

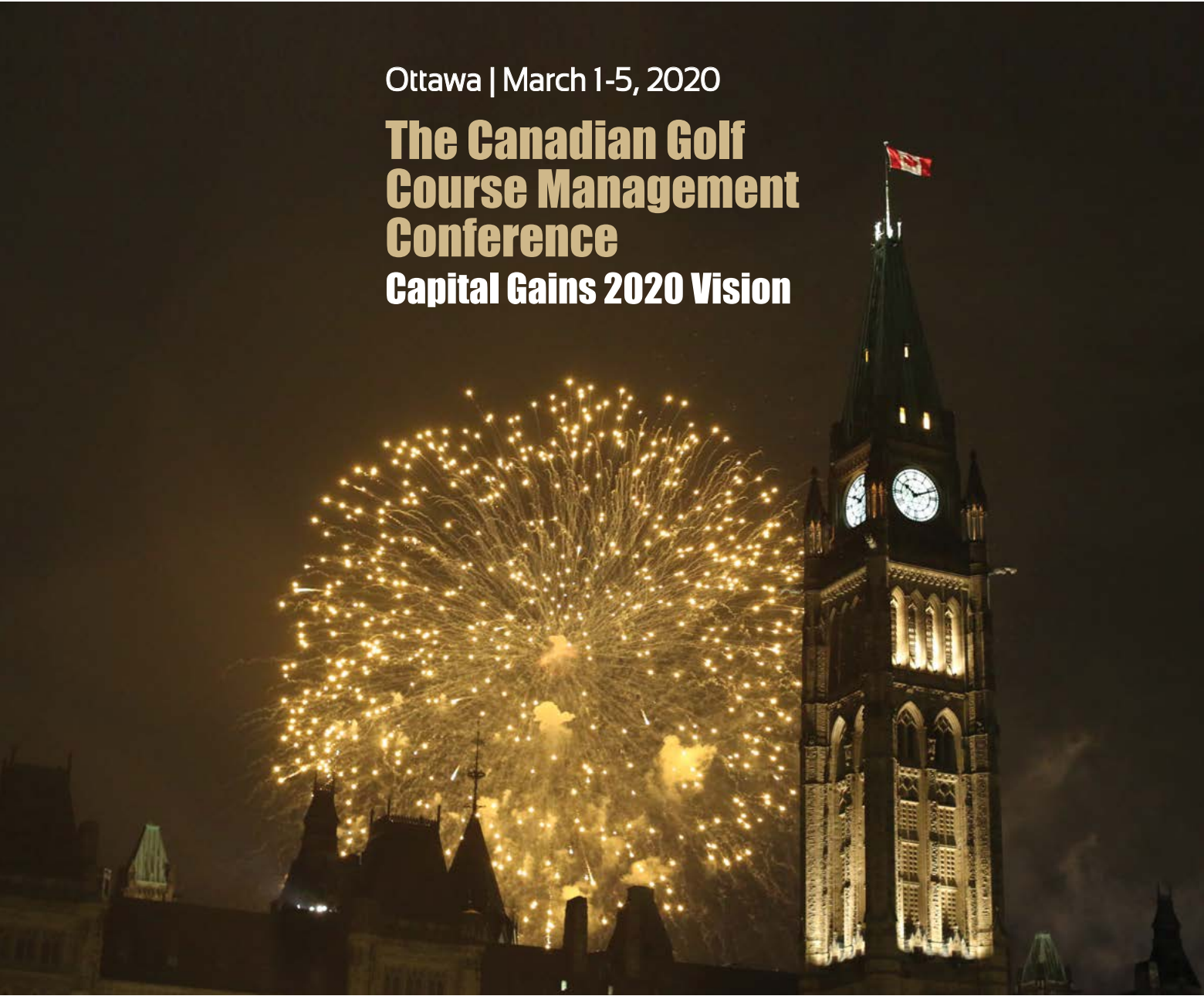
February 2020

# GreenMaster

Official Publication of the CGSA

Ottawa | March 1-5, 2020

## The Canadian Golf Course Management Conference Capital Gains 2020 Vision



**16**

CGSA/Bayer  
Superintendent  
of the Year

**18**

Technology:  
On The Bleeding  
Edge, Part 2

**24**

Future of  
Turfgrass  
Insect Control

The Toro logo is a white wordmark on a red rounded square background.

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Engine/Generator




Greensmaster eTriFlex  
Lithium-Ion

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Official Publication of the CGSA

February 2020 VOL. 56, NO 1

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<b>CanDetec</b> www.candetec.ca   905-516-9009	23
<b>Club Car</b> www.clubcar.com   800-461-3322	3
<b>John Deere</b> www.johndeere.com/golf   905-3175131	4
<b>The Toro Company</b> www.toro.com   800-803-8676	2

For more information on how to advertise in GreenMaster please contact Ryley Scott at 1-866-626-4262 ext 19 or rscott@ngcoa.ca.



Cover photo credit: Ottawa Tourism

## The Canadian Golf Course Management Conference Capital Gains 2020 Vision

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**Greg Austin**  
CGSA PRESIDENT



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**Ken Bruniski, British Columbia Director**  
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kbruniski@nkmipgolf.com

# Thank you

**As I pen my last President's Message**, I can't believe the year has gone by so fast. I'm happy to report that I have grown both personally and professionally and have enjoyed my time spent as President. As I move into the role of Past President at the next Annual General Meeting, I look forward to supporting the new President and Board members. Having this opportunity to look back is unique and has been an experience that will not be forgotten.

First, to my fellow Board members both past and present, thank you for your support throughout this past year. I have enjoyed the conversation, ideas and debates. This association would not be where it is without the dedication of each of you.

To the CGSA staff, thank you for your efforts on behalf of all the superintendents in Canada. We are lucky to have such a dedicated team!

To my employer at Campbell River Golf & Country Club, thank you for your support of my involvement with the CGSA. I truly enjoy my work and look forward to being there every day and seeing your vision come to life.

To my family and especially my partner in life; my wife Darlene. I know that my chosen career path hasn't always been the easiest with the long hours spent at the course challenging; but I am most thankful to you for allowing me to pursue my dream.

My final thank you is to the membership, especially those in British Columbia. I appreciate the support that you have given me throughout my time on the Board of Directors. To those who have been there to mentor, guide and listen, thank you.

I encourage each and every one of you reading this to get involved; whether with the CGSA, your provincial or regional group, or something that is completely different and challenges you as it is one of the greatest rewards. **GM**

# Merci

**J'écris maintenant mon tout dernier** message en tant que président. Difficile de croire que l'année s'est déroulée si rapidement. Ma fonction de président a favorisé mon épanouissement, aussi bien à titre personnel que professionnel, et j'en suis très heureux. Dès la prochaine assemblée générale annuelle, à titre de président sortant, je me ferai un plaisir de soutenir le nouveau président et les nouveaux membres du conseil d'administration. Je tiens à vous dire que je n'oublierai jamais l'expérience unique que je viens de vivre.

J'aimerais tout d'abord remercier mes collègues du conseil pour leur soutien tout au long de la dernière année. J'ai apprécié nos conversations, nos échanges d'idées et nos débats. Notre association ne serait pas ce qu'elle est devenue aujourd'hui sans le dévouement de chacun de vous au fil des ans.

