



The Green Sheet

Central Pennsylvania Golf Course Superintendents Association

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A VERY BIG THANK YOU



DAVID RAFFERTY
Faron J. Stoops
October 3, 2014

I give a truly heart-felt thank you to each and every one of you who were responsible for the entire Central Penn Night. From the organizers to the sponsors to those who attended; each one of you made the night a success. I apologize if I don't recognize you but you were an important part of this and "thank you".

Central Penn Night was a very special time for me. Not because I was honored with an award, but I was able to share a small part of my life; some pictures of my family and to spend time with friends from near and far. Words cannot express those feelings.

The emotions of the evening got to me and I wasn't able to thank all of those people who made me who I am. Seeing pictures of family and friends who are no longer with us made me think of how fortunate I am to have so many great people in my life, both past and present.

I was able to thank my family that night. But you can't thank them enough for all of their sacrifices they made to allow me to do what I do; they are the true award winners! Make sure you enjoy the time with them as it slips by very fast.

Thank you Sam Snyder. Not only for my nomination and a fantastic nomination letter, but for being a role model when I was a young Assistant and Superintendent. While Sam was on the Central Penn Board in my younger days, I was able to see how to act as a professional. Although it may not have sunk in back then, as time passed it was something that I used. Sam was always there to answer all of my questions and offer advice. Thank you for traveling that great distance and to Sue for driving you to share the evening with me.

Thanks to Greg Borzok for so many things that we don't have time to share all of them. He is probably the true Historian of the Central Penn. And his perseverance to put together the 75th Anniversary historical presentation shows his true dedication to the Association. He has always been there for me to offer his advice and wisdom and to be my friend. He served as the AF member of the Board when I was President. I had asked him to serve so I could have a Past President as an advisor on the Board so we could make sure we were proceeding in the correct direction. He graciously accepted. These are a few of the many things for which I am thankful to Greg.



*Happy New Year
to you and your family
from the
CPGCSA
Board of Directors*

Thanks to Pete Ramsey. He steps up to serve in so many capacities and these tasks are not always recognized. He did a fantastic job as emcee for the evening. We served on the Board for several years together and shared not only professional but family experiences in that time. And thanks needs to go to the combination of Pete Ramsey/Bill Brooks, which is what kept me continuing my path on the Board. They convinced me to run for Secretary/Treasurer and the rest is history. And thanks to Bill Wall for his "nobody gets elected on the first ballot" convincing me to run the initial time. I am not regretting any of these decisions.

A very special thank you to Wanda Fry: the glue of the Association; the engine that could and did! She made my life on the Board easy. For those who have had the privilege of serving in an officers seat knows how valuable she is. She knows all and makes impossible things happen. Without her, total chaos would erupt. There's not enough ways to thank her enough for all that she does! But thank you so much for everything!!

We are very fortunate to be able to work in a profession that has a great family in our fellow members of the Central Penn. The friendships that are formed are ones that lasts a lifetime. This past spring, one of the greens at our club was destroyed by a flood. I sent out a few photos of the damage and received a number of calls; texts and emails from my "brothers" offering their assistance. It doesn't get any better than that!

We need to keep the Central Penn Night alive and kicking. There are more candidates that are worthy of receiving this award. Not only is it a part of our heritage and history but we get to share someone's life. And that is the most important part of it!

Thank you to everyone again! Take care of yourself and those who mean the most to you!

Faron Stoops

Golf Results from October Meeting at LedgeRock Golf Club

1st Place - 140

Larry Hart, Ben Rudy, Tyler Meisinger, Mike Benedict

7th Place - 147

Rick Gibney, Brendan Clark, Pete Mickelwright, Rebecca Clark

14th Place - 151

Shane Miller, Doug Rider, Cody Beckley, Lee Kozsey

Closest to the Pin

#2 – Tom Weinert

#10 – Stuart Hartman

#4 - Ryan Fogel

#14 – Lee Kozsey

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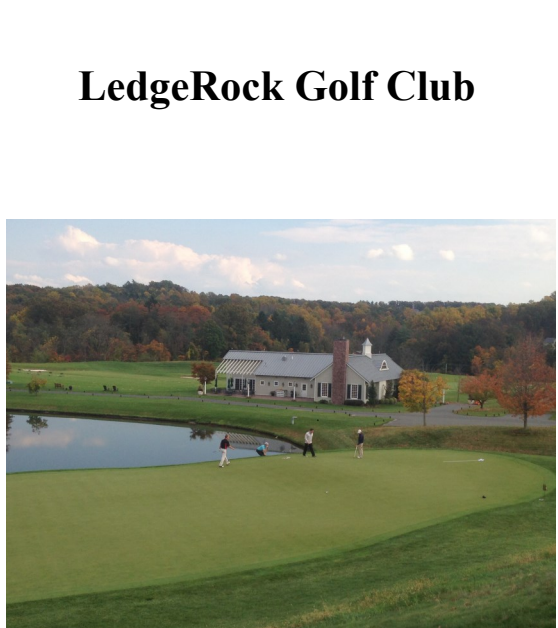
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- Daniel L. Snowberger
- Charles A. Barley
- Richard Wilt
- Fred N. Baker
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- John J. Boyd
- Y. Lewis Payson
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- Dwight H. Brubaker
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- Jeffrey L. Fry, CGCS
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- William P. Ramsey
- Faron J. Stoops
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- Daniel Brickley
- Matthew W. Strader
- Stephen J. Ludwig, CGCS
- Faron J. Stoops
- Barry Bollinger
- Rebecca Matis Clark



LedgeRock Golf Club

Thanks to Alan FitzGerald and
the staff at LedgeRock Golf Club
for a wonderful day!

