

Summer Issue 2020

GreenMaster

Official Publication of the CGSA



**“Communication
is important, but
listening is often
more valuable.”**

Darren Kalyniuk
New President of the CGSA



12

The Canadian:
2020 Vision
Became a Reality

18

Five Steps to
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Darren Kalyniuk
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We are here

As I write my first president's message,

I can only hope that things have started to return back to somewhat normal from the COVID-19 pandemic, which has taken over our world. This continues to be a very stressful time in many of our lives, with ongoing concerns for the wellbeing of our loved ones, the challenges and changes to our golf facilities and this industry, and the uncertainties of what lies ahead.

Having all witnessed the past couple of months, we are fortunate that The Canadian conference was held prior to the global pandemic and the multitude of cancellations that were announced shortly thereafter. It is important for the CGSA to continue to support our members during these times. We are in the process of providing free sessions through our Live Learning Centre, which can be accessed through our website along with hosting a free webinar in the months to come. In addition, as many of you are aware, there are different discounts available through the Golfmax or Venngo programs which can benefit you and your golf club.

We also understand there are still many questions, concerns and uncertainties regarding future events. The CGSA will be evaluating each situation as it arises and communicate all information necessary as things come to light.

From an association standpoint, I feel it is an exciting time for CGSA, despite what's going on in the world. After coming off another successful year with a surplus of just over \$94,000, and recently experiencing an increase in registration and tradeshow booth sales in Ottawa, compared to our previous show in Banff, we are now in a position where we can and have re-invested back into the CGSA with a new association management system.

Along with increasing the efficiency in our daily operations, there is an opportunity to help the regional associations across Canada that have limited resources or are just looking for that little extra support where needed. We look forward to the continued discussions between provincial groups in the months ahead.

for you

One of the most important elements of the CGSA has always been our members. Over the years, we have consistently acknowledged the vital role that our members play in the success of the CGSA. It is also important to give our members an opportunity to be involved in our association by being a part of the different standing committees the CGSA offers. The input of our members helps to shape the very programs and services that the CGSA provides on a daily basis.

Committee participation also presents an exciting opportunity to meet people from across the country and gain firsthand advanced knowledge of the issues and situations affecting golf course management in Canada. Please contact any of the CGSA staff if you would like more information about joining a committee.

With that being said, we are very fortunate to have such a dynamic team amongst us with both the staff and board of directors who are truly committed to the CGSA and are

putting every effort forward to continuing the success of our association. I would like to congratulate John Scott, AGS and Pierre Vezeau, AGS on moving up the ranks as Vice President and Secretary Treasurer and welcome our new Quebec Director, Luc Ladouceur to the Board.

I am very grateful and humbled to have the opportunity to serve our members as the President of the CGSA this year and wanted to personally thank Kendall Costain, MS, for his dedication and guidance while serving on the Board and our most recent Past President Greg Austin, for his tremendous leadership and passion for this industry. I know I have some big shoes to fill but I am excited to continue the legacy of all those who have served before me. **GM**

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Firstly, on behalf of the CGSA, I hope that you and your family are healthy and coping as best you can through the impact that COVID-19 has had on all of our lives, both personally and professionally.

The CGSA has been actively engaged throughout this crisis, leading and supporting as best we can. The Board of Directors established a CGSA national position early, focused ultimately on taking the precautionary measures necessary to manage the health and safety risks to a minimum. The CGSA was also an active participant in crafting the We Are Golf release, defining a shared position that encompassed all national golf association stakeholders.

We released a series of informative consultations providing important advice on COVID-19 related issues. For example, the "COVID-19 Maintenance and Facility Guidelines," was a critical document with golf specific recommendations for staff safety, operational guidelines, and essential maintenance procedures while closed. Similarly, we fielded numerous incoming requests from members looking for support. The CGSA staff also engaged in a proactive outreach program to personally phone CGSA members from coast to coast, offering any additional personal service that we could.

Throughout the crisis, your Board of Directors has met once per week to stay on top of the ever-changing dynamics. With all of the provincial variances, it has been challenging for everyone to manage. I think our Board and Staff have been very proactive in this regard, and I thank them on

behalf of the entire membership. Similarly, the provincial superintendents' associations and their allied counterparts are to be commended for their leadership advocating on behalf of the golf industry.

It is easy to let COVID-19 take over every conversation. But, the rest of life does go on. So, I also want to highlight The Canadian Golf Course Management Conference in Ottawa, which was a big success. Thank you to all participating delegates, speakers, sponsors and trade show exhibitors, as well as to the Ottawa Valley Turfgrass Association who partnered with us.

The conference included our AGM. Darren Kalyniuk was elected as President, so congratulations Darren! It may be a very dynamic year ahead for you but the CGSA is well positioned to continue serving the membership effectively. Similarly, thank you to outgoing President, Greg Austin, for his leadership this past year which included the CGSA's strongest financial results since 2003.

In general, I'm optimistic about the future prospects for golf despite COVID-19. There will be some sacrifices for sure, but golf has so many advantages over other sports and industries. So, let's do our part to lead with proper health and safety protocols, and promote all of golf's benefits.

All the best for a healthy and successful 2020 season!

Respectfully,
*Jeff Calderwood, Executive Director
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Association*



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CGSA Welcomes Darren



Recently elected CGSA President, Darren Kalyniuk, shares his thoughts on the association, how he got started in the business, and his daily inspiration.

