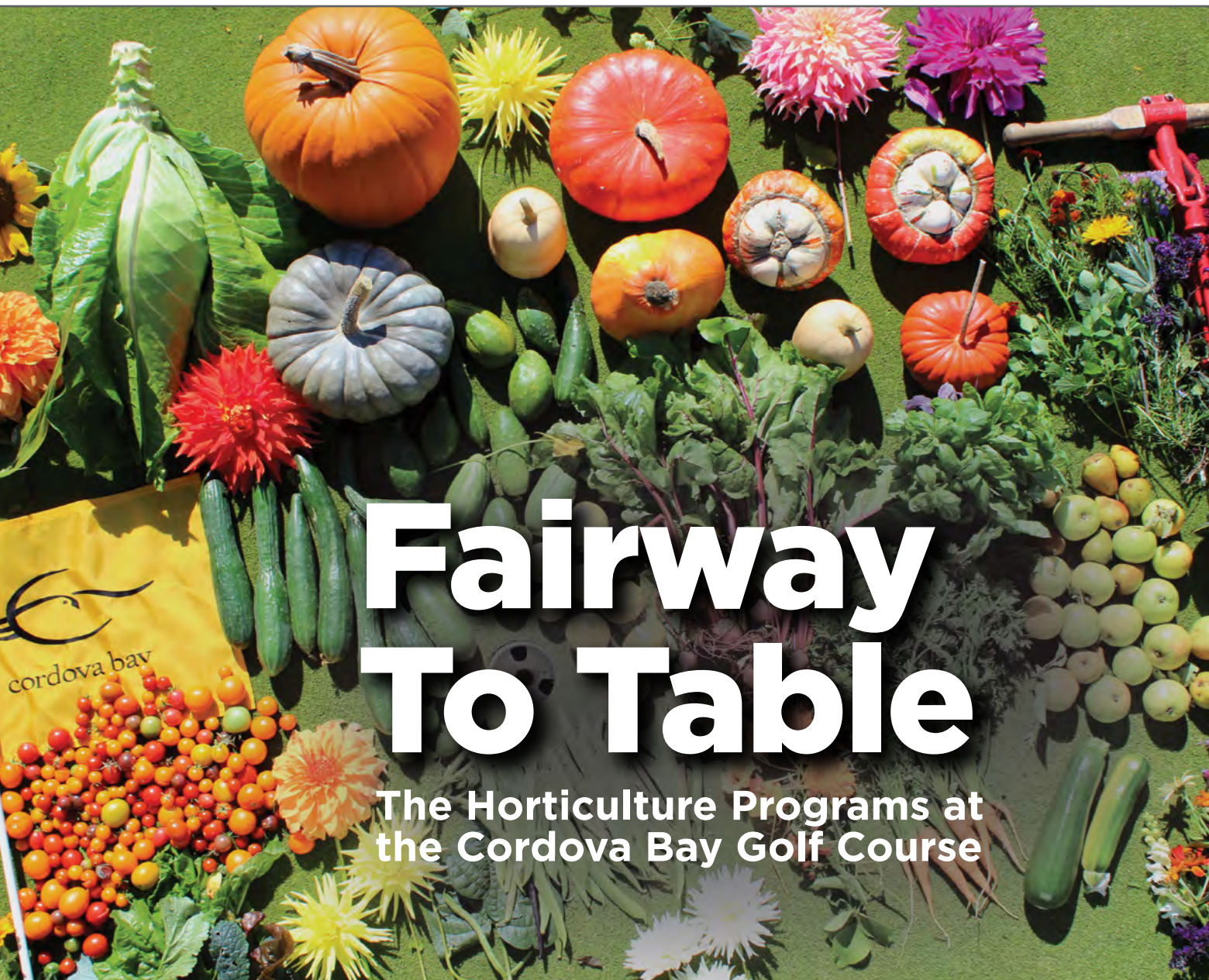


Winter Issue 2018

GreenMaster

Official Publication of the CGSA



Fairway To Table

The Horticulture Programs at
the Cordova Bay Golf Course

18

Superintendent
of the Year

20

A Millennial
Perspective

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Soil Testing:
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Introducing our new member benefit options

The 2018 season is now behind us and it seems like it was successful for most across the country. Remember to thank all those individuals who played a part in your success and enjoy some time with family and friends. Before you know it the 2019 season will be in full swing!

For the first time, The Canadian Golf Course Management Conference, taking place March 4 -7, 2019, will be in one of the most beautiful places on the planet. We are excited to announce that Fairmont Banff Springs Hotel, Banff, Alberta will be the host venue for the conference.

Banff will provide unique opportunities for delegates and exhibitors to network and engage in over 15 hours of education, 16 hours of seminar programming and a trade show that is the only national gathering of its kind in Canada. The social activities will be a great chance to catch up with friends and colleagues, and Banff will offer everyone the chance to relax and enjoy their surroundings.

The CGSA is now offering new membership options, so please take some time to review them on page 16 or online at golfsupers.com, and select the option that best meets your needs. The new membership options will position the CGSA for growth potential, offer our members more benefits, and compliment similar industry initiatives. The CGSA represents all Canadian golf superintendents with education, advocacy and many networking opportunities, that make us better at what we love to do.

To further improve service to our members, the CGSA has now opened an Ottawa office in addition to Toronto. This will facilitate better access to Parliament Hill and the PMRA, as per our commitment to government advocacy. It should be noted that our staff team in Toronto remains the same, and we have actually lowered our total office lease costs. So, this strategy is another significant step forward on behalf of the CGSA membership.

