

Winter Issue 2020

GreenMaster

Official Publication of the CGSA



Reflecting Back

St. Eugene Golf Resort & Casino



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Billions for
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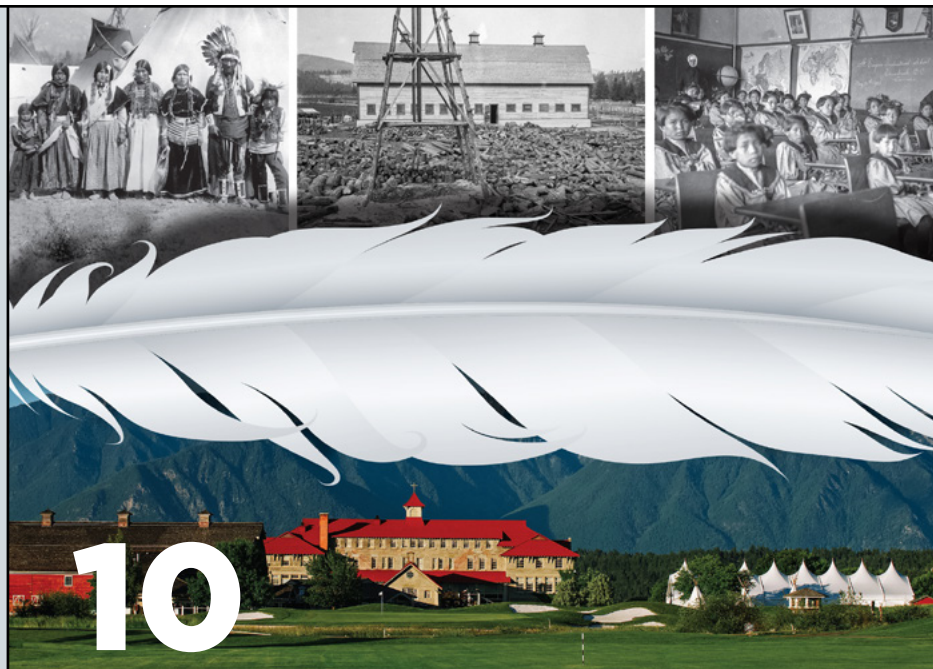
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Darren Kalyniuk
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Reflecting back on the season, I would

like to applaud all our members, their teams and everyone else in the golf industry who stepped up and showed how resilient we truly are when faced with the many challenges of 2020. This includes our amazing team here at CGSA and all the sacrifices they had to make during these uncertain times.

With many unknowns throughout 2020 and heading into 2021, CGSA remains committed to helping superintendents be successful in the golf course management profession. We will continue to promote and support you, by adapting to the "new normal" while trying to keep everyone safe, especially with this second wave of COVID-19.

With that being said, CGSA has had to make some tough decisions this year with the cancellation of the Fall Field Day and postponement of our inaugural joint conference with NCGOA Canada and the PGA of Canada.

Understanding the importance and value of continuing education, it was announced in October that CGSA was following the ever-growing trend of going virtual with its conference in March of 2021. We know that many of our members depend on The Canadian to engage in professional development

and to maintain the credentials required to do their jobs. With this virtual event, we can continue to provide this service with top-notch education, while also welcoming those who have previously been unable to attend the event in person due to the cost of travel or accommodations.

I was fortunate to attend my first virtual conference hosted by the CSCM back in October and was very impressed with the set up and delivery of the conference and networking opportunities. I know the CGSA staff and Board of Directors are very excited about this opportunity and new way of hosting an already amazing national conference. Further details will be announced in the weeks to come.

So, as we come to the end of a unique season, and the turf is getting its well-deserved break to heal from the everyday stresses of the golfing season, we have to remember to do the same for ourselves, both mentally and physically.

I wish everyone a successful course closing with the hopes Mother Nature is kind to all over the winter months. Stay safe and take care. **GM**

Nous sommes là pour vous

Une autre saison vient de se terminer

et je tiens à féliciter l'ensemble de nos membres et de leurs équipes, et tous les autres intervenants qui se sont mobilisés pour faire face aux nombreux défis de 2020 en faisant preuve d'une grande résilience. Cela inclut notre incroyable équipe ici même à l'ACSG qui a dû faire beaucoup de sacrifices en ces temps incertains.

Nous avons affronté de nombreuses inconnues en 2020 et, à l'orée de 2021, l'ACSG reste déterminée à aider les surintendants à prospérer dans leur profession de gestionnaire de terrain de golf. Nous continuerons à travailler pour vous et à vous soutenir, en nous adaptant à la « nouvelle normalité » tout en essayant d'assurer la sécurité de chacun, surtout avec cette deuxième vague de COVID-19.

Cela étant dit, l'ACSG a dû prendre des décisions difficiles cette année, dont l'annulation du tournoi automnal et le report de notre conférence conjointe inaugurale avec l'ANPTG et la PGA du Canada.

Nous comprenons l'importance et la valeur de la formation continue. C'est pourquoi nous avons annoncé en octobre que l'ACSG avait décidé de suivre la tendance générale du moment en organisant un congrès virtuel en mars 2021. Nous savons que bon nombre de nos membres dépendent de cet événement pour parfaire leur

formation professionnelle et maintenir leur compétence managériale. Grâce à cet événement virtuel, nous serons en mesure de continuer à offrir une formation approfondie, et même d'accueillir les membres qui n'auraient pas pu assister à l'événement en personne en raison des frais de voyage ou d'hébergement.