A Winnipeg native, new CGSA President Darren Kalyniuk, had his first taste of working at a golf course as a teen. His family cottage in Northern Ontario bordered a golf course that opened his eyes to golf course management as a career. After several summers working at The White Moose Resort & Golf Course he “was given the opportunity of a lifetime” when the owners, Bud and Ruth Molloy, asked Kalyniuk to run the facilities. Kalyniuk reflects, “I thought I knew every aspect

of maintaining the course; but with no education and limited experience it was a huge undertaking and mistakes were made along the way.”

Following three seasons running the Northern Ontario operation, Darren realized that he needed some formal education to continue to succeed and enrolled at Rutgers University in New Jersey in their Turfgrass Management Program. He thinks it was the best thing he ever did to advance his career and knowledge of the golf industry and still reflects on the lessons and memories created during his time in New Jersey.

Upon completing the program, it was time to move on from White Moose. Darren was fortunate to have the

opportunity to take on the role of Assistant Superintendent at St. Boniface Golf Club in Winnipeg. He is now entering his 24th season at St. Boniface and has been the Superintendent for the last 17 years.

To add to the experience gained while working at the small 9-hole facility in Northern Ontario; Darren remembers the lessons he learned while serving as Assistant to Ray Ripert, one of his mentors in the business. “The saying that comes to mind is ‘communication is important, but listening is often more valuable.’ Ray would often give that advice and it couldn’t be more true in my experience.”

Kalyniuk added, “I’ve also learned a great deal of tips and tricks through

New President Kalyniuk



“Communication is important, but listening is often more valuable.”

networking and chatting with a group of peers.” Another key to his philosophy carries into teamwork, encouraging the open line of communication and open mind when it comes to dealing with peers and colleagues at the golf course. He notes that, “Many of my staff that keep coming back season after season are very passionate about what they do and I encourage them to take on more responsibility on the course.”

When asked the one thing he would tell someone who is interested in the business, Darren says, “Take advantage of all the resources and tools around you to make you better at what you do and don’t be afraid to ask for help when needed. I find that our industry is such a tight knit group of

people always wanting and willing to help each other out.”

Kalyniuk has some lofty goals for this year as CGSA president and feels that it is of the utmost importance to build on the values of CGSA’s founding fathers; that being offering members as many essential resources as possible to grow and succeed in our profession.

“The Board will be revisiting the strategic plan to layout steps for the future and identify ways to serve current members and grow our numbers. We will also continue the vision and discussion of working to eliminate duplication between provincial groups by looking at options to work toward and serve the industry here in Canada.”

With the last question posed to Kalyniuk, he was asked to share who inspires him. His answer came down to his family. His dad who inspired him to work hard and keep that work ethic and his mom who was always there for him and taught him the importance of family.

Into his adult life, he finds the inspiration in his wife, Chantal, who has battled through the challenges of relearning movement and writing after complications during brain surgery a number of years ago. He also finds inspiration in being a father to his two kids, Olivia and Jakob.

**Welcome aboard, Darren.
We look forward to the next year!
GM**

CGSA's 2020 Became



Vision a Reality



For the first time in over 20 years, The Canadian visited the Nation's Capital! Capital Gains Vision 2020 was the theme of this year's Canadian Golf Course Management Conference in Ottawa, Ontario at the Westin, March 1-5, in partnership with the Ottawa Valley Turfgrass Association.

400+ ATTENDEES

Over 400 delegates and exhibitors from Canada, the United States and even Sweden, attended the conference and enjoyed all that Ottawa and The Canadian had to offer. Starting and closing with Specialized Learning Workshops sponsored by The Toro Company, to the education program exclusively sponsored by Syngenta Canada, to the fantastic social events and networking opportunities, attendees walked away with knowledge, new relationships and memories to last forever.

FIRST CLASS EDUCATION SESSIONS

Keynote speaker and global futurist, Jim Carroll, kicked off the conference with his inspirational talk on The Future and Innovations. Carroll inspired delegates to look at future trends providing opportunity and challenge for superintendents.

Our membership asked for more sessions on leadership, business and human resources and that is exactly what they received. Learn to Develop a Culture of Accountability, Balancing Life on and off the Course, and Five Levels of Leadership were some of the sessions delegates attended.

Greens topics also included Ninja Level Poa Growing, Clues for Winter Damage Repair, Species Genetics and Management, Contemporary Issues in Turf Disease Control, Solving Turf Problems, and Sand Characteristics. Innovative topics were also presented on Drones and Golf, and Health and Safety.

Our equipment technicians were treated to outstanding sessions from Hector Velazquez. Hector's Shop with sessions on The Tactical Technician and Beyond the Wrench. Turf Care's Mike McGrath presented the Changing Technology of Greens Mowers followed by the equipment technicians round table.

INVALUABLE NETWORKING EXPERIENCES

In its exciting new format this year, separate from the trade show, the Opening SociALL, sponsored by BrettYoung kicked off the conference at the Lowertown Brewery. The unique location in Ottawa's Byward Market was enjoyed by delegates and exhibitors.

What better place to celebrate and learn about Canada than at the Canadian War Museum! The evening sponsored by Target-Specialty Products, John Deere Golf, Green Tractors and John Deere distributors offered



attendees a unique insight into Canada's past. Canadian specialties were served including poutine, surrounded by tanks, airplanes and other vehicles from past wars and peacekeeping assignments and made this an unforgettable experience.