Representing the CGSA and all supers across Canada has been a great privilege and honour. Continuing the work from past presidents to strengthen our relationships with all our stakeholders has been trying, yet enjoyable and has moved the CGSA in a successful direction. The dedicated CGSA staff, and Board of Directors deserve a big thank you, for all the work making CGSA "Great Again." **GM**

L'ACSG offre maintenant de nouvelles options d'adhésion

La saison 2018, qui est déjà terminée, s'est avérée une réussite pour la plupart des surintendants de tout le pays. N'oubliez pas de remercier tous ceux qui ont contribué à votre succès et d'accorder du temps à votre famille et à vos amis. Car avant que vous le sachiez, la saison 2019 battra déjà son plein!

Pour la première fois de son histoire, le congrès canadien sur la gestion des terrains de golf, qui se tiendra du 4 au 7 mars 2019, se déroulera dans l'un des plus beaux endroits de la planète. L'hôtel de renommée mondiale, Fairmont Banff Springs Hotel, à Banff, en Alberta, sera l'hôte de notre événement.

Les délégués et les exposants y trouveront des occasions uniques de réseautage. Ils pourront également participer à plus de 15 heures de formation, 16 heures de séminaire et à un salon commercial, le seul événement national en son genre au Canada. Les activités sociales offriront une excellente occasion de se retrouver entre amis et collègues, et tous pourront se détendre et profiter de l'environnement magnifique de Banff.

L'ACSG offre maintenant de nouvelles options d'adhésion. Nous vous invitons à prendre le temps de les examiner à golfsupers.com et de trouver celle qui convient le mieux à vos besoins. Les nouvelles options d'adhésion permettront à l'ACSG de réaliser son potentiel de croissance, d'offrir plus d'avantages à ses membres

et de bonifier les initiatives similaires déjà offertes par l'industrie. Afin de permettre à tous les surintendants de golf canadiens de perfectionner leur art, l'ACSG leur offre des activités de formation, des services de représentation et de nombreuses occasions de réseautage.

Pour améliorer encore davantage les services offerts à nos membres, l'ACSG a ouvert un bureau à Ottawa, en plus de celui de Toronto. Nous disposerons ainsi d'un meilleur accès à la Colline du Parlement et à l'ARLA, conformément à notre engagement envers la défense des intérêts de nos membres auprès du gouvernement. Il convient de noter que notre équipe à Toronto ne change pas et que nous avons en fait réduit nos coûts totaux de location de bureaux. Cette stratégie constitue donc un autre pas en avant significatif pour les membres de l'ACSG.

Cela a été un grand privilège et un grand honneur de représenter l'ACSG et tous les surintendants du Canada. La poursuite du travail déjà accompli par les anciens présidents pour renforcer nos relations avec toutes nos parties prenantes a été difficile, mais agréable, et l'ACSG continuera d'avancer dans la bonne direction. Notre personnel dévoué et notre conseil d'administration méritent un grand merci pour le travail accompli et tous les succès remportés.. **GM**

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Time Flies

My first year as CGSA Executive Director concluded with a very successful Fall Field Day at Priddis Greens. Eleven months earlier, the inaugural Can-Am Cup was my initiation into the organization, yeah, Team Canada!

In between, I have had the opportunity to experience one full calendar cycle of CGSA action, which has been an enjoyable learning experience and a productive process of building a framework for future success on behalf of the Canadian superintendent community.

The latest addition to that framework is the introduction of a more flexible delivery of member benefits. You will read about it in more detail later in this edition of GreenMaster (see page 16), but I would like to comment here on the rationale behind this decision.

After reviewing the last membership survey, related focus group outcomes, and the CGSA's redesigned vision for the future, it was clear that there was a wide range of preferences among the membership. In the past, these would have been blended together to arrive at one set of member benefits offered at one CGSA membership rate. That's what traditional associations have always done.

However, the entire business world has been moving away from the "one size fits all" model toward "market segmentation" that customizes services to meet the specific preferences of multiple target markets. Furthermore, the

concept of "premiumization" has evolved in most industries to offer options for higher value services to those who prefer paying more to get more.

You don't have to look far to find examples in various industries, from premium beverage choices, to upgraded vacation options, to LinkedIn premium memberships, to customized seasons ticket package offers. In fact, your golf club probably offers multiple membership options to cater to a wider range of golfer preferences.

So, the CGSA board of directors recently announced three levels of member benefits to provide similar customized flexibility: Essential, Premium and Ultimate.

The Essential Membership honours those survey respondents who requested lower dues rates. The Premium and Ultimate options add more value, some packaging of events, and combine some new personal benefits to complement the professional benefits.

Moving forward, we will be introducing additional benefits to further enhance each of these membership options, and we welcome your suggestions for any new benefits.

One of those member benefits, of course, is GreenMaster and this issue features a great cover story, Fairway to Table, profiling Dean Piller's, AGS, success at Cordova Bay growing their own produce, preserves and honey for use by the Club or for sale to the members. Additional articles include Soil Testing, Millennials, Superintendent of the Year, CGSA Membership, Fall Field Day Recap, and more.

Happy reading, all the best for the off-season, and I will see you soon at the Banff Springs Hotel for what promises to be an outstanding CGSA conference, The 2019 Canadian!

Respectfully,

*Jeff Calderwood, Executive Director
Canadian Golf Superintendents
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▲ **FEATURE** ▲ **BY DEAN PILLER, AGS, SUPERINTENDENT, AND EMILY PELTIER, HEAD HORTICULTURIST, CORDOVA BAY GOLF COURSE**



Fairway



THE SEED OF AN IDEA

Approximately 20 years ago, an initiative was started at Cordova Bay Golf Course, Victoria, BC, to turn a small unused portion of land beside our fifteenth tee box into a pumpkin patch. This was for general interest, beautification and for the fall harvest to be used in autumn displays.