J'ai eu la chance d'assister à ma première conférence virtuelle organisée par le CSCM en octobre et j'ai été très impressionné par le programme offert, le déroulement de la conférence et les occasions de réseautage. Je sais que le personnel et le conseil d'administration de l'ACSG se réjouissent de cette possibilité de tenir dans un nouveau format cet événement tout à fait remarquable que constitue notre congrès national. Nous vous donnerons de plus amples renseignements à ce sujet dans les semaines à venir.

Nous voici maintenant arrivés à la fin d'une saison tout à fait unique. Le gazon peut enfin profiter d'une pause bien méritée pour se remettre du stress quotidien de la saison de golf. Suivons son exemple et prenons également un peu de repos, aussi bien mentalement que physiquement.

Je vous souhaite à tous une bonne clôture de saison en espérant que Dame Nature fasse preuve de délicatesse à l'endroit de nos parcours au cours des mois d'hiver à venir. Soyez prudents et prenez bien soin de vous. **GM**

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This issue of GreenMaster marks the end of the golf season for most golf courses, and 2020 has certainly been one for the record books.

You and your team have had to overcome the double-whammy of managing through the new challenges of COVID-19 safety protocols while dealing with the pressures of higher rounds played than any year in recent history.

Always up for the new challenges that may arise in our profession, superintendents and their teams went above and beyond. Golfers, management, suppliers and all other stakeholders have a lot to thank you for this season.

So, it was very appropriate timing to launch the first international Thank A Superintendent Day on September 23. It was a big hit in countries all around the world and you will read a summary of its success in this edition of GreenMaster. I was honoured to be on the organizing committee with Rhett Evans (GCSAA), Jim Croxton (BIGGA) and Mark Unwin (ASTMA), representing the 4 largest superintendents' associations in the world.

Building upon our inaugural success this year, you can anticipate Thank A Superintendent Day becoming an annual event that grows globally and shines a well-deserved spotlight on all that you and your colleagues do for Canadian golf.

This issue of GreenMaster also covers the recent release of the new Economic Impact Study of the Canadian golf industry. Conducted by We Are Golf (NAGA), the CGSA was a very involved partner in this important project, and the results provide some great insight for the benefit of the whole industry. Special thanks to all those contributing sponsors who helped fund the Study, including TORO, Club Car and the Alberta Golf Superintendents Association from the turf side of the industry.

2020 was also a challenging year for the CGSA itself. Like your operation, we too had to improvise through all the unplanned implications of COVID-19. Cancelled events, travel restrictions, and the overall uncertainty weighed heavily on our board governance decisions and staff operations.

However, I am pleased to note that our October 31 yearend shows that our membership renewals remained strong, our leading sponsors stuck with us, our annual conference in Ottawa was a big success, and our revised expense budgets were well managed. The net effect is that your national association achieved a financial surplus once again, despite all the hurdles.

Thank you for your support, and the CGSA wishes you a healthy and well-deserved off-season.

Respectfully,
Jeff Calderwood, Executive Director
Canadian Golf Superintendents Association



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Reflecting St. Eugene

"Since it was within the St. Eugene Mission School that the culture of the Kootenay Indian was taken away, it should be within the building that it is returned."
Elder Mary Paul



The St. Eugene Golf Resort & Casino has a complex history and a unique place in the golf industry. To our knowledge, the St. Eugene Mission is the only project in Canada where a First Nation has decided to transform the icon of a tragic period of its history into a powerful economic engine by restoring an old Indian Residential school into an international destination resort for future generations to enjoy. Let's reflect back on the journey that shaped the St. Eugene Golf Resort & Casino into what it is today.

KTUNAXA HISTORY

The St. Eugene Golf Resort & Casino is built on the traditional land of the Ktunaxa. They occupied the area adjacent to the Kootenay, Columbia Rivers and Arrow Lakes of British Columbia, for approximately 12,000 years. Historically, the Kootenay Region included parts of Alberta, Montana, Washington and Idaho. The Ktunaxa lived intimately and spiritually with the land, seasonally migrating throughout the territory to follow vegetation and hunting cycles.

They obtained all their food, medicine and material for shelter and clothing from Nature. The Ktunaxa call themselves stewards of the land with a sacred covenant with the Creator.

Back Golf Resort & Casino



FIRST WHITE MAN

The Kootenay Region was one of the Last Frontiers of the West. The first white man to visit the area was explorer, David Thompson, a British-Canadian fur-trader, surveyor, and cartographer, known to some native peoples as Koo-Koo-Sint or "The Stargazer."

He established Kootenae House Trading Post in 1807 in the Upper Columbia Valley, a short distance below Windermere Lake. A group of nineteen people lived there from 1807-1812 including six children. Life was hard for them, especially during the first year when starvation threatened and the warring Blackfoot plagued them trying to steal women and horses. The Ktunaxa were curious so

they comforted, fed and protected them from the elements and the Blackfoot War Parties.

CATHOLIC CHURCH

In 1873, the St. Eugene Mission was founded by the Oblate Order. By 1890, an industrial school was started for indigenous children and three years later the area achieved some fame due to the exploits of Father Coccola and Indian Pierre. Their relationship did not start out friendly.