Je remercie également tous les employés de l'ACSG pour le travail qu'ils accomplissent au nom de tous les surintendants du Canada. Nous avons beaucoup de chance de pouvoir compter sur une équipe aussi dévouée.

Merci aussi à mon employeur de Campbell River Golf & Country Club de me soutenir dans mon implication au sein de l'ACSG. J'adore mon travail et j'ai hâte de reprendre mes activités quotidiennes sur le parcours afin de réaliser la vision du club.

En raison de mon choix de carrière, je dois passer de longues heures au travail et ce n'est pas toujours facile pour ma famille, particulièrement pour mon épouse Darlene. J'en profite pour la remercier du fond du cœur de me permettre de poursuivre mon rêve.

En terminant, je remercie également nos membres, en particulier ceux de la Colombie-Britannique. J'apprécie le soutien que vous m'avez apporté tout au long de mon mandat au conseil d'administration. À ceux qui ont été là pour m'encadrer, me guider et m'écouter, merci.

Je vous encourage tous à vous impliquer dans l'ACSG, ou dans votre association provinciale ou régionale, ou encore dans une activité complètement différente.

Il n'y a rien de plus enrichissant que d'accepter de relever un nouveau défi.

**GM**



## **THE CANADIAN** Golf Course Management Conference

**March 1 - 5, 2020**

### **The Canadian Returns to the Nation's Capital**

Hosted by the Canadian Golf Superintendents Association (CGSA) in partnership with the Ottawa Valley Turfgrass Association (OVTA), this will be the first time the Canadian has visited the Nation's Capital in 20 years.



Visit [www.golfsupers.com](http://www.golfsupers.com) or follow us on social media for more details.

### **THE FOLLOWING COMPANIES GENEROUSLY SUPPORT THE CANADIAN GOLF SUPERINTENDENTS ASSOCIATION:**

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## A New Vision for 2020

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Colin White  
*Bayer*

Brian Youell, MS, AGS  
*Uplands Golf Club*

### CGSA, NGCOA Canada & PGA of Canada Launch “Canadian Golf Industry Show”

Rumour has it that I hold a world record: Most Golf Industry Conferences & Trade Shows Ever Attended.

Apparently, I've now surpassed 300 in my golf business career, including many years of the leading superintendent, owner and golf professional events throughout Canada, the USA and beyond. If there is indeed anyone who has attended more, I certainly look forward to hearing about it and exchanging war stories!

While it remains true that those who attend tend to outperform those who don't, the business models for how associations deliver such ROI on their conferences has been evolving. The golf industry is no exception. So, with a new vision for 2020, the CGSA, NGCOA Canada and PGA of Canada announced the first “Canadian Golf Industry Show”.

The three independent conferences will be conducted simultaneously at the Sheraton Wall Centre, downtown Vancouver. Certain events will be shared, such as keynote speakers and the opening reception. Delegates will also have the opportunity to attend some sessions from the other two conferences. The trade show component at the Vancouver Convention Centre will be considerably larger and feature suppliers from all sectors of the golf industry.

Golf Canada has also stepped up to support this new Canadian Golf Industry Show, along with participation by British

Columbia's provincial golf association partners. For CGSA, we are pleased to have a partnership with the BCGSA on presenting The Canadian Golf Course Management Conference. Future additions to this industry-wide business model may also evolve.

This is an exciting development for the future of Canadian golf. That said, it is not possible to fully satisfy everyone on every detail so we all need to accept certain compromises in order to accomplish the bigger picture. Dates and location, for example, come with a wide range of opinions. But, we will manage our way through these dynamics cooperatively with our partners. For now, please save the dates, November 10-13, and watch for further details.

In the meantime, don't miss the current edition of The Canadian Golf Course Management Conference coming up in Ottawa. It will be another very strong professional development and networking event to benefit both your business and career.

I'll see you in Ottawa, all the best for the golf season ahead, and then we can look forward to the next evolution of conferences and trade shows starting in Vancouver!

Respectfully,

*Jeff Calderwood, Executive Director  
Canadian Golf Superintendents  
Association*



Science for a **better life**



*We'll meet you there™*  
**with innovative turf solutions.**

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## ► FEATURE ► THE CANADIAN Golf Course Management Conference



**After 20 years The Canadian returns** to the nation's capital, Ottawa. The CGSA is pleased to partner with the Ottawa Valley Turfgrass Association to present The Canadian Golf Course Management Conference at the Westin Ottawa.

Ottawa offers many outdoor winter activities for your enjoyment! Lace up your skates and visit the Rideau Canal Skateway; the world's largest naturally frozen skating rink and a UNESCO World Heritage Site. Explore the city on a cross-country skiing trail in the heart of Ottawa or be adventurous and try snowshoeing, dog sledding or hiking.

The capital's many delicious restaurants and markets await you within walking distance of the Westin. Check out the ByWard market, a 200 year-old public market featuring local artisans, farmers and craft merchants, housing numerous cafes and some of the city's best pubs and restaurants.

Photo credit: Ottawa Tourism

The ByWard market is also home to Lowertown Brewery, the site of our Opening SociALL.

You won't want to miss Parliament Hill, home of Canada's federal government and the setting for numerous national celebrations year-round, including the largest Canada Day celebrations. Just down the road from Parliament Hill, there's plenty of indoor shopping at the CF Rideau Centre Shopping Mall, which is also connected to the Westin.

Cultural attractions abound in Ottawa, with museums and galleries that offer the best in Canadian experiences. Ottawa's museums tell the

country's story in art, history, nature, at war, in aviation and space, agriculture and food science and technology. The All Access package includes an evening event at the impressive Canadian War Museum; an opportunity to explore Canada's numerous war and peacekeeping missions.

Once you've enjoyed all the exciting activities Ottawa has to offer, delve into the education programming and social networking events at The Canadian. Get ready to re-charge and take advantage of the personal and professional development during the educational sessions, trade show and networking events.





# A Guide For The Canadian Golf Course Management Conference



**SUNDAY, MARCH 1 &  
THURSDAY MARCH 5**

## **In Partnership with the Toro Company**

The conference kicks off at 1:00 pm with two Specialized Learning Workshops presented by The Toro Company. Take in the 21st Century Turf-grass Insect Control: Successes, Failures and Strategies for Managing Pests in Changing Environments with Ben McGraw, Ph.D. Penn State University. Or, learn about Managing Your Most Important Asset...Human Capital with Mark Thompson, The McKinley Group. Closing the conference is an additional workshop with details to follow.

**MONDAY, MARCH 2**

The conference education sessions, exclusively sponsored by Syngenta, begin with the keynote address by Jim Carroll. Jim is one of the world's leading international futurists, trends and innovation experts, with a client list that includes Mercedes-Benz, Volvo, the Swiss Innovation Forum, the National Australia Bank, Walt Disney Company, NASA, the World Bank and Godiva Chocolates. Jim is hoping to inspire you with a message that will examine future trends providing opportunity and challenges for the golf course Superintendent, as well as trends impacting the future of the game and industry.