Little did we know this would result in a major evolution and transformation of our horticulture activities and garden themes for decades to come. Year after year, the theme of this garden would change. We experimented with stands of barley and millet and eventually turned the area into a wildflower meadow with poppies, lupines, Shasta daisy, foxglove and fescue.

Over time, this meadow became overrun with weeds and prompted us

to return to the original idea of a theme garden that would produce pumpkins and other vegetables for various uses. This decision ultimately created the garden we affectionately call the “Veggie Patch.”

This garden has grown to be an important part of our identity. It has laid the foundation for our entire horticulture program which has grown bigger than we could have ever imagined.

PRODUCE FOR BILL MATTICK’S RESTAURANT

During the early years in the vegetable garden, the primary crop of pumpkins, squash and ornamental gourds provided ample product for fall displays. In fact, this produce was so abundant that our Chef Walter Gurtner utilized these seasonal vegetables in his fall and winter dinner entrees and house made soups.

The presence of hyper-local vegetables on the restaurant menu yielded such a positive response that the horticulture department was inspired to expand the vegetable production. Not only is it a unique and sustainable project, but also represents a return to the roots of the property that was historically farmed by local legend, Bill Mattick.

Guided by Chef Walter, and led by Head Horticulturist Emily Peltier, the team aims to grow fresh produce for the kitchen throughout the year. Providing a supply of seasonal vegetables in a consistent manner requires careful planning and patience. Starting with an original wish list from the kitchen, the garden developed through trial and error, with successes beyond expectation.

The Horticulture Programs at the Cordova Bay Golf Course

to Table





Over time, the planting plan has been carefully honed to represent a balance of what grows well in the garden and what is most practical in the kitchen. The garden is fully fenced to protect our crops from uninvited guests. Reliable, continuous harvest crops like kale, swiss chard, arugula, and broccoli are complimented by multiple seedings of beets, carrots and other succession crops.

During peak season, the harvest of vegetables happens two days per week. This supplies the kitchen with ample product for their daily fresh sheet and menu planning. Harvests are often so plentiful that additional staff are scheduled for the kitchen to process the abundance of fresh material. Strong communication ensures that the vegetables remain a benefit and not a burden to the kitchen, adjusting harvest days and quantities as the seasons change.

Squash and pumpkin are still grown for the dual purpose of seasonal display and culinary use. Garlic, one of the easiest and most economical crops, is planted every fall. Over-wintered and perennial crops help extend the growing season with the goal of a year-round harvest.

Through continued collaboration with Chef Walter, the horticulture team is currently trialing some new vegetables in the garden, celeriac and salsify. Unusually coloured or shaped produce help the kitchen make the biggest impact on the plate.

'Russian Blue' potatoes, for example, are a deep purple colour that makes them unmistakable as a garden product. Round, bite sized 'Paris Market' carrots are cooked and served very simply to preserve the unique shape. But, no matter the variety, the quality and flavour of home-grown produce speaks for itself.

As each season goes by, the "Fairway to Table" program evolves and gains momentum. The dedicated growing space has expanded to include a secondary garden where squash and potato crops are rotated. The overall growing space totals nearly 10,000 square feet.

Each year the growing process begins with seed starting in February, made possible by the recent addition of a small 16' x 20' high quality heated greenhouse purchased through Costco. This space helps to extend our production season, allowing us to provide tender herbs, greens and some warm season crops to the kitchen through the coldest months of the year.

HERBS, GARNISHES AND EDIBLE FLOWERS

Included in Chef Walter's wish list is an herb and edible flower garden close to the clubhouse, so that his staff has easy access to readily use herbs daily. Outside the kitchen door, woody herbs like oregano, sage, and rosemary are complemented by the seasonal fresh herbs dill, cilantro,

basil and chives. Edible flowers including nasturtium and calendula are used for plating presentation to add that special touch. The talents of a local metalsmith were utilized to provide beautiful wrought iron window boxes outside the restaurant for a tidy and useful display. This small sample of our edible diversity communicates the intention of our "Fairway to Table" program to those guests who may not see the large vegetable garden on the golf course.

Planting edibles in our ornamental beds around the clubhouse helps continue the theme of vegetable gardening throughout the property. Artichokes and corn are recognizable food crops that function as beautiful garden centerpieces in many of our annual gardens.

OUR PRESERVE PROGRAM

Our back-nine features a small orchard left intact when the property was developed into the golf course. Not only does this serve as a connection to our agricultural roots but this remnant provides a significant number of apples and pears to the kitchen. Handpicked by the gardening team, these are a primary ingredient in chutneys, butters, jellies and jams that are handcrafted by the kitchen and added to the seasonal menus. This is a value-added product that continues to strengthen the connection between the restaurant and our gardens.

Looking beyond our garden fence has resulted in new discoveries. Some unusual ingredients are carefully harvested from natural areas and trees scattered across the golf course property. Stringing nettle, for example, is carefully handpicked for soups and sauces.

In addition to the heritage fruit trees, yellow plums grow onsite and each fall cherries are harvested from a unique variety of ornamental tree, Cornelian Cherry Dogwood, or Cornus mas. Rosehips are picked from native rose bushes and juicy Oregon grapes are collected from their eponymous plants on the edge of a bordering forest. Delicious preserves crafted from these ingredients are available in the restaurant and offered for sale in our pro shop; a taste of Cordova Bay at home.

The creative use of indigenous and ornamental plants by our kitchen encourages us to plant, when possible, new material that serves both an ornamental and edible function.