Pierre, at the time was a bitter enemy of the whites. They had a stand-off meeting where Pierre told Coccola to leave the country by pointing a loaded gun at him. When he explained that he was there to help the people, he refused to be intimidated,

stood up, faced his irate visitor and told him to go ahead. This cool-headed courage impressed Pierre. His outburst subsided and he lowered his gun.

In 1893, Pierre found a great ledge of rock near the shore of Moyie Lake. A high-grade galena. A dubious partnership formed between, Pierre, a native son of the Ktunaxa, Father Coccola from Corsica, and James Cronin, the Irish dreamer and miner.

Father Coccola later sold those claims and using a prefabricated Italian design, built the St. Eugene Church. The discovery would lead to the formation of the Consolidated Mining and Smelting Company and became the famous St. Eugene, the largest silver mine of that day in Canada.



KOOTENAY RESIDENTIAL SCHOOL

On April 20, 1910, the Department of Indian Affairs invited tenders for the immediate construction of the first Residential School in the province and would replace the existing school established two decades earlier.

Residential schools for Aboriginal people in Canada date back to the 1870s. Over 130 residential schools were located across the country, and the last school closed in 1996. These government-funded, church-run schools were set up to eliminate parental involvement in the intellectual, cultural, and spiritual development of Aboriginal children.

During this era, more than 150,000 First Nations, Métis, and Inuit children were placed in these schools often against their parents' wishes. Many were forbidden to speak their language and practice their own culture. While there is an estimated 80,000 former

students living today, the ongoing impact of residential schools has been felt throughout generations and has contributed to social problems that continue to exist.

Operating under the government's assimilation policy, the Mission instructed 5000 children from the Okanagan, Shuswap and Blackfoot Nations in addition to the area's Ktunaxa Nation at the Kootenay Residential School.

THE RED BRICK SCHOOL HOUSE

The Kootenay Residential School (Mission Building), the current heart of the St. Eugene Golf Resort & Casino, was commissioned in 1910. The exterior red brick walls (fabricated in Fernie) were covered with "poor man's granite," contoured concrete cast to resemble powerful stone. It was the largest structure in B.C. at the time, funded by the Canadian Government.

Most residential schools of the period were designed by Robert M. Ogilvie, an architect whose work includes more than 50 projects for the Department of Indian Affairs as it was then known, but true to the nature of this unique site, a different architect was chosen for St. Eugene.

Allan Keefer, known at the time for the work on stately manors and estates; the most famous being Stornoway, the official residence of the Canadian parliament opposition leader, was selected as architect for St. Eugene. Keefer quickly took advantage of the easterly view to the Rocky Mountains. Like the Banff Springs Hotel, the architect knew the importance of his assignment stating, "The St. Mary Valley is a special place, it deserves a building with strength and beauty."



A NEW BEGINNING

In 1991, Helder Ponte, project manager, and the tribal council knew that to realize their dream, of a destination resort on the banks of the St. Mary River with great vistas of the Rocky Mountains and Purcells, equity would have to be built on the property.

Construction of a golf course first was determined to be the most responsible way to start the ball rolling on Mission Restoration and the rest of the project. Over the course of the decade that included meetings with Premier Harcourt, being a part in the creation of the Columbia Basin Trust, funds were promised, then revoked, finally in the late nineties work began in earnest.

Originally, we tried to do everything at once – the hotel, casino and golf course, but funding was running out. On the advice of Bill Pattison, of Delta Hotels and with the blessing of

then Chief Sophie Pierre and the Tribal Council, it was decided to focus on one aspect of the resort to help clear hurdles with the government and to attract investors.

GOLF DESIGN, CONSTRUCTION AND MAINTENANCE

Working with Les Furber and Jim Eremko of Golf Design Services, a 7007-yard par 72 championship course was designed. Using a crew consisting of 80 percent First Nations workers, the course was sculpted out of the countryside, maintaining as much of the natural surroundings and unique atmosphere as possible. The result was a course that took third place in Golf Digest's Best New Canadian Golf Courses in 2001.

By listening to the Ktunaxa Elder's philosophies, we created some interesting cultural maintenance practices. A symbiotic style relationship between

the Penncross Bentgrass, Native Annual Bluegrass, and Silver Thread Moss. We backed off on high fertility levels, raised our mowing heights, alternated between fixed and floating cutting heads and rolled the snot out of the greens.

Throughout the season our heights would vary between 125 mm and 150 mm verticutting, top dressing, matting, rolling once per month. The staff created guidelines for tactical maintenance on the property as integrated pest managers. Trends were set by implementing local rules of golf that showed our concern with the environment.

Buffer zones for our potable water supply were created and wildlife corridors were established throughout the golf course property. Kokanee, the land locked salmon once again were spawning in Joseph Creek.



An Aboriginal Elder Advisory Group led by Dorothy Alpine and Annie Capilo was formed to help with cultural and heritage issues related to the resort's operations and procedures as well as the lands and wildlife.

Over 150 bird species are prevalent on our 327-acre property. The Audubon Society did a cover story on the Resort about the Ktunaxa-named holes and the cohabitation between wildlife and golfers, a connection that enhances the Resort experience. Our striving effort was to become "Stewards of the Land," keeping the dream of the Resort's Creators alive. We felt this was our vision, our mission.