RECOGNIZING THE BEST IN THE BUSINESS

More than 200 people attended the CGSA Awards Lunch, sponsored by Bayer in the Provinces Ballroom. This is the time of the year where the CGSA can acknowledge Canada's top award recipients. Thank you to the many sponsors and congratulations to all recipients including, David Boyd, AGS, Emeritus, John B. Steel recipient; James Beebe, CGSA/Bayer Superintendent of the Year; Ben White, CGSA/Toro Assistant Superintendent of the Year; Reid Solodan,

AGS, CGSA/Rain Bird Environmental Achievement award; Ron Allen, CGSA/Foley Company Technician of the Year and Graeme Douglas, Gordon Witteveen recipient, sponsored by The Toro Company. During the lunch long-time members, recently accredited members and student scholarship recipients were acknowledged.

WELCOME TO CGSA'S NEW BOARD OF DIRECTORS

During the AGM, outgoing President Greg Austin presented incoming President Darren Kalyniuk with the gavel. Elections also saw John Scott, AGS become Vice-President and Pierre Vezeau, AGS as Secretary Treasurer and Saskatchewan Director. New board member Luc Ladouceur, Quebec, was joined by returning Directors Dustin Zdan, AGS, Alberta; Ken Bruniski,

British Columbia; Bradley Allen, AGS, Atlantic; John McLinden, Ontario and Braydon Gilbert, AGS, Manitoba.

CGSA was pleased to share an over \$94,000 surplus news with the membership along with plans for the 2020-2021 year.

SOLD OUT TRADE SHOW

The inaugural one-day sold out trade show offered delegates over 55 suppliers and industry representatives onsite to share their new products and offerings for the coming year. During the 6 hour trade show, industry presentations were held on the industry stage with presentations from BASF Canada - Maxtima: A New DMI Fungicide with Unique Properties; Bayer Innovations: Out with the Old and In with the New; Belchim Canada: A Fresh Approach to Managing your Key Diseases; Syngenta: Understanding Syngenta's Next Generation Product Portfolio and Nufarm: Pinpointing Dollar Spot Rotation.

THANK YOU TO OUR MANY SILENT AUCTION DONORS

More than \$17,000 was raised for advocacy, scholarships and awards thanks to the donations from The Toro Company, Turf Prophit, Rain Bird, Hutcheson Sand & Mixes, Ritchie Feed & Seed, The Westin Ottawa, NAPA Auto Parts, Cabot Links, Live Earth Technologies, Alberta Golf Superintendents Association, Bayco Golf, BrettYoung, Target-Specialty Products, All Turf, Venngo, Anseeuw Brothers and OJ Compagnie. Thank you to all of our donors. **GM**

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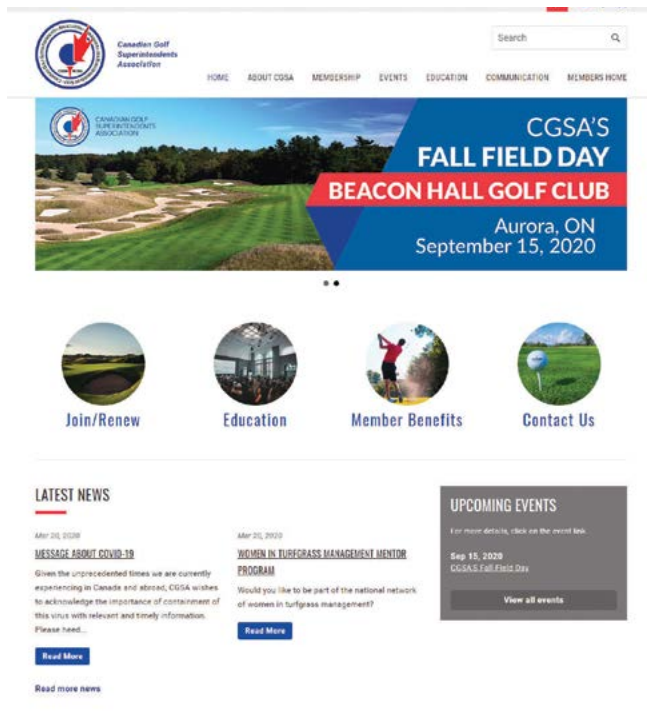


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CGSA member and Past President,

David Boyd, AGS Emeritus received the prestigious 2019 John B. Steel Award during the Awards ceremony on March 2, 2020 in Ottawa, Ontario.

David, who recently retired from his role as Superintendent of Heritage Pointe Golf Club in Calgary, Alberta began his career in 1976 working for Dean Morrison, MS at the Willow Park Golf & Country Club and spent his entire superintendents' career at two golf clubs in Alberta. David worked at the Windermere Golf & Country Club in Edmonton from 1986 to 1991 and the Heritage Pointe Golf Club in Calgary from 1991 to 2019. He was one of six founding members of the Alberta Golf Superintendents Association (AGSA) in 1986 and he served as the AGSA President in 2004. In his 43 years in the golf industry he has served on various committees and hosted many amateur and professional tour events.

David has been a CGSA member since 1982 and he has held the Accredited Golf Superintendent (AGS) designation for 13 years. He was elected to the CGSA Board of Directors in 1989 and served as association president in 1996. David was named the winner of the CGSA Superintendent of the Year in 2009 and named the recipient of the AGSA Walter Gooder Distinguished Service Award in 2013.

Greg Austin, CGSA outgoing President says, "David Boyd is a legend in our profession. I first met him as an Olds College student when our Turf Club toured his maintenance facility. I recall



Outgoing President Greg Austin presenting David with his soapstone carved by Bill Fach, MS, AGS Emeritus.

him being humble, generous, stoic, kind and very generous with his time. Most of all, I remember wanting to be like him. David can be credited with inspiring and mentoring too many superintendents to count. By account of his closest peers, he is known for providing impeccable course conditions and some of the finest bentgrass greens in Western Canada. There's no question David has had a profound effect on many who are honoured to follow in his footsteps."