This year, a new initiative supporting a nearby organic farm, aimed to provide fresh snacks available at our kiosk. Locally grown strawberries, raspberries, blackberries and blueberries are blended fresh in smoothies as they are seasonally available. Additional freezer space has been secured to stockpile these berries for use in crumbles and desserts during the year.

House brewed iced tea is infused with our herbs, and daily soups integrate many of the seasonal ingredients. This initiative has been



well received by our customers providing healthy alternatives during their round.

HONEY BEES, DRAGONFLIES AND LADY BUGS

The introduction of 15 percent of the garden space to flowers in our vegetable garden has provided a significant positive impact on the overall success of the garden. Annual and perennials were planted for cut flower production but also to draw pollinators and beneficial insects.

Alyssum is widely used as a living mulch or cover crop, while sweet peas, dahlias, sunflowers, zinnias, snapdragons, strawflowers, statice, poppies and echinacea are some cut flower favourites. This beautiful and fragrant display of blooms is ever changing yet continually attracts beneficial species.

The results have exceeded even our most optimistic expectations. Bumblebees, dragonflies, tree frogs and snakes have all made their home in the garden. Native birds, like Red Winged Blackbirds, love the dried sunflower heads while Rufous hummingbirds particularly enjoy the bean flowers while aiding in pollination. A large population of Pacific Tree Frogs help naturally manage the insect population.

In addition to attracting these local species, the garden serves as a destination for a resident honeybee population. A local apiarist and honey producer, Babe's Honey, has kept hives in an undeveloped corner of the golf course property for 25 years. Our gardens, ponds and natural areas support the production of their wildflower honey which is sold year-round in our pro shop.

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*Head Horticulturist
Emily Peltier*

Orchard Mason bee houses are strategically installed every spring to encourage the population of this seasonal bee. This species aids in the pollination of fruit trees and other early flowering plants but needs some assistance to thrive.

As the vegetable garden has matured and settled into a balanced ecosystem, the abundance of insects, reptiles and birds help to naturally control seasonal pest populations and indicate overall garden health.

In addition to these natural inhabitants, 70,000 adult lady bugs are released into the garden from spring to early summer. They act as a biological control for aphids and other soft bodied mites. This year, dozens of ladybug larvae were spotted throughout the garden, a sign that the population is becoming established.

The biodiversity of the growing space improves the success of the garden, the produce and the overall golf course. As a long-time Audubon Certified facility these sustainable efforts encourage and support a thriving bird, wildlife and insect population.

GREATER IMPACTS OF THE GARDENING PROGRAM

While golf courses are appreciated as a beautiful and dedicated greenspace, the primary recreational function can limit the understanding of its potential as a wide-ranging growing

space. By reclaiming an unused corner of the golf course and transforming it into a vegetable garden we have created distinct benefits beyond the fresh produce and cut flowers.

The gardening practices we affectionately refer to as “Fairway to Table” are a constant topic of conversation and a true source of pride for everyone connected. The success of the program relies on collaboration between a range of staff and promotes positive teambuilding across departments.

The story of “Fairway to Table” is primarily shared by pro shop staff or restaurant servers as they are the first to engage with members and patrons. Furthermore, members and customers continue to spread the story among guests and visitors.

People enjoy observing the garden and understanding the process of our “Fairway to Table” program. Many regulars and members have a special interest in the yearly progress and success of the garden. It is not uncommon to see people taking pictures or selfies with the garden to share their experience with friends and family.

This word of mouth advertising is an invaluable source of support for our projects and facility. This success allows us to spread the bounty of the garden and give back to the community. Through the summer, small fresh-cut flower bouquets are

available by donation to a local charity organization with nearly \$600 raised this summer alone. We will continue this annual initiative through the holiday season with decorative greenery swags and wreaths available by donation.

Creative initiatives like these not only contribute to a good cause but allow people to take a piece of the Cordova Bay experience home with them. Seasonal displays, fresh greenery, and indoor cut flower arrangements help cultivate a unique experience at our facility by utilizing the natural resources of the golf course.

These programs are so well received that seasonal decorating workshops, informative cooking seminars, and tours of the garden are regularly scheduled club events. To keep up to date with garden progress and seasonal practices a monthly newsletter is published to the public and membership.

Additionally, daily garden photos are connected to the website through social media. The buzz surrounding the veggie garden extends beyond the golf circle; this year our team hosted horticulture college students, and a local Master Gardener chapter.

From creating a community, providing quality produce, to improving the understanding of golf courses as a diverse space, the “Fairway to Table” program is a small investment with a large return. **GM**

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CGSA Introduces Enhanced Member Benefits

The Canadian Golf Superintendents Association (CGSA) is now offering three benefit options, providing more customization to meet the varied preferences of its members.



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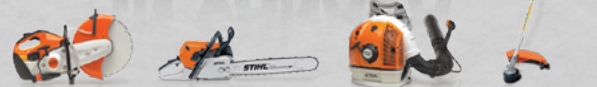
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▲ SUPERINTENDENT OF THE YEAR - DEAN BAKER, CGCS ▲

Mentor,

The desire to earn money was the biggest motivating factor in the call to the golf course that brought the CGSA/Bayer Superintendent of the Year Dean Baker, CGCS to an early morning job at a golf course at just 15 years of age. That, and the opportunity to work with friends while enjoying the outdoors.

However, the start in this business is rarely glamorous; with the menial tasks such as mowing greens with walkers, raking bunkers, weed whacking creek side or digging up irrigation leaks for someone else to repair. It's these tasks that build character and let you know if you're cut out for this business.

Baker started in the business doing exactly that. At 15, he got a job at Glen Abbey Golf Course performing those duties. An added incentive of being at Glen Abbey was the fact that the Canadian Open was being contested there that summer, and earning \$2.95/hour; more than his paper route.