MISSION BUILDING RESTORATION

"It was done in a Spanish Mission style, often seen in California, a mix of good looks with utility," said Mike Barnes, Resort Heritage Architect. In restoring the structure, Barnes tried to stay as true as possible to the heritage of the building while still having a warm,

comfortable atmosphere. The intriguing design of St. Eugene helped save the building from demolition as native bands across the country had come to view these structures as a symbol of oppression. "It also shows the economic and social situation of the time," said Mr. Barnes.

Today, the building stands with dignity, but is haunted at what it was built for. The hardships can never be forgotten, hopefully it can now stand for forgiveness, a belief of Isaac Birdstone, Ktunaxa Elder with the bloodline of Hereditary Chief Isadore.

"For 30-some years it sat empty. We wondered what was going to happen. I went away for a while and when I came back, I looked down and saw some dust rising," said Mr. Birdstone. "As bold as I am, I went to the Band Office. They told me they were building a golf course. Later I found out about the Mission Restoration. I always knew this building was going to be with us for a long, long time."

IMPACT ON THE KTUNAXA PEOPLE

"A lot of the Indigenous people working the course were former students." For St. Mary's Band member Terry White, Resort Maintenance Technician, the St. Eugene Golf Resort & Casino is more than just a job on a golf course.

"I've been here for 25 years. I went to this Mission School. Sometimes the guests will ask me about the school and sometimes what I tell them makes them cry, not because of what happened but how we overcame that," said White. "At one time they wanted to blow up and tear down the building, but where would we be today without this resort, this golf course? This is going to help generations down the road."

Terry and Isaac were also instrumental in creating a commemoration project to honour all students who attended the St. Eugene Mission Residential School. Created by the "Endurance Group" they followed the objectives of the Truth and

Reconciliation initiative to address the legacy of residential schools and advance the process of reconciliation. The children embody the human values and strengths of the Ktunaxa people. As we approach the sculpture we look up to the children with the former residential school behind them, to honour and celebrate their courage, strength and resilience.

One of the final touches came as the crew placed the last rock for the reflection pool in front of the monument completing the circle. Mr. Birdstone stated, "The circle has become synonymous with the project; it makes me proud that people keep coming back to the Mission and the Land of the Ktunaxa."

LOOKING FORWARD

On June 11, 2008, Prime Minister Stephen Harper on behalf of the Government of Canada, delivered a formal apology in the House of Commons to former students, their families, and communities for Canada's role in the operation of the residential schools. It was a first step to begin the healing of Canada's dark past. St. Eugene is playing an integral role in honouring that apology by providing a one of a kind experience of learning, history, culture, nature and golf. It is truly a testament that something good can come out of something bad.

Reflecting back on the history of the St. Eugene Golf Resort & Casino, I have learned some lessons to pass on to other Canadian Golf Superintendents in a world that has changed drastically.

Work with an open mind and be a good listener. Share your transcending wealth and be respectful. Believe in yourself, you have an important story to tell! And finally, stay spiritually connected to the "Earth."



A painting of Elder Mary Paul

"Facing the past is difficult, but it brings peace. Just as Elder Mary Paul gave us the permission to do so."

References:

St. Eugene Golf Resort & Casino <https://www.steugene.ca/en/about/>

The Truth and Reconciliation Commission of Canada <http://www.trc.ca/about-us.html>

Historical photos: Margaret Teneese of Ktunaxa Nation Council (KNC) Archives

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Save the Date! March 2 - 4, 2021 The Canadian Goes Virtual

The Canadian Golf Superintendents Association (CGSA) announced the 2021 edition of The Canadian Golf Course Management Conference will be offered in a virtual environment. This has not been an easy decision; but the health and safety of members and stakeholders is of utmost importance and given the number of attendees at the annual gathering, a live event is not a viable option for March 2021.

CGSA President, Darren Kalyniuk, said, "When we realized that COVID-19 will be around into the new year, we knew that going virtual was the safest option for our annual conference. We polled our members and stakeholders and those results helped solidify our decision." He continued,

"We know that many of our members depend on The Canadian to engage in professional development to maintain their credentials to do their jobs. With the virtual event, we can continue to provide this service with a top-notch educational event."

The 2021 Canadian Golf Course Management Conference will be held March 2 - 4. Attendees can take advantage of the education, trade show and networking from the comfort of their home or office. CGSA is looking forward to welcoming those who have previously been unable to attend the event in person due to the cost of travel or accommodation.

Registration details will be coming soon! If you would like to participate as a presenter, exhibitor or sponsor of the 2021 CGCMC please contact us today at cgsa@golfsupers.com.

Golf Drives \$18.2 Billion for the Canadian Economy!



We Are Golf; comprised of the National Allied Golf Associations (NAGA) – Canadian Golf Superintendents Association, Canadian Society of Club Managers, Golf Canada, PGA of Canada and National Golf Course Owners Association Canada; conducted the 2019 Economic Impact Study (EIS) of golf on Canada's economy earlier this year.

Targeted surveys were distributed to both golfers and operators through various channels. The survey requested information on the 2019 calendar year. The results of the survey have recently been released and are showing some positive outcomes of the economic result of the golf industry on the Canadian economy.