During his acceptance speech, David spoke about meeting Mr. Steel and how he appreciated what he represented in Canadian golf course management and his dedication over the years to the industry. He spoke of what a great career he had, the friends

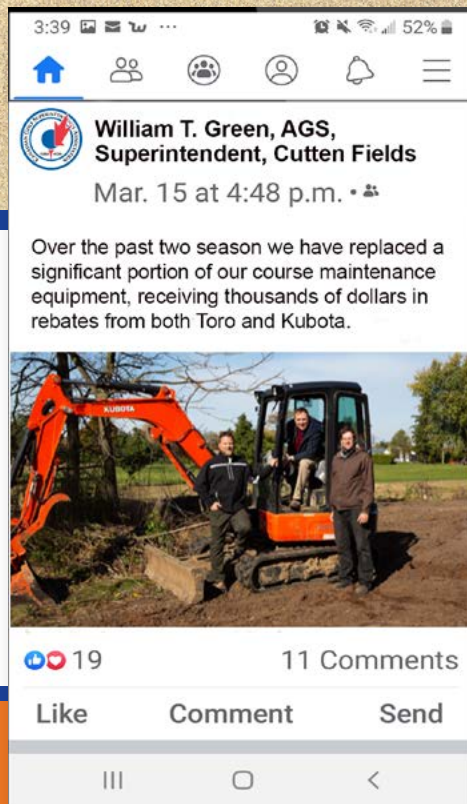
he met in the industry and he ended by saying how extremely honoured he was to accept this award.

The CGSA John B. Steel Award commemorates CGSA's first President, who was also the first superintendent to be inducted into the Canadian Golf Hall of Fame. This award is presented annually to an individual, chosen by the CGSA Board of Directors, who has made an outstanding contribution to the advancement of the profession of Golf Course Superintendent. The recipient is presented with an original soap stone carving designed and carved by Bill Fach, retired Master Superintendent, AGS Emeritus at Black Bear Ridge Golf Course in Belleville, Ontario and former CGSA President. **GM**

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5 Steps Everyday

OPTIMIZE YOUR MENTAL HEALTH

Stress. Just hearing or seeing the word has the tendency to stress some people out, making it even more difficult for them to learn to “manage” the stress they feel. Maybe you’re one of those people. Or maybe you think you don’t have stress. Let me be frank, you do. We all do, including me. But there is a lot of confusion around stress. As a result, there is an unfounded stigma on stress. So, let me clarify some points about stress.

First of all, stress is not something to be managed; stress is to be conquered. Stress is something you rise above. Rise out of. It takes work. It takes commitment. But it is the most meaningful, satisfying, and fulfilling work you will ever do. It is the work of your lifetime. When you work at conquering stress, you become a better partner, a better friend, a better manager, a better parent, and a better person.

Secondly, stress, itself, is not a mental health issue. Stress affects the functioning of the brain. The physiological effects of stress cause the brain to go “offline” and operate “out of sync.” This explains why brain activities such as decision-making, planning, creative thinking, problem solving, communication, self-regulation, and concentration are impaired when you’re stressed. You do things you regret, say things you don’t mean. You

become “not you” and can get stuck in a downward spiral of negativity that puts your mental health at risk.

Here’s what you need to know in order to conquer stress and optimize your mental health:

1. Stress is internal disharmony

Stress is the result of your negative emotional response to your perception of your life situation. The situation is your stressor, your challenge. The situation is not the cause of your stress. When the grass is thirsty and the irrigation system is broken and it’s Friday night, that’s just the situation, the stressor. That’s just the challenge. Stress is only present when you respond to the stressor with a negative emotion such as irritation, impatience, and anger.

2. Stress is a choice

Your emotions are under your control. It may not always feel that way, but they are. In fact, your emotions are one of the few things in life over which you have ultimate control. When you choose to experience negative emotions such as anxiety, insecurity, anger, and frustration, you are choosing to experience stress.

3. Stress is a habit

The more you practice doing something, the easier it gets. Sooner or later, you’re doing it without thinking.



to Conquering Stress

It becomes a habit. Stress is no different. You begin to choose to experience stress without even thinking about it. Stress, then, becomes a habit.

The good news: habits can be broken and reformed. You only have to consciously choose, over and over, to practice experiencing renewing and heart-felt emotions such as appreciation, compassion, care, and love. With repeated practice (and a little heart-felt patience with yourself), harmony becomes your new habit. And, you will start choosing to experience renewing emotions without even thinking about it! Responding to challenges in life with renewing emotion will become your “default” or “new normal.”

4. No such thing as “good” stress

This is mostly semantics (but if we don't clear this up, it just leads to more confusion and stress!). Stress is disharmony. Disharmony is not effective; disharmony is not “good.” Therefore, there is no “good” stress. There is, however, such a thing as a good stressor!

A stressor, a challenging situation or relationship, is an opportunity to learn and grow. A challenge is an opportunity to become emotionally stronger. In the physical realm, this makes sense to us. When you go to the gym to get stronger, what do you do? Do you sit there and watch other people lift weights? Does that make you grow physically stronger? Or do



you lift the weight, challenging yourself to lift a little heavier weight than before? You become physically stronger when you take on challenges. It is the same in the emotional realm.