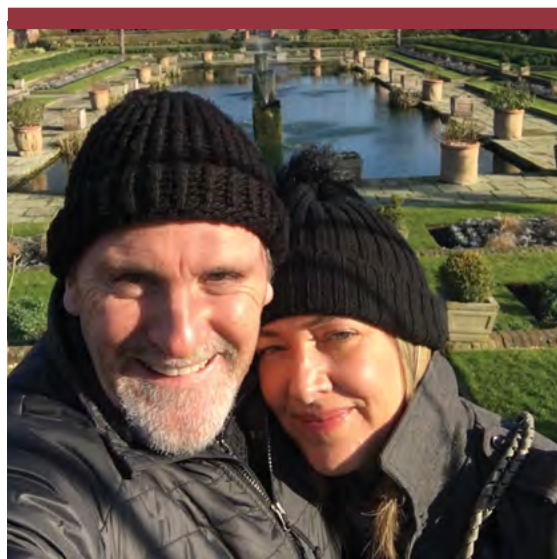
When encouraged to work some longer hours by the Superintendent and Assistant Superintendent; Dean took full advantage and while working hard was exposed to a management style which was laced with humour, charisma, encouragement and a personal touch. Dean learned during this time that being appreciated and leading by example were keys to becoming a successful leader.

Dean continued his summer work at Glen Abbey for a few more years and each year was given more and different responsibilities. After Dean finished high school he had a tough decision to make; travel with the family

west to Vancouver or stay behind. He opted to go west at that time, but a couple years later he was missing the east and opted to move back to Ontario and approached the Superintendent at Glen Abbey for employment. He also realized he was not going to be a 9 to 5 office person.

During this round at the Abbey, Baker was encouraged to enroll in the Turf Management Diploma Program at the University of Guelph; which he did and successfully graduated in 1985. Around this time Dean joined the CGSA and has maintained his membership. Dean says the people who inspired him are too many to mention; but says, "The superintendents I grew up watching and learning from were true trailblazers. They turned our side of the business into a profession, they brought strength and new direction to our provincial and national associations. And most importantly, taught us all to get involved."

Following graduation, he was hired as an assistant in training at Glen Abbey but was lured away to take an opportunity to lead a crew at Hamilton Golf & Country Club a couple years later. It's important to note that many of those same graduates from the University of Guelph Class 85A are lifelong friends and still get together annually to share a round of golf and talk turf, many of those gentlemen are successful in the business as well. One of his colleagues up the hill is his "agronomic guru", he also notes family taught him the meaning of hard work and a special mention to his "life coach", brother, Monty.



Dean and his wife Jen - his strength and incredible supporter

In 1989, Dean was approached to return to Glen Abbey as Superintendent. He spent that first year with his head down working. His wife reflects saying, "We didn't see Dean at all that entire year except when we went to visit him at the golf course."

He stayed at Glen Abbey until 2000 when he headed to The Club at North Halton (formerly known as North Halton Golf Course) in Georgetown and again made a switch in 2012 to take on the role as Golf Course Superintendent at Burlington Golf & Country Club, where he still remains.

David DeSaverio, Chief Operating Officer at Burlington Golf & Country Club says, "We threw Dean into the fire on his first day of work. The club was in

Educator, Ambassador



Dean and the Burlington Golf & Country Club crew

the middle of a major tree removal program and the course was littered with 300+ downed trees from our winter project...we were on a timeline to open the course. In Dean's true fashion, he told me not to worry, he had this."

DeSaverio reflects, "During our working relationship, Dean and I have laboured through renovations, wind storms, ice storms, floods and everything else mother nature could deliver. He has consistently risen to the occasion and delivered exceptional conditions for our members and has had great success creating an outstanding work environment for our staff."

Dean has been involved in developing the curriculum and currently is an instructor at the University of Guelph's

Associate Diploma in Turfgrass Management (DTM). Stephen Fleischauer, Director of the Associate DTM at the University of Guelph said, "Hundreds of students have interacted with Dean in the DTM class, Human Resource Management, since the inception of the turf program. His enthusiastic approach to managing people, positive outlook and unique insight on how to build effective work teams has inspired the next generation of turfgrass managers." Baker has also been known to take time out to mentor students on the course or those who are up and coming in the industry. He says, "Teaching in the Turf Managers Program at the University of Guelph has been a great experience for me. Not only

does it put me back in the program I graduated from, but also spending time with our new upcoming turf managers is a treat. Talk about being inspired, working with these young professionals with the drive and ideas they have, I learn so much from them."

Dean's enthusiasm for what he does is contagious. He imparts his wisdom to his classes "GET INVOLVED with your alumni and professional associations." He feels that the early days of his career have helped to form the Superintendent he is today. Stated simply, "I love my job, there isn't a day that goes by where I hesitate about waking up and going to work. It's a job I've enjoyed since I was 15 years old."

GM

▲ **FEATURE** ▲ **JORDAN COLLINS**
SECOND ASSISTANT SUPERINTENDENT, SEYMOUR GOLF AND COUNTRY CLUB



My Millennial



Young Tanner proud of his bunker raking at the 2nd hole



Dan mowing some lasers at the Range Tee a week before the Grand Opening this year

Speaking from experience, Canadian golf course maintenance crews are as diverse as any. From coast to coast, there are ample variations of maintenance team structures, both quantifiably and demographically.

Typical of most industries, we are experiencing a gradual shift of millennial inclusion in our leadership contingent (Superintendents and Assistant Superintendents) as well as our crew (labourers). Large, urban-based operations with generous budgets generally illustrate this trend more commonly due to being situated in a more populous and diverse setting, but pint-sized teams representing our great, small rural communities aren't immune to this, either.