The full economic impact of the industry is highlighted as a total of \$16.5B in initial expenditure, which represents around \$44M per 100,000. Based on these expenditures, the golf industry accounts for \$18.2B of Canada's gross domestic product; up from \$15.9B in 2013.

Golf participation is showing an estimated 57M rounds of golf in 2019. Canadians also enjoyed incorporating golf into travel and made approximately 4.8M trips involving golf with 3.0M in their home province and 1.8M outside their home province or abroad.

The industry directly employed 149,844 full-time or full-time equivalent positions and shows a positive increase of 30% in student employment from the 2013 report. This indicates that many of the positions filled in the industry are assisting students with post secondary education costs.

The survey also found that golf course operations in Canada manage between 155,000 and 175,000 hectares of land, including 30,000 – 35,000 hectares of wildlife and wetland area. These are managed by many of the CGSA members, always with care and concern as stewards of the environment.

The average golf operator spent \$1.9 million per course (18-hole equivalent), totalling \$3.8B nationwide. The greatest share of costs were associated with wages with an average of nearly \$800,000, course operation came in a close second with an average of over \$370,000 per course.

Charitable impacts continue to be a large part of the golf industry. In 2019, \$330M was raised for charity through hosting golf related charitable events, non-golf related charitable events and in-kind donations.

Of course, the effect of COVID-19 is not included in these results, however we do know from rounds played reporting that rounds played are up considerably over the 2020 playing season, but travel and sales on several areas of the industry have been affected.

We thank the contributions of the NAGA Partners: Golf Town, The TORO Company, Ping Canada, Provincial Golf Associations, Cabot, CCMC, ClubLink Corporation, GolfBC Holdings, Club Car LLC, Mackenzie Tour – PGA TOUR Canada, Wasserman Canada, Nicholas Landry, GGA Partners, Alberta Golf Superintendents Association, ClubProcure, TaylorMade Golf Canada, integra Procurement Services, Signature Risk Partners, Atlantic Golf Superintendents Association along with participating golf facilities. **GM**



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Without a doubt the impacts of severe weather are impacting the golf industry worldwide! We don't just get rain anymore, we get deluges and when we're not drenched, we're baking in unrelenting and prolonged dry heat.

The effects of erosion are the greatest on bunker edges, which are the most exposed to wind, sun, freeze-thaw cycles, and heavy rain, and they are constantly being impacted by clubs, balls, and foot traffic. Some edges, because of the particular bunker design style, are exposed soil surfaces. And all steep banks are a magnet for burrowing animals and the effects of excessive surface water damage. In these conditions, bunker edges quickly deteriorate.

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The Ecobunker™ advanced edge design will provide a permanent safe resilient edge, significantly reduce sand contamination from bunker sides, prevent damage caused by careless golfers, burrowing animals, and stormwater, and eliminate the time-consuming greenkeeping practice of bunker edging.

Ecobunker - the original inventor of synthetic bunker edging.

"Our Superintendent loves the reduced maintenance; our guests love them and the aesthetic improvement with Ecobunker™ is dramatic. We are already planning the addition of more Ecobunkers™ throughout the course."

Al Peister, Past President of NCGCA Canada Southwestern Chapter, and owner of Innerkip Highlands Golf Club in Ontario



Bunker wash outs have been a significant drain on maintenance resources, and prolonged hot dry spells result in dried out, crumbling edges and faces.

For more information:



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#Thank



CGSA participated in the inaugural

International Thank A Superintendent Day on September 23. The celebration kicked off with a commercial launched on the Golf Channel followed by an intense worldwide social media campaign that lit up Twitter.

More than 78 countries, representing 31,000 golf course management professionals participated including the Golf Course Superintendents Association of America (GCSAA), the British and International Golf Greenkeepers Association (BIGGA), the Australian Sports Turf Managers Association (ASTMA) and The Federation of European Golf Greenkeepers Associations (FEGGA).

Associations and representatives of the golf industry across Canada stepped up to #ThankASuper encouraging

members and golfers to do just that – Thank A Super. Golf Canada was one such supporter and encouraged their members to thank the people who create the excellent course conditions for their enjoyment of Canada's #1 participation sport.

"Supers aren't just people who mow grass," Kathryn Wood, CGSA's Chief Operating Officer states. "They're an integral part of a team at any course. Looking back, there have been challenges presented for every person during the pandemic but golf course superintendents are pretty ingenious, proactive and flexible and can come through any type of challenge."

The National Golf Course Owners Association Canada supported the celebration by notifying their members of the day and President Lesley

McMahon, said in a video message, "I'm happy that superintendents are being recognized. We love all that you do and appreciate you so much."

Golf has seen a huge worldwide resurgence in the wake of the COVID-19 pandemic as it is one of the few healthy outdoor activities that support social distancing and that was permitted to open across Canada by the end of May.

"Golfers rely on excellent course conditions for their enjoyment of Canada's #1 participation sport, and superintendents work hard each day to fulfill that need," said Jeff Calderwood, Executive Director of the CGSA. "This year in particular, they have played a key role in developing additional safety protocols that ensure golfers can enjoy their favourite sport in a healthy environment."