Taking on an emotional challenge such as staying calm in a traffic jam when all you want to do is be frustrated and impatient. Taking on a challenge is

choosing acceptance instead of anger when the ice rots the greens. Because, let's face it, frustration and impatience don't make the traffic move faster, and anger doesn't fix the grass. The effects of negative emotions such as frustration, impatience, and anger are only detrimental to your energy, to your relationships, and to your physical and mental health.

5. Good mental health starts with good emotional health

Good emotional health is having the skills to self-regulate your emotions, attitudes, and feelings. It is having the ability to take on your daily stressors, embrace your challenges, take hold of the opportunities life presents to you to grow by choosing to experience renewing emotions, regardless of the situation.

When you find yourself experiencing stress, remember, the situation does not control you. You are the master of your fate. The master of your mental health. The master of your emotions. Although it may not always be easy, practicing good emotional health will bring you one step closer to conquering stress. **GM**

Additional resources:
theStressExperts.com

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Soaring



Providing Unique Insight into Turf Management

Above



Figure 2: A drone that can be used to conduct the surveys of the course to create NDVI images.

With the fast-changing world of technology, drone use within industries has seen a dramatic rise over the last few years. From using drones to monitor hot spots in forest fires to collecting the spray from whales' blowholes, the capabilities of drones are endless.

One area that is up and coming is the use of drones to assist with golf course maintenance, such as monitoring turf and vegetation health, early disease or fungus detection, or identification of underlying drainage issues.

Using a method called the Normalized Difference Vegetation Index (NDVI), turf health can be assessed to identify issues or areas of concern that need to be field checked or monitored. Early

detection of possible fungal invasion on greens can be identified so that a treatment can be started before the invasion becomes visible.

Most modern golf courses have internal tile drainage under the fairways and greens. Blocked or partially blocked tiles can be detected using NDVI maps by identifying areas of low turf health.

HISTORY OF NDVI

NDVI was developed by NASA in 1972 as a way to measure the health of vegetation from satellites on a large scale across the planet. The process of NDVI is still used today by capturing imagery in visible and non-visible light wavelengths and has become the standardized method of vegetation health assessment. The most popular use case of NDVI is in agriculture to detect crop health.

WHAT IS NDVI?

Traditionally, NDVI imagery is captured by satellites for large-scale operations. Modern day imagery is now being captured by aircraft and drones that allow for higher quality data for smaller scale operations. NDVI maps are created from the reflectance difference

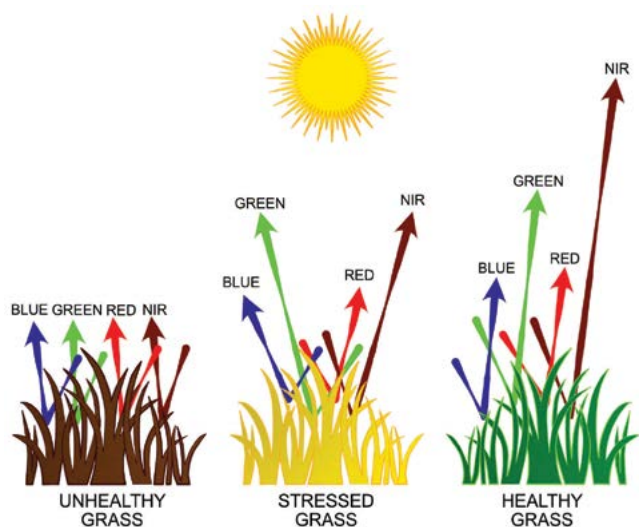


Figure 1: Turf reflectance with simulated amounts of wavelengths emitted.



Figure 4: An NDVI map overlay on the fairway and green showing areas of high (green) and low (red) turf health.

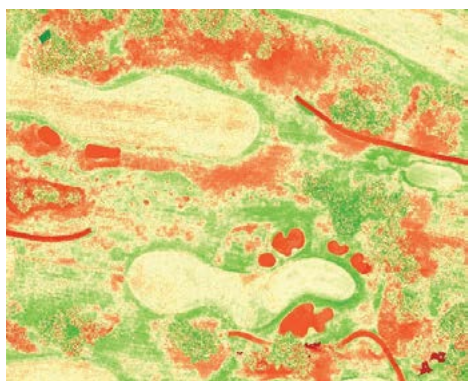


Figure 3: An NDVI map of a series of holes showing turf health. Areas in solid red are bunkers and cart paths.

between visible Red Light and non-visible Near Infrared (NIR) Light.

Red Light is absorbed by plants for use with photosynthesis while NIR Light is reflected. Green Light is also reflected and is about 5-10 times less intense than NIR Light resulting in the plant's green appearance to the human eye (See Figure 1). When a plant becomes dehydrated, sick or afflicted with a disease, the spongy layer of the leaf or blade where the chlorophyll is stored, deteriorates and the plant absorbs more NIR Light.

An equation involving the quantity of NIR Light and Red Light is used to calculate NDVI values to create an image where the values change depending on

the health of the plant; higher values indicate a healthy plant and lower values indicate an unhealthy plant.

HOW THE DATA IS COLLECTED

A drone can fly over a golf course to capture the imagery required to produce an NDVI image. A drone is equipped with two sensors; a standard camera capturing the Red, Blue and Green Light wavelengths, and a specialized sensor that measures the NIR Light reflected from the turf below the drone (See Figure 2).

As the drone flies over the entire course, many photos are taken which are then 'stitched' together to make one large image. This image is then analyzed to determine areas within the turf with low health or other areas of concern.

WHY COLLECT DRONE DATA?