Challenges are forthcoming, and numerous Superintendents are adjusting their hiring and mentoring techniques. Given that your product on the golf course is reflective and dependent on the skillful capability of your personnel, it's important to be in tune with this reality. Here are some questions for consideration:

- How can we establish a culture within our facilities that balance both attraction and personal growth for the millennial generation?
- How can we as leaders, understand what this generation wants and values, and how can we manipulate the core values at our facility to effectively engage all generations represented?
- How can we collaborate their personal goals and strengths with our senior leadership, and furthermore, how can we collectively align all generations on the crew to achieve team objectives? An industry flushed with fresh crews lacking little to no experience in the field, we have an opportunity to advance this generation unlike any other.

Perk-driven recruitment strategies are dwindling in our industry. Unless your interviewee expresses high interest in playing golf (that is if your club offers attractive golf privileges to begin with), there's simply not much to look forward to. Early morning alarms, working weekends/limited scheduling flexibility and, for some, working physically outside aren't exactly glamorous commitments for a high school student or recent graduate.

How to Effectively Embrace Youthful Culture on your Maintenance Team

Perspective

Surprisingly, as an alternate attraction point, millennials instead prefer to be educated with knowledge of your company's mission and organizational structure. It's important for them to envision the "big picture" and how their role on the team contributes to the main goals, daily and annually.

Media screens, certainly nothing new to a millennial, displays photos as frequently as each morning meeting if desired, showcases employee product and inspires meaning behind their hard work, which escalates engagement. Displaying this recognition to the entire team, actively engages everyone in the room, all generations included. A sincere word of praise in combination of a photo of the product from the Superintendent or Assistant in front of the room promotes inclusiveness and trust, further merging the multiple generations on your team.

Personal growth is undoubtedly pursued in all stages of life and occurs as frequently in the workplace as it does with your life outside of work. As I mentioned earlier, we as an industry have a special opportunity to approach personal development with this young generation as a multi-purpose tool useful at both the workplace as well as home.

Perhaps the most important strategy as a leader in this industry is your ability to retain talent as well as providing this talent with professional development opportunities to encourage long term employment. This tactic is versatile throughout

your team, from your Assistant Superintendents and Equipment Technicians through your bunker rakers; it can be as simple as training an individual with a new skill in the field, or offering consistent re-certification opportunities to some of your more qualified personnel. Millennials, a networking-driven generation unlike any other, aren't afraid to seek these limitless opportunities of advancement if you're unable to provide them.

Unionized turf care teams create the ultimate challenging situation regarding these issues, and I've had the experience with this over the past four seasons in my Second Assistant Superintendent role. Seniority-based environments are initially intimidating for newcomers on staff, and advancement for the individual is particularly difficult when the several team members "above" you in the seniority ladder have little to no movement in their daily roles. Mowing rough and surrounds cuts, and in some cases fairways too, are all occupied by long time staff members and therefore new hires have their training "capped" at mowing tees and greens with a blend of introductory maintenance practices.

Coming from a generation that is always prompted to keep growing and move forward at your workplace, this environment is especially limiting. However, there's ways around this. Superintendents and Assistants in these settings often shed light on the importance of rotating daily duties



Gord (a 35+ year staff member) working with Dan on a wood splitter

frequently among the young workers. Continually involving the younger nucleus of the crew in projects, large or small scale, is also a progressive approach of keeping the youth engaged and in sync with your more experienced platoon.

An industry with no shortage of economical and agronomical challenges, the dynamic personal impact of the Superintendents and Assistant Superintendent at the golf course is often forgotten. In a world intimidating as ever, young generations are dependent on our mentorship, and we have to realize that our mutual experiences with them at work are very much relevant in their personal career paths. Let's embrace an industry of inclusiveness, no matter how different your situation is from the golf course down the road. **GM**



**Another
Successful
CGSA
Fall Field Day**



**September 16-18 • 2018
CALGARY, ALBERTA**

The 3rd week of September holds tradition for CGSA members. Since the early days of the association, this is the week that the National Championship is played. Over the years, the Fall Field Day event has included several activities alongside the main golf tournament.

This year, the Alberta Golf Superintendents Association (AGSA) hosted a Welcome to Alberta Event on the Sunday evening. Hosted in the turf facility at Priddis Greens Golf & Country Club, attendees were treated to some fabulous food and beverage in a relaxed environment. It was a great opportunity to catch up with old friends and meet new ones!

Monday morning, September 17th, kicked off with 40 participants attending a half day seminar; Gadgets and Gizmos presented by Daniel O'Brien from the University of Arkansas. He shared some new technologies and apps that turf professionals can employ.

Following the seminar, a 9-hole best ball tournament had a full field of 72 at the Willow Park Golf & Country Club. Host Superintendent, Brian Denomme and his team, had the course in spectacular shape and even arranged for the sun to shine for the afternoon! That evening, participants met back at Willow Park for the CGSA/Toro Reception. Thank you to The Toro Company for their sponsorship of this can't miss reception and the traditional Fall Field Day course photo for superintendents.

September 18, 2018 started off with more golf, as the full field traveled to the foothills of Alberta to be treated to a spectacular course; Priddis Greens Golf and Country Club. Host Superintendent James Beebe and his team had the course in pristine shape.

Although it was a cool day, the atmosphere was warm and provided a memorable experience for all participants. Before heading out to practice, golfers were treated to a delicious buffet sponsored by Bayer.

With an 11 am shotgun, golfers were led out to their starting holes. Pace of play was excellent as Priddis Greens opened both courses to CGSA participants.