A Super



Superintendents also contribute by keeping the game's playing fields healthy and beautiful with environmental stewardship as a primary focus. Thanks to the overall efforts of the golf industry, golf courses are using less water, employing sustainable management practices and expanding natural wildlife habitats on courses.

As The Toro Company said, "Our many thanks to golf course superintendents around the world for their constant dedication to enhancing the beauty, environmental stewardship, and enjoyment of the game of golf."

This year was particularly important for the superintendents during COVID-19, as they often did not have full staff complements. Courses saw people from other departments stepping up to help rake leaves, pull tarps or

contribute in whatever way they could despite never having done so before.

Bayer Golf Canada "thanked all the golf course superintendents out there that make the game we love that much better. Hats off to your hard work and dedication."

CGSA President, Darren Kalyniuk, explained, "Golf is such a healthy and positive activity and superintendents really take that to heart. Thank A Superintendent Day was a great way to recognize the men and women who lead our industry. The CGSA was proud to be a partner with our fellow national associations around the world in this global celebration of our profession."

Golf News Now says, "Some might say it's their job to provide outstanding conditions, but isn't it always a good

idea to make an effort to commend an employee for a job well done, especially this year?"

Despite the uncertainty this season, golf superintendents got the courses ready for the season. Across the country, golf courses are reporting a rise in the number of rounds played, thanks in part to the efforts of the golf course superintendents and their teams.

Thanking people for their efforts doesn't cost anything but carries an incalculable value. Thank you to all the superintendents who helped make this year a success! **GM**

► **FEATURE** ► **NIC JONES, STUDENT, UNIVERSITY OF GUELPH,**
DIPLOMA IN TURFGRASS MANAGEMENT

Increasing for Careers in



It is important to attract future golf superintendent and new graduate students to obtain PhDs in turf sciences and continue to advance the Canadian turfgrass research program.



Diploma in Turfgrass Management (DTM) students engaging in a hands-on lab exercise for turfgrass identification at the University of Guelph.

As students, we are quickly learning that one of the more pervasive challenges for hiring managers in the turf industry is finding skilled labour. This year alone, I understand a number of golf courses had zero applications submitted for what were excellent positions – career builders at great clubs with good management and leadership. I find this situation to be unfortunate, but it is not all that surprising when you boil it down.

Declining numbers of turf student enrolments has been widely reported and discussed on social media and

other platforms for a number of years now. The fact is that not enough young people are being exposed to this industry when they begin the process of self-exploration and career sifting in middle school and high school.

There are few ambassadors or advocates integrated into the Canadian public school program which introduce or promote the concept of turf management as a potential career path. Teachers, guidance counsellors, parents – each of these influencers know very little about our wonderful but often elusive industry. I recall an

exercise when I was 16 years old where I was asked to consider my future.

Perhaps I was fortunate, but I just happened to stumble on the thought of a career as a golf course superintendent. I recall thinking how remarkable it would be to intertwine my love for the game of golf with a career in the field. On my own, I began researching the pathway and discovered the Diploma in Turfgrass Management Program at the University of Guelph. You can actually study grass in school? I remember thinking. I consider myself quite lucky to have

Awareness Turf

This is the second of a two-part segment on turf industry student perspectives on turfgrass management in Canada.



Nic Jones, student, University of Guelph, Diploma in Turfgrass Management.



Outreach initiatives can also help bring much needed diversity to the turf industry.

discovered this path but am dismayed that so many other students go on without ever knowing turf management is a career path, and that it is an option for them.

There needs to be a greater, consolidated effort to get out there and increase awareness of our industry both directly with students, but also with the previously stated influencers of parents, teachers and guidance counsellors. This profession is a respectable one and its friendly culture, fast pace and interesting opportunities are sure to arouse

interest from other students like me, who love working outside and being more hands-on.

If you are wondering about options that are accessible in the short-term, I have a couple of suggestions. Reaching out to local middle schools or high schools to discuss opportunities as a guest speaker or participant in a career day would be a great way to start out. This can be done individually by a superintendent, assistant or a representative of a national or provincial association.

Students start exploring career paths as early as grade 7 and 8 now. The decisions they make early on influence the types of co-ops, specialized classes and summer jobs they will have as they grow up. I believe planting the seed and cultivating their interests in golf and turf during this impressionable phase is the key to success.

Consider bringing handouts such as business cards or information packets to post-secondary education institutions. If it's convenient, perhaps a partnership with a post-secondary turf



High school students learning about turf principles, educational pathways and careers in turf at the Guelph Turfgrass Institute at the University of Guelph.

program or turf club would work too. Having a seasoned professional and turf instructor or student with relatable qualities would be a great way to leave an impression and get young people thinking about a career in turf. Sharing personal anecdotes of career paths and some of the more engaging stories of post-secondary experiences will pique the interests of young minds. I know

some of the trips and experiences I have had so far in the DTM program at the University of Guelph would surely make students think twice about this path.

Our industry has so much to offer young men and women. Learning to operate complex machinery, agronomics, plumbing, carpentry, hands-on experiences with construction and repairs to infrastructure, problem solving, people management, business acuity, care for wildlife and environmental land stewardship...the list goes on.

One thing is certain in all this, we can't complain if we aren't doing anything about it. As stakeholders in the future welfare of this industry, we must accept our responsibility to act as good ambassadors for our chosen profession. The solution has to start somewhere, and I am certain that the CGSA, provincial associations, and any Canadian post-secondary turf program would be happy to offer their support.

