



# The Green Sheet

Central Pennsylvania Golf Course Superintendents Association

Volume 29 Issue 3

Founded ~ April 11, 1939

June 2022

## June Meeting

### Royal Manchester Golf Links

5700 Board Road  
Mt. Wolf, PA 17347  
www.royalmanchestergolfinks.com

**Host - Aaron Schroeder**

**Thursday, June 23, 2022**

Registration begins - 11:00 AM

Boxed Lunch - 11:15 AM

Golf - 12:00 Noon Shotgun

Appetizers/Cocktails - Following Golf

## Superintendent Profile

Golf has always been the No. 1 passion of Aaron Schroeder. A passion that started from playing golf evolved into a career. A native of Minnesota, Aaron began his career in turf as a teenager working on a small public golf course in the Brainerd Lakes area. Aaron interned at Woodhill Country Club in Wayzata, MN for 3 years while studying Turfgrass Science at Pennsylvania State University. Upon graduation, Aaron worked 11 seasons at West Shore Country Club as an Assistant Superintendent.

## Course Profile

Located off the banks of the Susquehanna River and in the rolling hills of Northern York County lies Royal Manchester Golf Links. Opened in 2010, Royal Manchester brings a unique links golf experience to Central PA. Designed by Timothy Freeland in the tradition of the Old Course at Saint Andrews, Royal Lytham and Saint Anne's Golf Club, this par 72 championship links-style layout extends 7,000 yards.



## A Golf Course Superintendent's Most Valuable Resource: The Human Resource

By [Linda Parker](#)

Golf Course Trades | May 12, 2022

A golf course superintendent with quality tools, up-to-date equipment, ample chemicals, a fabulous golf facility, and a generous budget may appear to have everything. But missing from the equation would be the most critical component a superintendent needs for success, a well-trained and reliable crew. Human resources are a golf course superintendent's most valuable asset. They are also the resource many superintendents find challenging to attract and retain.

### THE GREAT RESIGNATION IS BECOMING THE GREAT RESHUFFLE

Last year was labeled the year of the Great Resignation when nearly 5 million people left their jobs voluntarily. For 2022, however, the label seems to be shifting from "resignation" to "reshuffle." Depending on the data source, the number of currently or previously employed workers seeking a new job is between 45 and 70 percent of the workforce.

The cost of hiring and onboarding new employees is pricy for organizations and distracting to the managers who deal with the frontlines of the process. According to *Deferred Compensation News*, the cost of replacing an existing employee ranges from 25 to a staggering 200 percent of the job's annual salary because of "lost productivity, hiring a replacement and training the new employee. In addition, there are the intangible costs of impact on the work environment and employee morale."

### AN UNEXPECTED TWIST FOR GOLF COURSE SUPERINTENDENTS

Surprisingly, the Great Resignation/ the Great Reshuffle may benefit the golf course maintenance industry. The Society for Human Resource Management (SHRM) looks at an interesting aspect of pandemic-related job departures and cites research from Goldman Sachs that stated, "Nearly 70 percent of the 5 million people who have left the labor force during the pandemic are older than 55."

While some older workers left their jobs because of concerns for their health and wellbeing, job burnout motivated many workers to join the mass exodus. These workers were not tired of working. Instead, they were tired of working indoors, working behind a desk, working long hours, and working for demanding supervisors.

*Continued on Page 3*

## Presidents Message

I hope this message find everyone well so far. If you enjoy anomalies in the weather you haven't been disappointed this spring. We go from highs of 54 to 94 in no time. I'm not complaining though. I needed warmer weather to finish off recovery from ice damage. Sincerely hope I don't experience that ever again. Just when you think you've seen it all you realize that's a fantasy. It does remind me of how important it is we have the ability to adapt in our careers and at our clubs. Post pandemic golf is proving to be a real challenge. Strategic planning for 2023 regarding fuel prices, chemical and fertilizer supplies and equipment shortages is a bit of a shot in the dark. All the more reason to connect with colleagues at the next Central Penn meeting at Royal Manchester!

Thank you to George Manos and the staff at Overlook Golf Club for a wonderful day. It was great to be able to get away and see "Doc" out running around on the golf course. Can't wait to see what Aaron and Drew have in store for us at Royal Manchester. Looking forward to seeing everyone before we head into the dog days.

Pete Ramsey  
Central Penn President

## Membership News

The following individuals have applied for membership into our association. If there are no written objections within the next seven days, they will be accepted into CPGCSA at the next meeting.

Stefan Caporaletti ..... Class C  
Assistant Superintendent, Royal Oaks Golf Course

Craig Cochran ..... Class A  
Superintendent, Susquehanna Valley Country Club

Cameron Foreman ..... Class C  
Assistant Superintendent, Lancaster Country Club

Brooke Hall ..... Class AF  
Business Development Executive, Quarry View Building Group

If you know of anyone who is interested in membership into the association, please have them contact Wanda at 717-279-0368 or [cpgcsa@hotmail.com](mailto:cpgcsa@hotmail.com).

*Please see a list of our Association Sponsors on Page 13.*

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

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Now, after months away from the grind, many of these workers would enjoy “doing something,” especially if that new role involved being outdoors, getting exercise, perhaps working only a few days each week, and above all else, not shouldering management-level pressure and responsibilities.

As employees, these workers are well-versed in workplace protocols. They may not understand the mowing and grassing schedules yet. But they already understand the routines of being on time, working as a team, and being personally accountable for their actions.