After finishing their round, golfers enjoyed the comradery in the clubhouse prior to dinner; which showcased some of Alberta's finest beef. Following the dinner, winners of the tournament were announced.

Congratulations to our overall Low Gross Champion; Dave Jacobsen, Senior Assistant Superintendent at Bearspaw Country Club in Calgary with a score of 73. Overall Low Net Champion with a net score of 66, Dean Clarke, Superintendent at Sirocco Golf Club in Calgary. The CGSA Provincial Challenge Cup team hailed from Saskatchewan and included Kent Plummer, Superintendent at Greenbryre Golf & CC; Kyle Kellgren, Superintendent at Jackfish Lodge; Wayne Sundstrom, Superintendent at Willows Golf and Marc Robert, Sales Manager from Early's Farm & Garden. Special thanks to Nufarm



Kendall Costain, MS, CGSA President presents overall low net championship to Dean Clarke, Superintendent at Sirocco Golf Club in Calgary

Team Saskatchewan CGSA provincial challenge cup winners from left to right are: Kent Plummer, Kyle Kellgren, Wayne Sundstrom, Marc Robert

Kendall Costain, MS, CGSA President presents low gross championship to Dave Jacobsen, Senior Assistant Superintendent at Bearspaw Country Club

Special thanks to Nufarm Agriculture for sponsoring the water stations and bottles provided to participants. Brett Young sponsored the carts for the day at Priddis Greens and Bayco Golf Inc. for donating the flags.

And many thanks to our tee sponsors:

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The support of our generous sponsors created a memorable experience for participants. Make sure you visit and thank these companies for their support of this event.

Other winners include:

Social and Industry Flight:

- Low Gross - Todd Fanning, National Leasing
- Low Net - Brian Dawson, The Toro Company

Flight C (14.1 +):

- Low Gross - Kendall Costain, MS, Westfield Golf & Country Club
- 2nd Low Gross - Ian McQueen, St. George's Golf & Country Club
- 2nd Low Net - Kevin Pattison

Flight B (9.1 - 14):

- Low Gross - Kyle Kellgren, Jackfish Lodge
- 2nd Low Gross - Rod Clark, Red Deer Golf & Country Club
- Low Net - Jonathan Peters, St. Charles Golf & Country Club
- 2nd Low Net - Jeff Babich, Earl Grey Golf Club

Flight A (0 - 9):

- 2nd Low Gross - Mike Roberts, D'Arcy Ranch Golf Club
- Low Net - Dave Garnett, Earl Grey Golf Club
- 2nd Low Net - Tyler Patroch, AGS, Point Grey Golf & Country Club

Closest to the Pin:

- Hawk 2 - Doug Campbell, AGS, Superintendent, Riverside Golf & Country Club
- Hawk 15 - Brock Coates, AGS, Superintendent, The Glencoe Golf & Country Club
- Raven 8 - Janet Beebe
- Raven 15 - Darren Kalyniuk, St. Boniface Golf & Country Club

▲ FEATURE ▲ BILL KREUSER

ASSISTANT PROFESSOR AND TURFGRASS EXTENSION SPECIALIST, WKREUSER2@UNL.EDU

Soil Testing

Last fall Dr. Travis Shaddox, Assistant Professor with the University of Florida, began a turf fertility presentation with a question about human blood pressure. It was an odd way to start a presentation about tissue testing in turf. I'll paraphrase his analogy:

You go to the doctor and they take your blood pressure. Then they say it's low, normal or high. Where do they get those numbers from? So, Dr. Shaddox asked his wife, a medical doctor. She explained that medical researchers have compiled thousands of blood pressure records to see what is average or normal. It is a reference range. It doesn't mean a blood pressure of 125|75 shows you're sick because it's different than 120|80.

Dr. Shaddox spent the next fifteen minutes explaining how he used a similar approach for analyzing tissue samples in warm-season turf.

PACE Turf and the Asian Turfgrass Center have taken a similar approach for soil test interpretation (MLSN). They analyzed the distribution of thousands of Mehlich-3 soil test results from turf deemed to have acceptable quality by person submitting the sample. Then they found the point where 90% of the submissions were above and 10% were below for each test result.

What's Trending

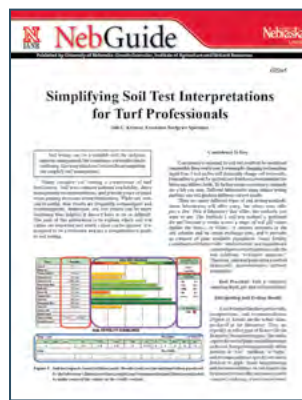
Previously published March 12, 2018
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For example, 90% of the test results had soil test potassium greater than 37 ppm. From that, they essentially say a sample has below normal potassium if the result is less than 37 ppm. If it's greater than 37 ppm, then you're hanging with the crowd that says their turf performance is acceptable.

This doesn't mean that 37 ppm K is necessarily the correct value for your facility. Maybe you think your quality is better when it's above 50 ppm. Other managers might want lower levels of potassium.

Ultimately, the exact amount required by the grass depends on factors such as species, growing environment, nitrogen fertilization, etc. Each site has its own ideal value. For example, MLSN says the 90% cutoff for soil test phosphorus is 21 ppm (Mehlich-3). But, I built a research green in Madison, WI during my Master's degree and we experimentally determined that the critical soil test phosphorus value was 7 ppm. It doesn't mean MLSN is wrong because that value was specific to that one green.

Here's my point. We don't know what any soil or tissue test result actually means for every growing environment. There is way too much diversity to know for every situation. Instead, find test



results that you are comfortable with and strive to stay around those values. Consult documents like our Simplifying Soil Testing for Professionals NebGuide or the PACE MLSN Reference as a good and non-biased reference.