GM

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-  Golfmax suppliers available to all CGSA members

* Regional programs not available in every area across Canada



Technology: bleeding

Recent events make the challenges in

the golf industry seem small and insignificant. As we all know, but sometimes we need to be reminded, life stops for no one and simply marches on, dragging us along. As seemingly insignificant as it may be, I hope my final article on technology serves as a short distraction from your world.

IT IS ALL AROUND US, BUT NOT INFINITE

Next to water, sand is our most consumed natural resource. UN Environmental Program (Geneva, 2019) stated: "the global demand for sand and gravel stands at 40 to 50 billion tonnes per year. A new report by the UN Environment reveals that aggregate extraction in rivers has led to pollution, flooding, lowering of water aquifers and worsening drought occurrence. According to the report, sand and gravel resources are the second-largest resources extracted and traded by volume after water".

There have been countless articles and consulting reports suggesting the almost miraculous results of regular sand topdressing. In fact, topdressing is a practice that dates back to the Greeks, about 500 BC. But what are the long-term implications, and what are the real costs?



Sand on the surface after one pass with the sand recycler.

- Environmental impact, mining a non-renewable resource?
- Carbon costs - extraction, cleaning and trucking?
- Application cost - fuel, equipment and labour?
- Damage - to equipment, the turf and your relationship with the golfers?
- Does it really reduce organic matter?

To keep the article light and happy, I am not going to stress you with the stats. But I would like to show you a machine we use that has all but eliminated the need to sand topdress.

THE SAND RECYCLER

With one pass, the Sand Recycler de-compacts, removes organic matter and mines the sand (or soil) from the profile, placing it on the turf surface as a light topdressing. Depth can be set from 2 to 8 inches, depending on the thickness of the material you would like to mine. The purchase price was \$48,000 and eliminated \$60,000 in topdressing sand after the first use.

Thank you for the opportunity to introduce you to a new technology we use at the Victoria Golf Club to help reduce our impact on the rest of the world. **GM**

For further reading on the subject visit:

www.unenvironment.org/news-and-stories/press-release/rising-demand-sand-calls-resource-governance

On the edge

Part Three

Part 1 of this series, featuring agronomic drones, appeared in the Winter 2019 issue of GreenMaster.

Part 2 of this series, featuring automated greens mowers, appeared in the Spring 2020 issue of GreenMaster.



Love one another, be happy and stay safe.



Sand recycler, ground view.

Turf surface one day after the sand recycler.



A Strong Goes a

I've been very fortunate to meet many

of the great people who I have written about in the Back Nine. Each of them has been kind enough to share their great stories with me of how they got into the turf management side of the golf industry.

This next person I would like to introduce you to has that same passion and drive for what it takes to make it in this industry. Let me introduce you to Dustin How, AGS, Vice President of the Manitoba Golf Superintendents Association and Superintendent at Southwood Golf & Country Club located in Winnipeg, Manitoba.

Dustin found his passion for the turf industry early in his career while working 6 summers at his hometown golf club in Swan River, MB starting at the age of 13 under then Superintendent, Rob Officer.

"I remember like it was yesterday, the first summer I push mowed tee surrounds and changed pins as many people do," he continued, "But the highlight was getting a chance to get onto the Jacobsen Trap King II and rake some bunkers."

After gaining valuable knowledge over the years at the course, Dustin was excited to take the next step in achieving his goal of becoming a Superintendent by attending the Greenspace Management Course offered through Red River College in Winnipeg, MB. It was there that he excelled top in his class and graduated with honours in 2004.

It was also during that time that Dustin got the opportunity to intern for Superintendent, Tom Altmann, at Greywolf Golf Course in Panorama, BC. "Tom gave me the opportunity to work at Greywolf and helped me get a



Clubhouse, Southwood Golf & Country Club located in Winnipeg, Manitoba.

work visa so I could enjoy another opportunity at Osprey Meadows in Donnelly, Idaho."

Dustin continued, "Tom taught me many things on the golf course and provided a lot of opportunities to further my skills and also provided a great friendship to a young man travelling to another country to pursue a career."

When asked if there were any other influencers in his career, Dustin automatically recognized his father, his uncle and Rob Officer. "I have had many great influencers in my career, starting with my father who introduced me to the game of golf and instilled a strong work ethic."

He continued, "If I wasn't a golf course superintendent, I would be a farmer and I have my uncle to thank for that. The opportunity to grow up around a farm operation taught me

many valuable lessons and a few practices that I employ on the golf course today. Rob was the first Superintendent I worked for in Swan River at a very young age and he showed me what it took to be a successful Superintendent." Eventually their paths would cross again as Rob joined Red River College as an instructor in the Greenspace Management Program that Dustin was enrolled in.

Dustin has had many great accomplishments in his young career however; his proudest achievement was when he got the opportunity to be part of two unique golf course construction projects.

The first project, in the spring of 2005, saw him hop across the border to Donnelly, Idaho to be a part of the construction of a golf course at a new resort development called Tamarack Resort.

Work Ethic Long Way!



Dustin How, AGS and Rick Pannu, Assistant Superintendent and a 32-year employee of Southwood G&CC core aerating and topdressing greens.