You won't want to miss the awards lunch sponsored by Bayer, celebrating Canada's best in the industry at the Westin Ottawa Hotel. Awards will be presented to the CGSA/Bayer Superintendent of the Year, the John B. Steel recipient, the CGSA/Toro Assistant Superintendent of the Year, the CGSA/Rain Bird Environmental Achievement Award winner and the CGSA/Foley Equipment Technician of the Year.

We have an exciting new format this year, with the Opening SociALL sponsored by BrettYoung on opening day, separate from the Trade Show. It will be held at the Lowertown Brewery located in the ByWard market just steps from the Westin. All delegates and exhibitors are welcome to attend.



Photo credit: Canadian War Museum

**TUESDAY, MARCH 3**

Plan to spend the day at the reformat-  
ted one-day trade show in the Con-  
federation Ballroom of the Westin.  
This is the only national gathering  
of its kind. It's the spot to be, where  
you can visit over 70 booths, get new  
ideas, learn about new products, and  
ask your burning questions. While on  
the trade show floor make sure to  
visit the silent auction and support  
CGSA's advocacy and scholarships.  
For more information about products  
visit the industry presentation stage  
in the centre of the show. Lunch will  
be provided in the trade show.

Join us for an exciting social  
event at the Canadian War Museum  
(photo above) co-sponsored by John  
Deere Canada and Target Specialty  
Products. This is included with the All  
Access package or tickets are avail-  
able to purchase.

**EDUCATION SESSIONS MARCH 2, 3, 4**

**Ninja-Level Poa Growing** - Optimizing Plant Health While Minimising Annual  
Bluegrass Weevils and Leatherjackets  
Presenter - Ben McGraw, Ph.D, Penn State University

**Drones & Golf** - Gaining Detailed Insight From Above  
Presenter - Willie Carroll, Location Intelligence & Design

**Clues for Winter Damage Repair**  
Presenter - Leah Brillman, Ph.D., DLF Pickseed

**Contemporary Issues in Turf Disease Control**  
Presenter - Rick Latin, Ph.D., Purdue University

**Golf Course Operations Health & Safety** - Do You Know What You Don't Know?  
Presenter - Sheila James, Workplace Safety & Prevention Services

**Putting it All Together** - Species, Genetics & Management for Less Problems  
Presenter - Leah Brillman, Ph.D., DLF Pickseed

**Balancing Life on and Off the Course** - Where Turf Management and Mental  
Health Meet  
Presenter - Judy Johnson, Light of Day Coaching

**Learn to Develop a Culture of Accountability and Ownership**  
Presenter - Mark Thompson, McKinley Solutions

**Contemporary Issues in Turf Disease Control**  
Presenter - Rick Latin, Ph.D., Purdue University

**Personal Resiliency**  
Presenter - Cynthia Schoppmann, CCL, HumanaCare

An exciting program is being planned for the Equipment Technicians so keep your eye out for details.  
The Tactical Technician - The Professional Wrench and Tactical Skills presented by Hector Velazquez are two of the  
confirmed topics.

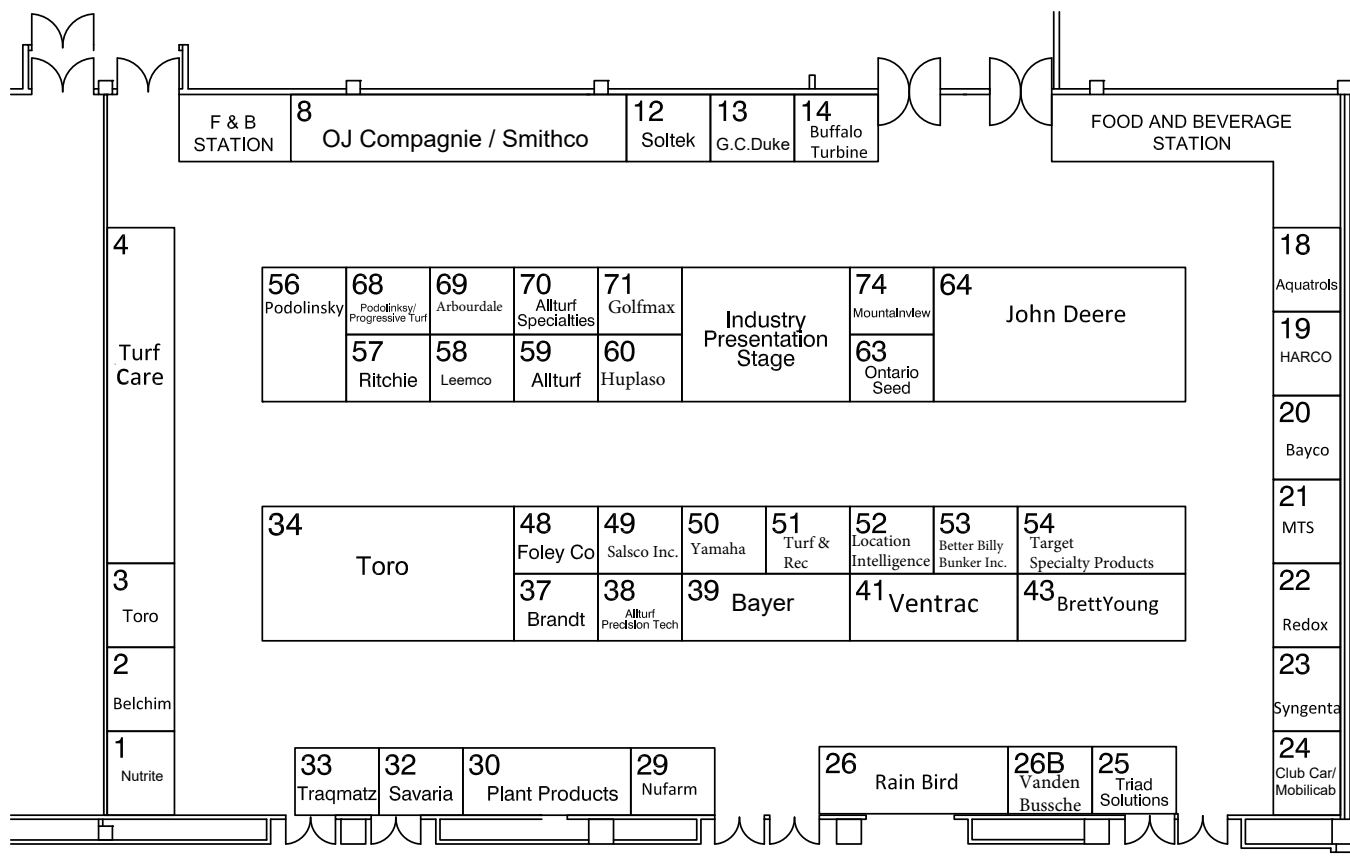
**SEE YOU SOON!**

We look forward to welcoming you to the nation's capital. Come make great memories with old and new friends while  
gathering information and tips to make 2020 your best season yet!

**Visit: [www.golfsupers.com/ottawa2020](http://www.golfsupers.com/ottawa2020)**  
for a complete schedule, certified education credits (CECs)  
registration, schedules, FAQs and more.  
You can also follow along on Twitter (@GolfSupers).