Instead of focusing on the exact soil or tissue test value, try to focus on how those values are moving over time. For that to work, you need to have consistency in your sampling techniques. Select samples from the same representative areas, carefully sample from the same depth (4"), use the same lab and extraction method. The Mehlich-3 is the preferred soil test method in turf. It works across a broad range of soil pH values and there is a lot of good data to reference.

Look at those results over time. Are they steady, increasing or decreasing? Where are they relative to your personal comfort zone? Then adjust your fertilization program accordingly. If your goal soil test potassium value is 50 ppm and it's dropped from 100 to 60 over the past three years, then you probably need to add more potassium fertilizer to your program next year.

Remember that nitrogen fertilization rate is the biggest driver of nutrient uptake (see ideal fertilizer ratio). Higher nitrogen fertilization will increase uptake of all other nutrients and lead to fast declines in soil test levels. Tissue nitrogen status will also influence the tissue test results for other nutrients.

Ultimately, use soil and test results like bank statements. The optimum amount of money in your bank account depends on the individual and their financial needs. If that bank account is too low, then add more money each month (or spend less). If it's getting too high, then stop adding to that account. The same is true for interpreting tissue and soil accounts. The key is to establish goal ranges for your turf and make sure your sampling methods are consistent for accurate monitoring. **GM**

For more information please visit:

Reference Range Paper: <https://dl.sciencesocieties.org/publications/ael/articles/2/1/160046>
Soil Testing For Professionals NebGuides: <https://turf.unl.edu/NebGuides/g2265.pdf>
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A Life Passion



Original farm before the renovations (on left), after renovations are completed (on right).

A deep passion for the golf industry resonates with this member who is extremely proud of all his accomplishments, including being a 25-year member of the Canadian Golf Superintendents Association (CGSA) in 2018. Let me introduce you to Darrell Day, from Whispering Hills Golf Club and Ironwedge Target Greens Range Companies, located between Hanover and Walkerton Ontario.

Darrell was just 3 years old when his mom and dad (Doug, a retired CPGA professional) purchased Whispering Hills Golf Club from Keith Stein, of Wheatley, Ontario. The golf club began as a private 9-hole course, 93 years ago in 1925. The second owner added the other 9 holes in 1965. His parents, who moved from Oakville, Ontario, are the 5th owners of the

property and took possession of the golf course on February 25th, 1977.

Golf is all Darrell and his brother Andrew (who is a very well-known top-tier professional golfer in the CPGA golf scene) have known since they were kids. It all started with Darrell hitting balls with his dad's instruction, as he too is a CPGA Professional from Tam O'Shanter Golf Course and Hornby Tower Golf Club back in the 60's and 70's. From then on, Darrell had a passion for the golf industry.

In 1993, Darrell became a proud member of the CGSA while attending Seneca College in King City to receive his Golf Course Technician diploma and be trained in all aspects of the golf business, which would see him eventually run the Day family owned golf club and current practice facility.

Sandwiched between two farms that had no inkling of ever selling, Whispering Hills Golf Club knew there was no available space to allow them to expand and include a driving range, until an opportunity arose in October of 2005. 80 years later and on Darrell's 31st birthday, the neighbouring 11-acre farm went up for sale. Darrell immediately bought the property and finally expanded their facility by adding that driving range.

Darrell converted the 11-acre farm into what is now called Ironwedge Target Greens Range. It is a state-of-the-art golf practice facility with 12 greens, practice bunker and a practice putting and chipping green area. Darrell converted the 5,000 square foot 1965-built barn into a state-of-the-art maintenance facility

long For Golf



Darrell Day proudly received his CGSA 25 year certificate.



and repair shop, and added the main business office. He kept the farm/western feel and updated it all with new technology and top-of-the-line equipment and LED lighting. It's been his project for the past 12 seasons.

The Day family has proudly owned and operated Whispering Hills Golf Club for 42 years and has hosted many junior golf camps that have helped the future of golf in Canada.

The Day family, members and friends of the golf club and practice facility congratulate Darrell on his continued loyalty, dedication and hard work in the golf business. Darrell and his family have been in the golf business through all its ups and downs and the only reason that they have been there for 42 golf seasons is because they love what they do — and get paid by accident. **GM**



▲ TALK BACK FROM OUR READERS

CGSA Executive Director, Jeff Calderwood (left) makes Mark Kuhns, CGCS, long-time CGSA member and past host of the Can Am Cup, an honorary Canadian member as he nears retirement. Mark served on the GCSAA board of directors and was President in 2009. He has been the director of grounds at Baltusrol Golf Club in Spring, N.J., since 1999.

Kendall Costain, MS, CGSA president (right) wishes 40-year member Greg Aljoe all the best when he retires after this season. Greg began his career at the Conestoga Golf & Country Club in 1973 and got to know the great Hugh Kirkpatrick. Greg, Hugh and Paulino Scenna rode shotgun to industry events together. He is from Hanover, the producer of many great superintendent families including the Steens, the Lavis', the Gravettes and Jeff Alexander.



CGSA staff Lori Micucci (left) and Kathryn Wood are bundled up to meet the golfers at the 2018 Fall Field Day at Priddis Greens.

Dustin Zdan, AGS, CGSA board member (right) presents Mark Begin with his National Tournament plaque for hosting the Canadian Junior Boys Championship at the Medicine Hat Golf and Country Club in Alberta.

Wascana Golf Course's Superintendent, Chad Fawcett, (right) was recognized by Bruce Klaassen, AGS at the Canadian Golf Superintendents Association for his work for the CP Women's Open tournament.

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