Dustin pushing aeration cores off of the putting green using a bunker rake.

"It was an exciting time for me in my young career to be a part of this great project and gaining the experience and knowledge that has helped me at my current course." He continued, "Osprey Meadows was named America's Best New Golf Course of 2006 by Golf Digest which was even more special to me, having been a part of that development."

Following that great journey, another amazing opportunity arose for Dustin in 2009 with a new course build closer to home, in Winnipeg. This project was a little different with the Old Southwood property located by the University of Manitoba still being played and in operation as the New Southwood Golf and Country Club was being built about 5 minutes down the road at a new location.

Always motivated to push himself to become better, Dustin recently took another step to achieving his goal in the Turf profession by attaining his Accredited Golf Superintendent (AGS) designation through the Canadian Golf Superintendents Association back in January of 2020, which was a personal goal of his. When asked why he felt this was important to him, he mentioned that this has been a personal goal for him. "I believe that pursuing professional development helps to further our industry by presenting a set of standards and abilities that we as superintendents possess."

When not at work, Dustin enjoys spending as much time as possible with his amazing wife Lesley, and two sons Jackson (2 1/2 years old) and Ryan (8 months). "With the summer of COVID, we have gone camping as

much as possible and have enjoyed some great weekends away from the course."

With that being said, some of the best advice he got was from his former mentor, friend and boss, Ray Savard, AGS Emeritus. "Ray always told me to make sure that you make time for your family and activities outside of the golf course. I try to remember those words and make sure to take some time to spend with family away from the golf course."

The last question I asked Dustin was what piece of advice he would give someone coming into the industry? "Work hard and pursue any opportunity that you think may further your career or set you apart in the future." **GM**

Inside Track • **COVID-19** Recovery Survey

We understand the COVID-19 pandemic has significantly changed the world in which we live and know that everyone has had to make major changes to their lives and golf course operations. We asked members for their feedback on how the COVID-19 pandemic affected capital expense decision-making in 2020 and into 2021.*

40%+ **Over 40%** - reported they would proceed with investments in golf course maintenance equipment in 2020 while almost 30% indicated their planned investment in golf course maintenance equipment have been cancelled or postponed. Another 18% did not have plans to invest in maintenance equipment in 2020. The remainder indicated their spend would be reduced.

33% **Almost 33%** - indicated they will proceed with capital improvements or renovations in 2020. Another 25% indicated they did not have plans for capital improvements. Two percent indicated a 1-20% reduction in the spend while 14% indicated an increase in spend by more than 20%. More than 24% cancelled or postponed capital improvement projects for 2020.

70% When asked if courses fast tracked renovations because the **course was closed** - over 70% said no. Over 14% proceeded with the same budget while almost 11% proceeded with a lower budget.

50% **Half of respondents** - indicated they will make investments in golf course maintenance equipment as planned in 2021. Almost 15% indicated they are postponing investments for 2021 and 15% did not have plans to invest in 2021. Twenty per cent plan to reduce investments for 2021.

49% **Nearly half - 49%** - will proceed with capital improvements or renovations in 2021 while 19% had no plans to invest in 2021. Almost 16% cancelled or postponed improvements for 2021. Another 16% will reduce their capital improvement spend in 2021.

50% **Respondent Course Fees** - the majority of respondent green fees including cart were in the \$71 - \$100 range. An additional 27% were in the \$41 - \$70 fee range while 19% were over \$100. Less than 4% were under \$40. Of these respondents, over 75% have 18 holes, 13% have 27 holes and others have 9, 36 and more than 36.

40%+ **More than 40%** - of respondents were from semi-private courses, followed almost equally by private and daily-fee. Six per cent were from municipal/government courses.

34% **By Province** - Alberta had 34% of respondents followed by Ontario at over 24% and British Columbia with over 20%.

*Thank you to all members who participated
in the COVID-19 Recovery Survey.*

*NOTE: this survey was distributed by the NGCOA Canada and the CGSA; members were asked to only submit results to one association so this data does not reflect submissions to NGCOA Canada.

*The survey received a 10% response rate.

Talk Back from our Readers

On September 23rd, the golf industry lit up Twitter thanking superintendents across the country during the inaugural International Thank A Super Day. CGSA was proud to partner with turf associations across the world to make this initiative international.

As the day came to a close, CGSA tweeted, "Our members will do it all over again tomorrow, providing a sustainable, safe and enjoyable golf outing because that is what is inherently a Golf Course Superintendent. Thanks to Superintendents Everywhere."

Here are some additional Tweets from courses across the country in support of Thank A Superintendent Day:



Bayview Country Club, ON:

"Today we want to give a huge shout out to Bayview's Mike MacGilivray for his passion and commitment to the club and golf course. Mike and his team work extremely hard to keep the course in perfect shape! Thank you, Mike!"



Carnmoney Golf Club, AB:

"To all the turf staff at Carnmoney Golf, thank you for all the work you do. This amazing place could not exist without you."



Pitt Meadows Golf Club, BC:

"Our crew is always hard at work keeping our course in great shape. We thank them today and everyday."



London Hunt Club, ON: "Taking the opportunity to acknowledge the hard work, dedication, leadership and passion Jayson Griffiths, Deb Dale and their team bring to the Club day in and day out. Happy International Thank a Golf Course Superintendent Day."