Due to their size, drones can be transported quickly and mobilized faster. Other methods take longer: using an aircraft requires more planning and logistics; and satellites have a set return rate, when they orbit over the exact same spot on the Earth, which is usually an average of 24 days. Data can be collected faster and at more frequent intervals by using a drone. This results in updated information throughout the season, which the grounds crew can use to manage turf health.

THE USE AND BENEFITS OF NDVI

On an NDVI map, green areas or high NDVI values represent healthy plants that require less maintenance. Areas in red or low NDVI values represent unhealthy plants that would benefit from more care by the grounds crew to improve the quality of the turf (See Figure 3). This will allow for grounds crews to work more efficiently where more maintenance is required, so that they don't spend time on areas that may not need it.

The data is fully GPS-calibrated so maps can be uploaded to tablet devices and carried into the field to constantly show your location in respect to any turf management issues that have been identified by the use of NDVI. This allows for maintenance teams to conduct spot checks to ensure that the right areas are being targeted.

By identifying vegetation health and stresses before they are seen by the naked eye, a drone can help target areas needing more attention throughout the golf season. Using drone technology for golf course maintenance does not make maintenance staff redundant, rather it is an extra tool to make their efforts more efficient and cost effective. **GM**

Workplace Mental Health Tools



Holly Pinelli, Communications Coordinator feeling 'refreshed', Clare Wooding, Communications Lead feeling 'peaceful', Sasha Gajic IT Delivery Lead feeling 'stoked'. (Photo taken prior to COVID-19 physical isolation protocols.)

Creating a healthy and safe workplace

protects both the physical and mental health of employees. According to a first-of-its kind Canadian research report, 30 of every 1,000 Canadian employees miss work for mental health reasons each week.¹ Mental health programs can improve employee engagement as measured by: attitudes, attentiveness, and intensity of effort related to their work and workplace.²

At Syngenta, it's a priority to support employees' mental health with access to a variety of programs, resources and support for a path to healthy living. One such program, led by an employee advisory committee, is the myWellness program which includes wellness challenges, biometric screening, Employee Assistance Program, and volunteer and community involvement.

One component of the myWellness program is the Not Myself Today® campaign, an evidence-based mental health initiative presented by the Canadian Mental Health Association to create a psychologically safe and supportive work environment.

Not Myself Today provides customizable tools to help companies make mental health engaging and accessible to all employees. Tools that Syngenta employees use include the Not Myself Today buttons. Employees wear a button, selected from dozens available, which reflects their current state of mind (e.g., 'motivated', 'anxious' etc.) to encourage understanding and dialogue.

The COVID-19 pandemic led to new ways of working and coping. Additional resources were created, and our employee committee launched

new programs, including a company-wide weekly virtual coffee break.

We want employees to know that it's okay to not feel okay, and that their mental health matters. The introduction of these programs has initiated important conversations amongst co-workers, leaders and teams that has led to a healthier workplace and reduced the stigma related to mental health.

It is important to take the mental health of your employees seriously. Hopefully, this article has provided you with some substantive ideas and tools that you can implement at your facility to support employees and their conversations around mental health. It starts with you. **GM**

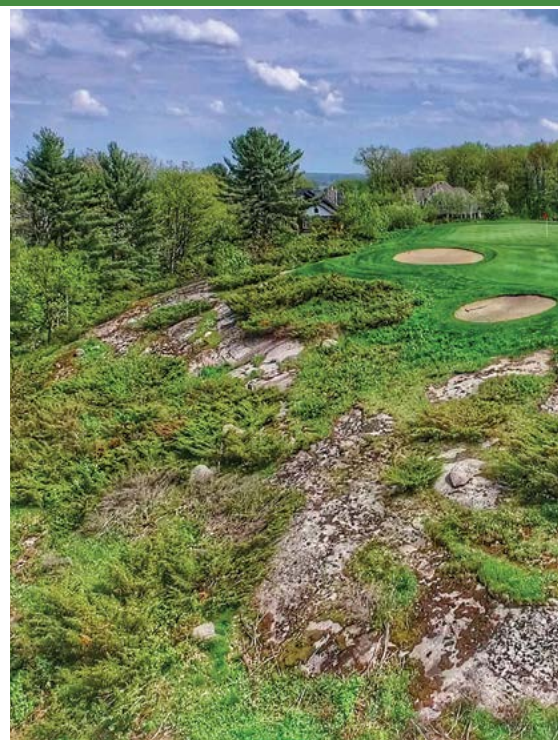
References:

1 & 2 - Deloitte. (2019). The ROI in workplace mental health programs: Good for people, good for business, A blueprint for workplace mental health programs [PDF File]. Retrieved from <https://www2.deloitte.com/ca/en/pages/about-deloitte/articles/mental-health-roi.html?nc=1>

What is a Golf



Stunning view of Oak Bay Golf Club & Marina.



Incredible natural environment around Hole #11.