# CGSA Conference Trade Show Floorplan

as of January 17, 2020



TBA Booths include:  
 - Olds College  
 - University of Guelph

Note: CGSA reserves the right to amend booth numbers if necessary. Booths sold as of January 17, 2020

## CGSA Conference Sponsors

### Platinum Sponsors



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### Evening at the War Museum Co-Sponsors



# Trade Show Exhibitor List 2020

## Allturf Precision Technologies

Wray Mason  
Sprayman@allturf.ca  
416-565-9178

### Booth: 38

APT are your sprayer specialists. They provide troubleshooting, parts, calibration services, GPS guided spray systems and other mixing equipment.

## Allturf

Tim Colin  
Tim@allturf.ca  
905-260-2183

### Booth: 59

Allturf is your turf solutions provider. Pesticides, fertility, wetting agents and more! If you have a turf problem Allturf has the best solution for you.

## Allturf Specialties

Nigel Rennie  
Nigel@allturf.ca  
416-520-4845

### Booth: 70

Allturf's Specialty division provides unique turf products from all over the world. We search far and wide to find beneficial products for your turf operation.



Colleen Clifford  
cclifford@aquatrols.com  
856-537-6003 ex. 1200

### Booth: 18

Cutting-edge soil surfactants and wetting agents for professional turf management.

## Arbourdale

David Sim  
david@arbourdale.com  
905-716-1201

### Booth: 69

Pond and algae treatments, pond colourant, fountains, aeration systems.

## Bayco Golf

Cal Surgenor  
csurgenor@baycogolf.com  
204-633-8881

### Booth: 20

Golf course accessories.



## Bayer

Colin White  
Colin.white@bayer.com  
519-239-3983

### Booth: 39

Bayer Environmental Science is an innovative leader in the turf industry in the Canada and is dedicated to the research, development and marketing of plant production products.

## Better Billy Bunker, Inc.

Daniel Smith  
Dgsmith512@gmail.com  
765-730-1237

### Booth: 53



## Belchim Turf Protection Canada

Barry Johnson  
Barry.johnson@belchim.com  
Billy Joe Carey  
billyjoe.carey@belchim.com  
866-613-3336

### Booth: 2

Belchim Canada develops, registers, and markets innovative turf protection solutions for the Canadian turf industry.



## Brandt

Chris Quinlan  
Chris.quinlan@brandt.co  
Mike Steve  
michael.steve@brandt.co  
657-260-3600

### Booth: 37

BRANDT is a leading manufacturer of specialty inputs for the turf market since 1953 and offers one of the largest selections of liquid micronutrients.



## Brett Young

Travis Unger  
Travis.unger@brettyoung.ca  
204-261-7932

### Booths: 43

Operating from Ontario to British Columbia, Brett Young has a diverse product offering of seed, fertilizer, control products and golf course accessories.

## Buffalo Turbine

Guy Gabbey  
Info@buffaloturbine.com  
716-592-2700

### Booth: 14

Buffalo Turbine has been manufacturing the original and most powerful debris blowers since 1945. A variety of tow-behind, PTO and hydraulic models are available.

## Club Car / Mobilicab Canada

Paul Villeneuve  
Paul.villeneuve@mobilicab.com  
613-362-1442

### Booth: 24

## G. C. Duke Equipment Ltd.

Robin Ambrose  
rambrose@gcduke.com  
1-800-883-0761 ext. 119

### Booth: 13

Turf maintenance equipment from Jacobsen, Smithco, Turfco, E-Z-Go golf carts and more.



## Foley Company

Greg Turner  
gregturner@foleyco.com  
612-850-2757

### Booth: 48



## Golfmax Purchasing Program

Ryley Scott  
rscott@ngcoa.ca  
866-626-4262

### Booth: 71



## HARCO Fittings

Shelley Jennings  
sales@harcofittings.com  
434-845-7094

### Booth: 19

Couplings, fitting, valves and accessories for HDPE, PVC, and Ductile Iron water conveyance systems.



## John Deere Golf

Neill Smith  
smithneill@johndeere.com  
905-317-5131

### Booths: 64

Turf maintenance equipment.

## Leemco Piping Solutions

Ryan Miller  
ryan@leemco.com  
330-465-0314

### Booth: 58

## Location Intelligence & Design

Willie Carroll  
info@locationintelligence.ca

### Booth: 52

Drone aerial course survey, turf health and stress survey & analysis, drone course marketing videos and photography, drone aerial damage assessment, erosion and water damage monitoring.

## MTS Environmental Inc.

Terri Eagleson  
t.eagleson@mtsenvironmental.ca  
1-800-294-9725

### Booth: 21

Turf Pro Gold Soil & Foliar Program.

## Mountainview Turfgrass Specialists

Jared Hamilton  
info@mountainviewturf.com  
800-260-5922

### Booth: 74



## Nufarm

Sabrina Bladon  
Sabrina.bladon@nufarm.com  
226-820-1282

### Booth: 29

Nufarm offers powerful and proven fungicides, herbicides and insecticides to support resistance management and deliver results that help keep your turf looking and playing their best.

### Nutrite

Annie Vaillancourt  
availlancourt@fertitechno.com  
450-454-5367

**Booth: 1**

### OJ Compagnie / Smithco

Phil Jangl  
phil@ojcompagnie.com  
1-800-596-6886

**Booth: 8**

OJ Company is the undisputed leader in the distribution of products to the green spaces industry. Since 1967, OJ offers their clients the quality, service and expertise they deserve.

### Olds College

Jason Pick  
jpick@oldscollege.ca  
403-556-8243

**Booth: TBA**

### Ontario Seed Company

Dave Schmelefske  
dave@oscturf.com  
519-886-0557

**Booth: 63**

OSC supplies and distributes grass seed, wetting agents, control products, fertilizer and course supplies to the Ontario golf market.

### Plant Products

Jason Ireton  
jason.ireton@plantproducts.com  
905-546-6405

**Booth: 30**



### Podolinsky Equipment Ltd.

Gary Graham  
garyg@podolinsky.com  
519-844-2360

**Booth: 56**

Podolinsky Equipment is an authorized dealer of John Deere, Wiedenmann, Progressive, Ventrac, AGRI-Metal, and STEC machines, accessories, and parts serving throughout Ontario.

### Progressive Turf (see Podolinsky)

**Booth: 68**



### Rain Bird

Serge Gauthier  
sgauthier@rainbird.com  
514-448-1281

**Booths: 26**

Irrigation products.

### Redox

Todd Scott  
todd@redoxchem.com  
208-678-2610

**Booth: 22**

### Ritchie Feed and Seed Inc.

Doug Ritchie  
doug@ritchiefeed.com  
613-741-4430

**Booth: 57**

Ritchie Feed and Seed Inc. specializes in turf nutrient products and services, including fertilizer, amendments, seed, Turf Prophit and POGO technologies.

### Salsco Inc.

Tom Fischer  
tomf@turfcare.ca  
905-836-0988

**Booth: 49**

Supplier of turf equipment including woodchippers & shredders available through Turf Care Products in Ontario and Quebec.