President's Message

Greetings!

The last meeting of the year is in the bag and I am delighted to say we finished the year just as we started, on a strong note. In my last message I questioned how to get more people out to events and maybe it worked as 82 showed up for the Oktoberfest. I was a little worried as a week earlier there were less than 30 signed up! The forecast was less than ideal but thankfully the Big Man took care of us with a beautiful fall day. I hope this momentum will continue going forward and that these numbers are attainable again throughout 2015. Going forward the board would really welcome any suggestions on what works and what doesn't to continue to have successful events. So do not be shy and let us know over the winter – remember we work for you!

As I mentioned, it was a perfect day and it seemed like everyone enjoyed it. I would like to thank the board of LedgeRock and GM Marcie Mills for having CPGCSA and all the staff for taking care of us; especially the pro Jarod Mills (who had to put up with us changing things) and, of course, executive chef Dan Wooten, who once again out-did himself with the food. I know everyone went home full!

As always these events wouldn't be successful without our sponsors so a big thank you to the title sponsor Aer-Core, to Syngenta for sponsoring the speaker (thanks Will for coming back!) and hole sponsor Turf Equipment. Lastly thanks to Pocono Turf and Seeton Turf for sponsoring the beverages on the course – from the amount of times I had to refill coolers I know they were enjoyed!

CPGCSA is about comradery and helping the GCSAA with local issues. Being on the board is not that difficult most of the time. We are here to keep the ship running smoothly, to ensure our events are successful and to serve the membership as needed. Then there are the times when the board has to fulfil its directive to ensure the professionalism of the industry and the members adhere to our code of ethics. During my tenure so far I have had to deal with a few circumstances that involved awkward conversations with superintendents – which certainly isn't a fun part of being on the board. Fortunately Superintendents and former superintendents are sensible people so these conversations have gone better than expected – but it is unfortunate they have to happen at all.

Which brings me to the most recent issue. There has been some dissension growing about CPGCSA and what Wanda does for us. Over the last few months it really seemed to gain traction which was very frustrating for me. It took some time to work out why and where it was coming from. It started out from one person venting and it somehow perpetrated from there.

As with any argument in life there are two sides but you can create very valid points if you only focus on one side, when in reality the overall picture is very different; which is what happened here. Once you focus on one side of something then you start to find more issues to validate the argument – even if they are not there.

I don't think anyone reading this has a bad word to say about Wanda – she is the Association! When I got the job here I knew I had to call Wanda Fry to become a member although I never had any contact with Central Penn! There is the old saying that everyone is replaceable but, while true when taken in literal terms, again the reality is very different; Not knowing that I was dealing with this a past president wrote a very nice letter to me to discuss it and his words sum up Wanda perfectly:

I was a member of the board when Wanda was promoted from secretary to director. I never thought of it as a promotion. She had been operating in that roll and an effort was made to legitimize her position. She has been the guardian of our association allowing us to show up once a month, make some decisions while she picks up the pieces. That's the way nonprofit associations work. There has to be a high quality person at the center to hold things together. We are blessed to have Wanda.

His statements echo the current board's thoughts also. It is easy to take things on face value without seeing what is going on behind the scenes. As I worked up through the board I got to see more and more how much involvement and support Wanda provides, as the 2am emails attest!

Unfortunately Wanda unfairly bore the brunt of this. Memberships are memberships, whether it be an organization or a golf club – you can't keep everyone happy and the squeaky wheels are always the loudest. Over time they wear others down to see their point of view and that's when problems start. If anyone has a concern, a problem or an issue with something with either the Association or fellow members please contact a board member as that is what we are here for. One sided discussions do not solve anything, it is better to see both sides and find out what the real situation is.

I am happy that this has been resolved before completely getting out of hand. Wanda is a valuable asset to CPGCSA and we look forward to many more years in her care!

If you have any questions or suggestions please let me know; alan@ledgerockgolf.com

I wish everyone a peaceful and enjoyable Holiday Season!

Alan



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Membership News

We would like to welcome the following individual into our association

Kevin Mark Class C
Assistant Superintendent, Carlisle Country Club

If you know of anyone who is interested in membership into the association, please have them contact Wanda at 717-279-0368.

2015 Membership Dues

2015 Membership Dues Statements have been mailed. Please note the February 15, 2015 due date. If you need a new statement or have any questions, please call or email CPGCSA office.