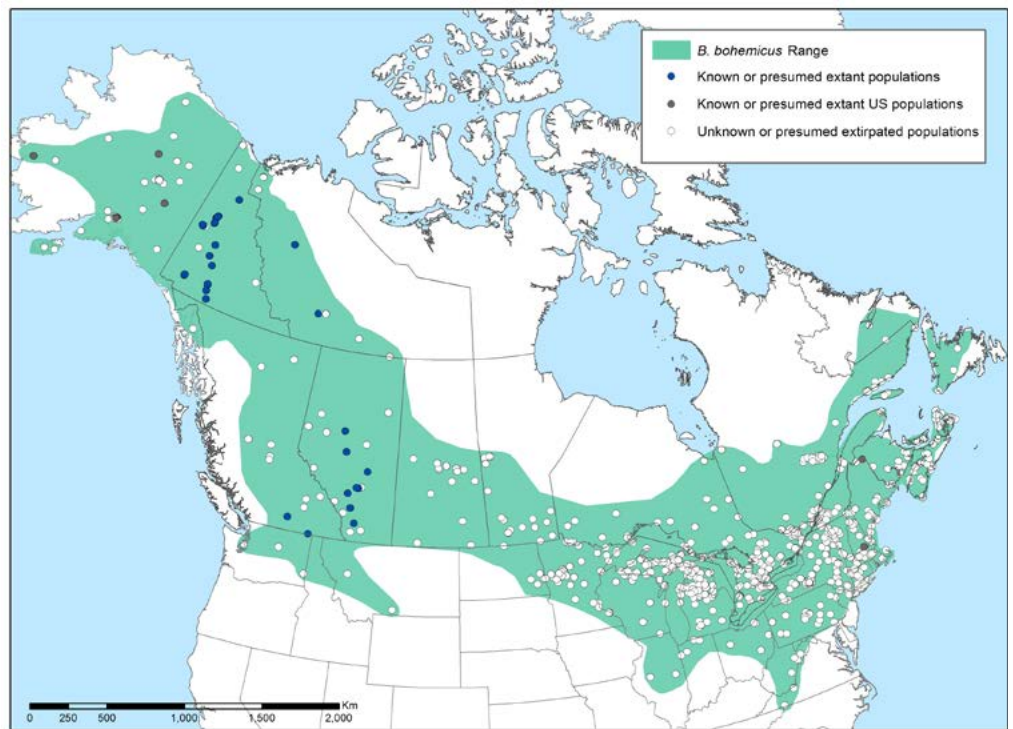
Oak Bay Golf Club and Marina, located in Port Severn Ontario, is like other golf courses. It has impeccable conditioning and compliments its surrounding natural environment as if it was always meant to be there. If you dig a little deeper, however, you will begin to notice that Oak Bay Golf and Marina is not completely like the rest. When visiting Oak Bay, you may ask yourself, “Why are there multiple carries over natural areas?” Or, “Why are the edges of the wetlands and ponds left unmaintained?” Or even, “What is a

Bee City Golf Course?” These unique choices stem from a sustainability perspective since Oak Bay Golf Club is nestled on the edge of Georgian Bay.

Georgian Bay is a UNESCO Biosphere Reserve, consisting of the world’s largest freshwater archipelago, the Canadian Shield, forests, islands, wetlands, inlets, and abundant biodiversity. Designated by the United Nations as an ecosystem that needs safeguarding, this rich environment requires special attention from all residents, including the golf course.

“From its inception, the course was built with the environment in mind; nothing here is done by accident,” Superintendent Owen Ledwith explains. From the native plants planted along the sides of the wetland and ponds to assist water filtration and minimize entry by golfers looking for stray balls to the 9 acres of protected Environmentally Sensitive Areas, which act as wildlife corridors, all are completely pesticide free; Oak Bay has always made protecting and preserving the natural environment a top priority.

Bee City Course?



B. bohemicus Range, highlighting the different populations.

This made it easy when, in the summer of 2019, the Township of Georgian Bay announced they would be applying for the Bee City Canada Designation and wanted to know what initiatives Oak Bay had in place to support pollinators. “We already were doing so much for our wider ecosystem, it just made sense for us to set our own pollinator specific commitments and apply to become the first Bee City Golf Course,” Ledwith stated.

Becoming a Bee City Business is relatively simple; you fill out the applica-

tion and set goals for your business, such as planting and maintaining areas of native wildflowers, decreasing pesticide use, and participating in public outreach and education. Keeping the commitments you made to the pollinators and the environment will be the most challenging aspect. The role of a Golf Course Superintendent becomes critical when engaging in sustainability management. Golf Course Superintendents, however, are often over-worked and under-resourced, making it difficult to dedicate time fully to sustainability

projects even when they are passionate about them. “Having the Bee City Business as a formal public statement gives responsibility to our entire team to not only support pollinator health but also educate our guests,” Ledwith stated.

Becoming a Bee City Golf Course is the first step towards applying for an Audubon Certification. Oak Bay believes that becoming the world’s first Bee City Golf Course will set an example for other courses to work on bridging the gap between sustainability and golf all across Canada. **GM**

He Has What

I have been fortunate to meet so many

great people over the years with such passion for our industry. Without a doubt, this next person exemplifies all the qualities to be a great Assistant Superintendent and was recently awarded the 2019 CGSA/Toro Assistant Superintendent of the Year at The Canadian Conference held in Ottawa this past March. I would like to introduce you to Ben White, Assistant Superintendent from the Markland Wood Golf Club in Etobicoke, Ontario.

Ben's love for the game started early in his life searching for golf balls at the municipal golf course that he lived beside in Rexdale, Ontario. "I saved up enough money to buy my first set of golf clubs, which were Northwesterns, a bag and a pull cart." He continued, "I became an avid golfer as a teenager and after a round of golf with a Weston Greens Crew Member, I was inspired to apply for a job at the Weston Golf & Country Club." In 1992, Ben did just that and was hired on to the Weston's Grounds Crew under the leadership of a well-respected Superintendent and CGSA Life Member, Thom Charters.