### Savaria Materiaux Paysagers

Kim Methot  
kimmethot@savaria.ca  
514-799-6147

**Booth: 32**

Specializes in the production and distribution of materials such as; sands, soil mixes, mulches and composts, respecting and even exceeding all reference standards and related specifications.



### Soltek Agregats Inc.

Francis LeBlanc  
fleblanc@soltekagregats.com  
450-620-1011

**Booth: 12**

Products that meet the highest standards of the industry.

### syngenta

#### Syngenta Canada Inc.

Jason Steadwell  
jason.steadwell@syngenta.com  
519-837-5327

**Booth: 23**

Focused on the superintendent; the next generation product portfolio, digital and advanced application technology will provide the tools to support agronomic programs.



#### Target Specialty Products

Mark Scenna  
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# Growing Grass is Growing

## Success is defined as a favourable

result, a wished for ending or good fortune; and lead is defined as guidance or direction. When thinking of the 2019 CGSA/Bayer Superintendent of the Year, James Beebe, these words and definitions ring true. James exemplifies successful leadership as a professional who is passionate about the golf business.

James was introduced to the game of golf at the age of seven, as he tagged along with his father and caddied for him. His reward was the opportunity to take a few swings each round. This started a passion and love for the game. His first job in the golf industry came at sixteen when he caddied in the 1985 Canadian Amateur at the Riverside Country Club in Saskatoon. Beebe's official job in the field of turf management began at Riverside, under golf course superintendent, Doug Campbell, AGS.

Lacking direction for a future career and with the end of high school looming, Beebe's father, a high school principal, came to assist with the realization that his son could make a career with his love of the game. Beebe then set off for Seneca College in Ontario for the Golf Course Technology course. He graduated and headed to England to the East Sussex National Club. During his time there, his eyes were opened to additional learning from the Superintendent, a fellow Canadian.

The idea of further education was instilled, and Beebe made his way to the infamous Pennsylvania State University. During his two years there he received several accolades



Priddis Greens Golf and Country Club, Hole # 12 on the Raven course.

including the Best Technical Paper Award along with the Penn Cross Bentgrass Growers Award for Scholastic Achievement for holding a high GPA. He graduated as class valedictorian in 1995.

Completing his internship for Penn State he was hired at Priddis Greens Golf and Country Club as the Senior Assistant Superintendent in 1994 by Superintendent, Kevin Pattison. Beebe was young and says that Kevin believed in him more than he believed in himself. Pattison challenged Beebe in this position; inspired him to be a leader and Beebe says he is proud to call him his mentor and lifelong friend.

Beebe moved into the position of Golf Course Manager at Priddis Greens in 1996 and over the past 26 years has been directly involved in helping the club evolve into a first-class facility. During his tenure, Beebe has helped lead the club while renovating all 36 holes of putting greens, 36-hole irrigation installation and has hosted numerous golf championships including 3 Canadian Women's Opens.

Beebe commented that his proudest accomplishments have been connected to building teams with great people whom together were able to accomplish ambitious goals during challenging times. He



# Easy, People is Success



James celebrating with wife Janet after she receives her 4th hole in one at Cabot Cliffs.  
Priddis Greens Golf and Country Club, Hole # 6 on the Hawk course.

reflects, "I am very proud every time I attend a golf industry meeting or conference and I see many of my former Assistant Superintendents and interns who have become successful Superintendents at their own golf facilities."

James notes his parents, Jim and Linda, as being two of the most influential people in his life reflecting fondly, "They are incredible people who continue to inspire and support everyone they meet. They introduced me to the game and encouraged me to make a career out of golf and turf." Beebe has continued to bring that same inspiration and support to the people in his life through this industry.

In the numerous references and personal letters that were sent in the nomination package for the CGSA/Bayer Superintendent of the Year Award it is noted time and time again the leadership, mentorship and friendship that James has shared with others. He is not just a great superintendent, but a great leader which tends to be the difference in the longevity of those in the industry in modern times. His advice to his younger self is, "Growing grass is a given, success happens when you grow people."

His involvement within the Superintendent industry isn't limited to his home province of Alberta.

Beebe served on the Alberta Golf Superintendents Association board of directors and served as president in 2002. Beebe was nominated as Alberta Director for the CGSA board in 2010 and represented the CGSA as President in 2016. During his tenure with CGSA the association underwent a strategic re-design and needed additional leadership. James took this in stride and helped to propel the association forward; leading the charge to change and saw the largest financial surplus since 2003 before he left the board in 2018.

Beebe notes that he would not be where he is today without the "rock of the family," his wife and partner of 24 years, Janet. "Unfortunately, all Superintendents have to sacrifice family time and personal relationships during the golf season. I have been incredibly fortunate that Janet has always understood the demands of my job and has always encouraged and supported me through all the good and the not so good times."

With more than 30 years of golf course management experience, Beebe still feels challenged and inspired working toward his ultimate career purpose of improving the quality of life for both his staff and the members who enjoy the facility he cares for. "I consider myself a very lucky person because I love what I do for a living, I love where I work, I love the people I work for and I love the people I work with. I couldn't ask for more than that!" **GM**



# Technology: bleeding

I recently spoke to a group of general managers about our automated greens mowing program using the Cub Cadet RG3 and was met with some resistance from the audience. We all appreciate automation when it makes our lives easier, but automated mowing has been widely ignored and challenged in our industry.

## TAKING A TINY LEAP

In 2017, the Victoria Golf Club (VGC) embarked on the Cub Cadet RG3 program. The first step was the “seed program,” where Cub Cadet provided one mower called “Tina” (photo at right) and set up for a full season trial.

We selected five greens sites to test automated mowing. Site one, the practice green, is our largest green on the course and a great location to demonstrate the mower at any time of the day. We can quickly close this green to test a new program or demonstrate the mower to members or guests.

Site two, the 8th green, is our windiest area on the golf course. The RG3 comes equipped with an onboard wind sensor that adjusts mower traction in the wind to ensure straight lines and adequate overlap. We felt our oceanside 8th green would be a great site to test the RG3’s ability to mow straight lines in the windiest of conditions.



# On the edge

## Part Two

Site three, the 16th green, is our weakest green. This green has a few health issues, so we wanted to see how the RG3 affected turf health on a struggling putting surface.

Site four, “the noise holes,” is a collection of greens 1, 2 and 17 adjacent to homes. We wanted to see if we could mow these greens before the noise bylaw of 7:00 am without triggering a noise complaint.

### THE RESULTS

Site one - the putting green proved to be a great place to demonstrate the mower. People came from far and wide to see the RG3 in action, and Tina did not disappoint.

Site two - one of the most sophisticated features of RG3 programming is adaptive learning. The mower learns and adapts as it mows, adjusting to the smallest bumps and near impossible green contours, producing very straight mowing patterns. The winds at VGC, however, proved to be too much at times. The challenge is that wind continuously changes. The mower records the direction and pressure of the wind blowing it off course and adjusts the traction rollers to straighten the mowing pattern. Extreme wind conditions blew the mower completely off course, rendering the mower inoperable on several occasions.