Membership information is also available on the Central Penn website at:

www.cpgcsa.org

Upcoming Events

- The Northeastern Pennsylvania Turfgrass Conference and Tradeshow will be held on **January 29th** in the Woodlands Inn and Resort in Wilkes Barre, PA. www.paturf.org
- The Western Pennsylvania Turfgrass, Ornamental, and Landscape Conference will be held **February 10-12** in the Four Points Sheraton in Mars, PA www.paturf.org
- GCSAA Golf Industry Show will be held from **February 21-26** at the Henry B. Gonzalez Convention Center in San Antonio, TX www.golfindustryshow.com
- 24th Annual LCAP Winter Lawn Care Conference on **February 10th** at the Holiday Inn - Lehigh Valley, Allentown, PA www.lawncaeofpa.org
- 19th Annual KAFMO Athletic Field Conference on **February 20th** at the Holiday Inn Hershey/Harrisburg. www.kafmo.org



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Resolve to be a Better Boss in 2015

By Dr. Michael Woody
The Career Hot Seat
Published January 12, 2015
FOXBusiness



Research from Gallup has found that only 18% of those with people responsibility in this country actually possess a high level of competence for managing people. This is why decades of polls have shown that people tend to quit their bosses as opposed to their jobs. The fact is we don't do enough in American business to train managers on the fundamentals of managing people, which creates inefficient and often negative work environments.

The root of the problem is the fact that most people get promoted into management because they are good at their job, not because they have potential for effectively managing others. Not everyone wants to be the boss, but in most companies upward mobility means taking on people responsibility. To make matters worse, very few companies spend the necessary time or money to provide the kind of training new bosses need to actually succeed. In other words, we reward our star players by setting them up for failure.

One way to avoid sliding into this trap is to take responsibility into your own hands. Regardless of how successful you believe you are as a boss, you can always do better. We all have blind spots and if we ignore them they will ultimately get the better of us. Below are three tips for bolstering those boss skills for 2015:

Take a Hard Look in the Mirror. All-too-often I come across managers who haven't fully dealt with the past negative experiences and failures that have not only left them scarred, but have also become an integral part of how they view and manage others. Dealing with the past isn't always easy, but it's a critical life skill.

The fact is, you have to know yourself before you can effectively work through others. The way you manage is a reflection of your personality, values, and upbringing. Take the time to think about how your life journey has shaped the way you manage and make decisions. The idea is to put your best foot forward and do it in a deliberate way. When taking that look in the mirror consider the following:

- **Face Three Mistakes:** Reflect on three major people management mistakes or bad people decisions you made in 2014. Assess what went wrong and identify any common themes. Consider why they seem to reoccur and your part in perpetuating this recurrence. Take responsibility for your part and commit to making a change that will help ensure they don't happen again.
- **Get Real Feedback:** Seek out feedback from bosses, colleagues, mentors and key employees about your management style. We all have blind spots and you may not be handling tough situations as well as you think. Ask for and invite constructive criticism and be willing to hear the good and bad. Don't respond or defend yourself, just listen. Commit to at least one action based on this feedback.

Listen First, Shoot Questions Later. Good bosses are good listeners. Being a good boss isn't about barking orders, it's about influencing others to take action. Learn how to actively listen to those who actually do the work because they are your experts and they need to know you hear them.

- **Ask, Don't Tell:** Resist the temptation to tell your employees what to do. Instead, try asking them what they would do to solve the problem. Remember, successful managers don't hand their people fish on a platter, they teach them how to fish for themselves and let them loose.
 - **Find Teachable Moments:** Life is about learning, so be sure to use every interaction as an opportunity to teach, not just
-

talk. Use the mistakes of your employees as opportunities to grow. We all make mistakes, it's how you respond that shapes your future.

Encourage More, Punish Less. Anyone who has taken Psychology 101 knows that punishment stops bad behavior, but it doesn't produce positive new behavior. Learn to reinforce the good and please remember not everything is about money. In fact, it's rarely about money. People just want their good work recognized. Consider the following:

- **Reward One Positive Act Each Day:** Take time every day to catch your people doing something right and recognize them for it! It can be as simple as a brief note, a quiet mention in a meeting, or a gift card. Every employee does good work, so be sure to notice it in a way that will make them feel good about it.
- **Be Fair, but Not Equal:** Don't ever treat people the same. Everyone is different. We all have different needs and operate at different speeds. That which motivates one person may not motivate another. Take the time to learn what motivates your individual players and use that knowledge to incentivize with them.

Whether you are a line supervisor, middle manager, or executive, as the boss you are responsible for setting the tone and creating a positive and productive work environment. When bosses fail to do this, turnover increases, morale drops, and hiring expenses skyrocket. Take responsibility and make 2015 the year of the great boss!

Michael "Dr. Woody" Woodward, PhD is a CEC certified executive coach trained in organizational psychology. Dr. Woody is author of The YOU Plan: A 5-step Guide to Taking Charge of Your Career in the New Economy and the new on-line course The YOU Plan for Career Change on Udemy. Dr. Woody is the founder of Human Capital Integrated (HCI), a firm focused on management and leadership development. Dr. Woody also sits on the advisory board of the Florida International University Center for Leadership. Follow Dr. Woody on Twitter and Facebook.

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