Early in his career, Ben was eager to learn more and decided to take the next step by attending some Turf Management programs offered through the University of Guelph. In 2000, he enrolled in the newly created Penn State World Campus Turf Management Program. "I was one of the first Canadians to take one of the first online programs in our field." White continued, "It allowed me to continue working during the day and study every evening."



Ben White, Assistant Superintendent, Markland Wood Golf Club.

After graduating in 2003, Ben worked as the Chemical/Irrigation Technician at Lambton Golf and Country Club until 2007. White is very grateful to have worked at some amazing golf courses throughout his career including Weston Golf & Country Club, Lambton Golf and Country Club and currently heading into his 13th season at Markland Wood Golf Club under Master Superintendent, Owen Russell.



The sun rises on the 11th hole.

"Owen is a true industry leader and I owe my success to his lifelong support," White mentioned. "Owen and I started on the same day at Weston G&CC and became not just coworkers, but good friends." Although their paths in life have been different, they have remained friends for 27 years now. "I am lucky to work with him daily but also very fortunate to work with some good friends with high skill levels and who I value and trust so much."

Having a strong team is key in any operation. When asked what piece of advice he would give to newcomers in the industry he said, "I always understand that we, as people, are all different and that you don't need to make enemies to succeed. With the many ups and downs that we have experienced in this line of work, you have to be patient and encourage people to get the best out of

It Takes



Ben is verti-draining.



Great view looking down fairway of the 14th hole.

them because in the end we are all part of the same team. So, don't ever think you are better than anyone else."

When asked what was the best advice he had received, he mentioned, "Life isn't always a smooth cart path, there will always be potholes along the way." True to what Ben said, there are always a few bumps along the way and weather plays a big part in the overall operations of our golf courses. It can be warm and welcoming or vicious and unforgiving. When asked what he thought was the biggest challenge working in the golf industry, Ben mentioned exactly that. "I know I'm not alone with this sentiment." He added, "It is one of the most painful feelings to see all your hard work get destroyed by Mother Nature, however it is also very rewarding at the same time to piece the place back together for our appreciative members."

There have been many changes over the years in our industry as well. New technologies have been the hot topic over the past few years, giving another great tool to help the Superintendent in all aspects of the daily management of his/her courses. We see drones being used more often to scope out certain areas on the course, GPS being added to many pieces of equipment and the use of autonomous mowers to help save time and money, but that's not all. "The way we communicate with each other via smartphones and email, texting and social media is groundbreaking. We carry a wealth of knowledge in our hand on a daily basis and can instantly share photos or relay information that pertains to our job. The world is a smaller place because of it," White stated.

With being in such a busy area, Ben mentioned that he really enjoys the nature and the outdoors of where he is and is grateful to work in a profession where this type of environment/greenspace still exists knowing that the insanity of city living continues around him and the courses where he has worked.

When not at the golf course working endless hours, Ben appreciates every spare moment with the ones he loves such as his family and amazing girlfriend Masako. "She is the person who inspires me to be the best that I can be on a daily basis and I am very fortunate to have such an incredible person in my life." He continued, "I am also very grateful to have a small, loving and supportive family in my life and I owe my work ethic and commitment to my mother Lee, my brother Matthew and late father Michael." **GM**

Recognition



Outgoing Past President Kendall Costain, MS, (right) receives his President's ring from Greg Austin, CGSA President.



Recognized for his vermicomposting project at Canmore Golf & Curling Club, Reid Solodan, AGS, (right) receives the Environmental Achievement Award from Serge Gauthier, Senior Golf Area Manager - Canada, Rain Bird.



CGSA Past President, Jim Flett receives his 30-year membership pin.



Alberta Proud! CGSA Alberta Director Dustin Zdan, AGS (left), celebrates the CGSA Alberta award recipients. From left to right - David Boyd, AGS Emeritus, John B. Steel recipient, Reid Solodan, AGS, CGSA/Rain Bird Environmental Achievement Award winner and James Beebe, CGSA/Bayer Superintendent of the Year.



Greg Austin, CGSA President presents Dean Zilinski with his 25-year membership pin.

and Achievement



Gordon Witteveen recipient (right), Graeme Douglas from St. Eugene Golf Resort & Casino, is presented with his award by Josh Tubbs, Sr. Marketing Manager, The Toro Company. Graeme was selected as this year's recipient for his GreenMaster cover article "25 Years Later – the Varadero Golf Course Project."



James Beebe, CGSA/Bayer Superintendent of the Year (3rd from right) is congratulated by the Bayer team. From left to right - Jonathan Albert, Tim Steen, Dr. Jesse Benelli, Brian Rosenberg and Normand Drapeau.



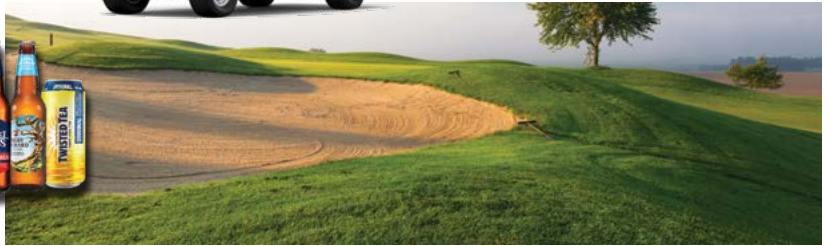
Paul Rauker, CEO & President, Foley Company (right), presents Ron Allen with the CGSA/Foley Company Equipment Technician of the Year award.



Newly accredited Master Superintendent, Jason Winter, MS receives congratulations from Greg Austin.



Tyson Arcand, recently received his AAGS designation and was presented with his pin from Greg Austin, CGSA President.



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