Site three - at the start of our trial, the 16th green was performing so poorly we planned reconstruction within the year. Within weeks of mowing with the RG3, the 16th green became one of the best greens on the course.

Site four is “the noise holes.” The RG3 quietly mowed greens 1, 2 and 17 before the noise restriction ended at 7 am. We operated the mower within 20 meters of homes without a single noise complaint.

### SHOW ME THE MONEY

With the seed program coming to an end, Cub Cadet provided a proposal and full return on investment (ROI) calculation, assuming the conversion to five RG3 mowers for the following season. The data that was used to create the ROI calculation included:

- Area of the greens
- Travel distance between green sites and the most effective transport route
- Type of greens mower (we use triplex mowers)
- How often the greens are cut and rolled
- How many sand traps and desired raking frequency
- Labour rates
- Current mowing/rolling times

After all the data was collected, Cub Cadet provided a 16-page business case and a detailed ROI. The two charts on the right best summarize this report.

**JUMPING IN WITH BOTH FEET**

In 2018, the Victoria Golf Club was the first club in Canada to sign an agreement with Cub Cadet. The seed program proved the technology works:

- Smoother, more consistent putting surfaces
- Elimination of wear patterns
- Elimination of mower “drop” marks and operator damage
- Precise clean-up cut; no more green creep
- Ability to mow the greens in complete darkness with little to no noise
- Cuts and rolls in a single operation, improving green speed without additional labour and roller damage
- Take staff off the machine, spending more time on the finer details like hand-raking bunkers, ball marks and greens setup
- Make your worst green the best green

Considering the savings of \$16,000-\$20,000 in labour, the decision to switch to the RG3 was obvious.

**WHAT DID I GET WRONG?**

Two years into the full RG3 program, I can tell you about some of the not-so-obvious challenges.

**Batteries.** The RG3 goes through its battery life quickly. Setting up the first charge and providing subsequent maintenance are critically important to the life of the battery. The shortcomings of the RG3 are addressed in the RGX (lithium battery longevity).

**LPS, or local positioning beacons.** Four small beacons are placed around the green site, emitting a high-frequency signal that only the RG3 can detect to guide the mowing pattern. The beacons are the weak link in this program; they often fail, and placing the beacons and allowing time for the RG3 to find all four signals can take as long as five minutes. Five minutes over twenty green sites can add significant time (1.5 hours) to your mowing program. The RTK GPS eliminates beacon and wind issues.

**RG3 Lease Scenario - 60 Months**

Labour rates (CAD\$)	\$16/ HR.	\$18/ HR.	\$20/ HR.
Lease payment	\$ 75,132	\$ 75,132	\$ 75,132
RG3 Gains	\$ 78,115	\$ 84,941	\$ 91,768
Annual Savings with RG3	\$ 2,983	\$ 9,809	\$ 16,636

**RG3 Benefit Summary**

TASK	RG3 OPERATION	EXISTING OPERATION
Greens Mowing	Smoother, more consistent greens. Dramatic striping.	Triplex mower
Rolling	Reduction in marking, mower drops and wear areas on greens and collars. Increased green speed. Mowing and rolling in a single pass.	Roller
Bunker	Daily hand raking of all bunkers.	Mechanical raking
Clean Up Cut	Highly accurate and repeatable. No greens creep	Dependant on operator
Other Benefits	<ol style="list-style-type: none"> <li>1. Clear debris on greens.</li> <li>2. Repair ball marks.</li> <li>3. Change cups.</li> <li>4. Rake greenside bunkers.</li> </ol>	DO MORE WITH LESS!



I missed the forest for the trees. As I alluded to in my previous article, I may have this all wrong. I chose to focus on small, high-value test areas (greens), large, expensive mowers (RG3 at \$78,000 per mower), putting my neck firmly on the bleeding edge of technology. Meanwhile, another golf course superintendent took a uniquely different approach.

### OUTSIDE-OF-THE-BOX IS HIS MIDDLE NAME

Sunshine Coast Golf and Country Club Superintendent Jason Haines (photo below) has made a name for himself by practicing and teaching minimalism and precision golf course management, so it only makes sense he would be interested in automation. In his typical fashion, Jason went in an entirely different direction; he started using a small autonomous Husqvarna 450X mower to cut large areas of his golf course.

Jason's program consists of one residential robotic mower cutting a fairway close to his maintenance building. Jason's approach has many benefits:

- Relatively inexpensive machines
- Easy to repair and maintain
- Unobtrusive and high-novelty factor for his members and guests
- He keeps his neck off the bleeding edge



### FINAL THOUGHTS

Although our industry is hesitant to embrace automated mowing, there are significant benefits and different ways to implement this technology at your facility. Hopefully, our experience has provided some insight into the pros and challenges of automated mowing. **GM**



# Not short on fun

The creation of a new 10-hole short course at Cabot Links Resort



Drainage being installed on 10th green.



10th green starting to grow in.

**In an industry where golf courses keep getting longer, it may seem strange to see momentum growing for the short course. Yet, for all the talk of power, the game of golf is still foremost about shot making and ball control.**

Following the 2011 restoration of Course No. 2 at Pinehurst Resort, Bob Farren (director of grounds and golf course maintenance) and the Deadman family (who own Pinehurst) decided to maintain their momentum by building a 9-hole short course. Dubbed 'The Cradle,' this 789-yard layout sits prominently next to the clubhouse. Not only are the shots short, so is the time required to play them. A foursome can usually walk the course in less than an hour!

Yet, the concept of the short course is not new. Prestigious private clubs like Augusta National (9 holes, circa 1958) and Pine Valley (10 holes, circa 1992) have embraced these alternative course offerings for many years. Across the Atlantic, most notably in Scotland and Ireland, almost every little town has a small pitch-and-putt, or 'wee course,' intended to foster the game.



Keith Cutten, Cutten Golf Inc.

Done right, a high-end par 3 course can boost destination golf. The 13-hole Preserve at Bandon Dunes is an excellent example. Yet, the Preserve does not represent the latest offering in the Keiser family portfolio. Perched above the final eight holes of the Cabot Cliffs course, and overlooking the Gulf of Saint Lawrence, the design team of Rod Whitman, Dave Axland and Keith Cutten have recently completed a 10-hole par 3 layout which compliments Cabot's existing world-class offerings.

Ben Cowan-Dewar, co-founder and managing director of the resort, spent a

great deal of time working with us to identify the land best suited for the course. The natural ground contour and the angle of the holes allow for interesting, fun, and varied golf. Yet, this is no simple pitch-and-putt. With holes ranging from 80 to 230 yards, Cabot's short course was routed to allow for maximum variety in length and shot values. Most importantly, the course aims to achieve the ideal in golf course architecture, provide a good test for better golfers, while allowing anyone to get out there and have fun! The holes have been designed to highlight the abundant rolls, dips and ridges found throughout the site. Short grass will be prevalent, and the use of the ground game will be rewarded.

Scheduled to open this coming summer, the project was made possible because of the capable support of Cliff's superintendent Bradley Allen. Brad and his staff worked tirelessly to assist with irrigation, drainage, finishing, and (of course) the grow-in of the golf course. Everyone involved is proud of our big addition to the growing short course movement in golf. **GM**



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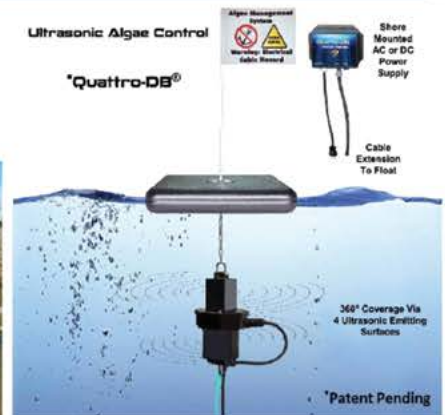
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## ► FEATURE ► BEN MCGRAW, PH.D., PENN STATE UNIVERSITY

Ben will be presenting at The Canadian Golf Course Management Conference in Ottawa, March 1 – 5

# of Pest

**Each year, I am asked to write an article** or give a presentation on what I think will be the biggest pest issues in the upcoming year. There are few places on Earth that are better than Pennsylvania to be a turfgrass entomologist. I am fortunate to have a plethora of damaging species to study...and to write about. However, making predictions is challenging and I can't tell you how many years I thought a pest would be on the rise, only to struggle to find them in the following year (I have a 1000 m<sup>2</sup> fine fescue chinch bug farm to prove it).

So, this winter I am playing it safe. Lately, I have been reflecting on what general challenges lay ahead for turfgrass managers. Lots of change is occurring, both environmentally and culturally, which will have dramatic effects on how we manage insects in the near future.

### ENVIRONMENTAL CONDITIONS

The wealth of insect activity that we experience in northeastern North America can be attributed to the temperate climate and ample rainfall. Insects are cold-blooded organisms, and therefore have minimum temperature thresholds or requirements to conduct metabolic processes to help with everything from movement to growth and development. Climate is not static, and with temperatures expected to rise over the next several years to decades, insect pest issues within a region are predicted to worsen.

These predictions include earlier emergence and reproduction for insects that appear in spring, and in the case of multivoltine (multiple-generational) insects, more generations per year. If there is any positive associated

with these predictions, it's that very few of our turfgrass insect pests would meet those criteria. The downside is that arguably our biggest turf insect pest, the annual bluegrass weevil does.

In the fifteen years that I have spent studying this insect, we have observed increases in the number of generations from one to two in the northern portions of New England (and possibly Canada) as well as a consistent three generations per year in the southern New England to mid-Atlantic states. I would expect this insect to become an increasing threat to Canadian golf courses.

Some insects will be negatively impacted in a region as temperatures become too warm. The European Chafer, a white grub that has become increasingly more problematic in many Canadian provinces, used to be found regularly in research plots in Pennsylvania. I cannot recall finding more than one or two in my five years at Penn State. Some invasive species that retain their relict temperature requirements/preferences in the native range may be displaced with changes to regional weather patterns. Sorry Canada, but it is more likely that species will move northward (rather than south) as future environmental conditions will be more conducive to their lifestyle.

Considerable attention has been focused on the increasing temperatures and its effect on insect abundance and plant damage. However, one cannot overlook the importance of increased moisture on the future of insect management. Many of our turfgrass pests are water-loving insects, choosing to deposit eggs into moist areas and evolving strategies to deal with the brief periods when rainfall is deficient.

Much of the northeastern United States has just come through two years of record-breaking rainfall. With this, we have observed increases in activity and spread of European crane flies, white grubs, and annual bluegrass weevils. With the latter two, we observed increased damage within insecticide treated areas during 2018 and 2019. The products being applied should have been highly efficacious against the pests, yet heavy rainfall within 24-48 hours soon after application and the mobility of these active ingredients likely pushed the active ingredient away from the target zone. Future pest management will need to assess environmental variables on control or we must move toward integrating more climate-resilient strategies.

### CULTURAL CHANGES

Many past and current research projects in my laboratory have originated from questions posed to me by attendees in seminars at turfgrass conferences (or the hotel bar after the talk). I believe that superintendents and athletic field managers are some of the most innovative problem solvers I have met, with Canadian turfgrass managers at the top of the resourcefulness list. Canadians appear to be more likely to adopt cultural- and biological-based pest controls than Americans. This is largely due to fewer active ingredients available than in the US, either through restriction or the difficulty or expense in getting products registered.

I believe that legislative change may be coming to many of our states- and not just for chemicals, but water and fertilizer restrictions as well. My fear is that our industry is not well-equipped



# The Future Control



Leatherjackets  
or European  
crane flies.



Turfgrass damage  
caused by vertebrate  
predators in search  
of white grubs.



Annual bluegrass  
weevil damage  
exacerbated by  
drought.

to manage pests without chemical pesticides should key active ingredients be banned. Many labs (including my own) have demonstrated that biological controls (e.g. entomopathogenic nematodes), biorational products (e.g. oils, soaps), and manipulation of cultural practices can have a strong effect on reducing pest densities. However, the adoption of the practices is still low due to variable control or increased costs (production, application time/labour) relative to chemical insecticides. We will continue to explore these areas to improve their reliability, but without industry buy-in from producers and consumers to reduce costs, alternative controls will still be at a disadvantage.

I apologize for the grim outlook, but I look forward to meeting Canadian Turfies at a conference this winter. I believe that we can innovate our way out of any problem together and look forward to hearing your thoughts! **GM**

► **FEATURE** ► **CODY LITTLE**  
**ASSISTANT SUPERINTENDENT, SPRINGBANK LINKS GOLF CLUB**



# 2019 Green

**It would take a hell of a good reason** for me to walk off my course in October, but I found one. The Green Start Academy intrigues participants from all corners of North America to complete an application for their chance to be a part of an experience that is like no other. It's the Oxford of golf education and few are chosen. For those of us who are, it is the opportunity to enrich our understanding of our craft, advance our skillsets, and through the mentorship of world class professionals, become the managers of the future. Industry leaders gave presentations, offered mentorship, and solid hard-won advice. It was a grooming of the mind.

The excitement was saluted the moment I stepped into the StateView Hotel. The evening started with a reception that was held in the clubhouse of the only Arnold Palmer designed college course in the world, Lonnie Poole Golf Course. There was a constant buzz in the air with all of the attendees explaining their routines and qualifications that played a part in their selection. Making friends was easy with so much in common.

## **DAY ONE**

The first day started with a bus trip to the local John Deere turf equipment facility. So much was happening inside the walls that the guided tour was necessary to establish a solid experience. Rough mowers, Pro-Gators and other turf equipment is all built here from new materials. Welders build the piece, it then heads to paint and makes its way back to the assembly line for a precision build.



The Green Start Academy Class of 2019.

Everything is tracked to ensure quality. The drive to be competitive for the future operations of golf courses has the company investing time and energy into the driverless mowers. GPS systems allow the programmer to create boundaries for the mowers and improve overall efficiency of the entire cultural practice. What used to be imagination is now what John Deere is making reality.

Switching gears to the managerial side, on day one, I'm confronted with the need to be better than I am. The importance of discovering my own brand, and how this will empower myself, and any team I lead. It's about authenticity, honour, setting a pattern of behaviour you want to see from others.

To be a leader, a manager, this retreat maintains the vital necessity of the ability to craft and communicate a 'mission'. A sense of common purpose

which, if properly communicated to and through the team, will lead to a sense of collective will - to strive harder, to succeed together. My fellow Canadian Grant Murphy, Superintendent of the Barrie Golf Club, was inspirational in his thoughts on how to harness the energy of a mission and a team.

Through his inspirational thoughts and stimulating dialogue, Grant thoroughly explained that the team's success relies heavily on the individuals who are invested in the mission. People should love what they do and want to do more of it. Encouraging and harnessing this energy benefits the individual directly and promotes a solid framework for the team.

For a midday break, we went golfing. Bayer's research facility sets up as a 4-hole golf course that provides state of the art research and application of new theory. Not only was it a chance

# Start Academy



The evening mentor panel focused on personal successes and challenges.



Group photo of the guest speakers from this year's event.

to be competitive and show some Canadian skills, it was an opportunity to observe the turf's survival tactics and relationship to its environment. Disease is studied and products are tested to help build an effective defense against future turf threats.

After the friendly competition, we returned to the training center for an introduction to all the GCSAA has to offer. The sun was starting to set and a feast was to be had. After dinner, a panel of mentors took to the front of the crowd and answered questions geared towards their personal successes and challenges.

## DAY TWO

The Friday was filled with sessions that focused on standing out as a manager and enhancing my overall impact at the golf course. Understanding the inner worth and value as a manager is where

the difference is from one professional to the next. What can I do to drive success at my organization? Does it make somebody want to invest in me? Am I proving that I am a motivated team leader who excels with adaptability and development? Companies want to see the person who works well with leadership and has established core values that align with the organization.

"When times are bad, be at the putting green and be humble," said Pat Finlen from the Winchester Country Club. This demonstrates your commitment to the organization and your ability to be resilient. It adds to your brand as a manager and allows your honesty to promote the future in a positive direction. Pat reinforces the strength in quality leadership and its benefit for the system. This gives an aspiring superintendent a great

perspective on what can be accomplished with hard work and an honest reputation.

## PATH FOR SUCCESS

Everything learned at the Green Start Academy is meant to propel you into a pattern of adaptability and success. Facing challenges and improving yourself will help set you apart from the rest of the field and place the opportunities of promotion in your reach. It's about making the workplace enjoyable for everyone and lets them know they're appreciated for the hard work they do. I plan to make this my goal for the rest of my career. Working to motivate individuals and improve their quality of work and life. **GM**

# Always Speak

**I had the distinct pleasure of meeting**

this Back Nine candidate in May at the 2019 National Golf Day in Ottawa. Since The Canadian conference is being held in Ottawa this year, I thought it would only be fitting to introduce you to someone local who has experienced the ups and downs of the industry over his extraordinary career. Allow me to introduce you to a highly respected Superintendent in the industry, Eric Ruhs from the Ottawa Hunt and Golf Club in Ottawa, Ontario.

Eric's love for golf started back in 1976, caddying at Rideau View Golf Club when he was 13 years old. "Although I lived across the street from Manderley Golf Club, they didn't have a caddy program, so I bicycled nearly 5 miles cross country to make my 2 – 4 bucks a round as a caddy."

Ruhs continued caddying at Rideau for a couple years, when he finally got the opportunity to work his dream job on the maintenance team at Manderley in 1978. Eric worked his way up the ranks and performed every duty known to the industry while gaining a greater appreciation for the small family owned operation and how everyone chipped in at every task.

After a short stint in the landscape industry, Ruhs applied at the Ottawa Hunt and Golf Club to work the summer of 1984 and was hired. "I thought I had won the lottery!" Ruhs continued, "I began at the Hunt as a labourer, hole changer, I guess you can say a jack of all trades." It was during that time that he attended The University of Guelph Turfgrass Management Program.



Class of 85A reunion at Summerlea Golf and Country Club; from left to right: Gerry Richard (Craigowan Golf Club); John C. Scott, AGS (Summerlea Golf and Country Club / CGSA's Quebec director); Eric Ruhs (Ottawa Hunt and Golf Club); Angelo Capannelli (Hutcheson Sand and Mixes); Dean Baker, CGCS (Burlington Golf Club); and Mark Schneider (turf industry).

After graduation, Eric was hired as the first assistant at Ottawa Hunt and Golf Club. In June of 1987, he assumed the acting Superintendent role as his predecessor had resigned. In November of 1987 he was offered his first contract as Superintendent at the Ottawa Hunt and Golf Club where he has been since then.

Ruhs has had many influencers in his career but the ones that stood out to him were his parents, who supported him but knew absolutely nothing of golf and couldn't see a future in it. His first Green Chair, Rick Bennett, who was on the hiring committee during his interview process and gave him a chance and Dave Garland who was the Superintendent at the time at Manderley Golf Club. "I was a little

troublemaker at Manderley when I was a kid. When caught, instead of dragging me to my parents, they offered me a job. Almost 5 years with Dave and his senior team, they taught me a lot."

When asked what challenges and changes he has seen in the golf industry Eric said, "People are now in need of instant gratification, yet any appreciable change in our golf world typically takes more time." He continued, "Golfers want more, superintendents' rise to the challenge to produce better, equipment manufacturers improve equipment and the cycle continues." Ruhs also noted, "I see nutrient management and how it is administered as likely the biggest little change...particularly with improved sprayer technology."

# The Truth



Eric with his family, including wife Cheryl, sons Tyler and Michael, and his dogs.



Eric on the course with his faithful companion, Bunker.

Having the successful career that Eric has doesn't happen without some sound advice that guide him along the way:

*"Always speak the truth. Otherwise you will need a very good memory."*  
– Eric's Mom.

*"Work life balance."* – Peter Tewsley, a dear friend of Eric's who was the super at Hylands GC.

*"Cover your ass with paper. Keep good records, memories out of committees are as short as they are ever-changing".* Peter Cross – Eric's first mechanic.

With all this great advice, the work life balance really seems to resonate with many of us and no question Eric's family are his biggest

supporters and the most tolerant, in particular his wife Cheryl. "She puts up with my absenteeism and mood swings during the summers." He continued, "I was fortunate to have my kids Tyler and Michael work with me for a few short summers as well, likely very long summers for them however I truly learned more from them and I believe they had a positive impact on how I interact with our maintenance team now."

Since family can't always be around you for support during work hours, Eric mentioned that every superintendent or course maintenance department should have a dog. "It is therapeutic not only for us I think, unbeknownst to many, a dog can be very therapeutic to the students and staff we hire as well." Eric has had 4

dogs over his time at the club; Divot & Bogey which were Dalmatians, a boxer named Bunker who passed away recently and now Ace, a boxer who is the newest member of their family.

With all the great advice and insight into Eric's amazing career, I asked him one final question. What is the one-piece of advice you would give to a newcomer in the industry? "We have all heard it before, if you love what you do, you will never work a day in your life. I am passionate about what I do, and it is not a summer job to me. This is a tough gig, it can be death by a 1000 needles and absolute euphoria in the same year. Anybody can grow grass in the right conditions, but rarely do we get all of that." **GM**

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