**THE TURF IS NOT ALWAYS GREENER**

Career burnout isn’t limited to older employees. Even workers with only a few years of employment under their belt have tossed in the towel and walked away from stressful jobs. The Fidelity Investments **2022 Financial Resolutions Study** showed that 47% of currently employed younger workers plan to seek a new position in 2022, citing stress levels and the need for greater flexibility as top motivators.

**EDIT YOUR NARRATIVE**

Can golf course superintendents looking for workers connect with the newly expanded demographic of unemployed 55 and older workers? Can they connect with restless younger workers looking for a change? YES! But, to do so, superintendents cannot write the same meat and potatoes job descriptions they have relied on in the past or post these job descriptions solely on the same outlets they have used before.

Appealing to workers who have never worked in the golf industry calls for posting job descriptions that creatively emphasize aspects of the job the superintendent may take for granted or assume are only incidental.

- Consider inviting workers to “unretire” at the golf course.
- Rather than writing about the job requirements, describe the rewards for the prospective employee. Emphasize flexibility.



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ity of hours and scheduling and the opportunity to work outdoors in a safe and pleasant environment.

- Point out benefits, such as discounted rounds of golf, pro shop, golf range, and lesson discounts or easy tee time booking.
- Work with your course's HR Director, Director of Golf, or other leadership to explore medical, dental, or optical insurance or similar benefits for part-time employees. Workers in their 50s have years to go before qualifying for Medicare and may value healthcare benefits far more than the associated salary.
- For workers looking for a career change, emphasize on-the-job training, advancement opportunities, or educational reimbursements if your facility offers these programs.
- Consider what may have driven workers away from their previous jobs and communicate that they won't face the same stressful issues if they join your team.
- Framing a job opening as "an opportunity to skip your workout at the gym, get in shape, work outdoors as part of a supportive team in a serene and beautiful setting AND play golf at a discounted price" could help you attract reliable workers.

Advertising on job boards may not be the optimal way for golf course superintendents to connect with an expanded marketplace of prospects, including non-traditional candidates who aren't proactively searching for work or don't know they are interested until they see your engaging job description. Getting the word out at the golf course and through local churches, restaurants, hair salons, and other atypical communication paths could help superintendents cast a wide net for successfully hiring new employees.

### CONNECT WITH ALL COURSE EMPLOYEES

Before a global pandemic redefined almost everything, most golf courses siloed their work teams. Maintenance crews didn't work in the clubhouse. Pro shop workers didn't bus tables in the restaurant, and the bartender at the 19th hole never mowed the greens. Work teams did not share ideas, and they certainly did not cross-train to learn each other's job responsibilities.



At some courses, especially in the early months of the pandemic, payroll budgets shrank and select functions of the golf course either were curtailed or shut down. Facilities across the country creatively maintained the courses and kept workers employed by working with the team that was available at the moment.

Cross-training work teams create a cohesive work environment. New insights are gained, mutual respect increases and an employee base can develop a greater sense of camaraderie and unity simply by talking together in a moderated setting about their roles, objectives, and challenges. Coming together as a group encourages workers in one area to share their observations and ideas with workers in other areas.

Idea sharing can set the stage for job sharing. Cross-training employees of the course to work in multiple areas expands a facility's coverage during special events or periods of high demand. This strategy can provide full-time hours by combining part-time roles. It can reduce the physical demands of daily maintenance work by balancing it with hours in a less physically taxing role. Sharing job roles across departments can break up the routine for workers seeking more variety in their responsibilities. When employed strategically, sharing job roles can go a long way to reducing a superintendent's labor shortage.

### THE FLUX WON'T CONTINUE FOREVER

Economists are already predicting that the wide-open job market will soon be narrowing because people have no choice but to choose a job and resume working. Golf course superintendents who act now, marketing job openings creatively and without a preconceived idea of their ideal candidate, may still be able to capitalize on job market motility and, as a result, build a robust and unique maintenance team.

Read **What Will the Golf Course Industry Look Like in 2022** for further perspective on changes in the golf maintenance industry.

*Linda Parker has been writing professionally since the 1980s. With clients in finance, sports, technology, resorts, and nonprofit global initiatives, Linda helps organizations communicate their stories in meaningful ways to the people they most want to reach. She has authored, ghostwritten, or contributed to more than a dozen nonfiction books. Linda is a member of the Authors Guild and the Golf Writers Association of America. You can connect with her at [linda@glindacreative.com](mailto:linda@glindacreative.com)*

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\*Survey of 255 golf course superintendents conducted via TechWalkdate in Sept. 2021.

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**TURF PEST  
DIAGNOSTIC  
LABORATORY**

**Pest Update –  
by John Kaminski  
June 20, 2022 |**

**Diseases**

The short stretch of hot weather over the past week lead to some “negative for disease” samples in the lab. In most cases, these are areas that are starting to get stressed during the hot weather. We did, however, start to see brown patch starting to show up around the state. Much of this is in areas that received rain or are irrigated. This is relatively early for the disease so I would be on the look out in the coming weeks as we hit real brown patch and Pythium weather. On top of these diseases, dollar spot is very active around the state and likely will continue. On a recent trip to a golf course in central PA, anthracnose is also moving in. So basically we are in the heart of disease season so stay alert.

**Weeds**

We’re past the point of preemergent herbicides for crabgrass control so if you missed the window it’s time to start thinking about post emergent control. Dr. Landschoot wrote a good article on the topic a few years ago that is still relevant.

**Insects**

According to Dr. McGraw, white grub adults, especially Japanese beetles, are just now starting to fly. Otherwise, there’s a bit of a “lull in the season.” I did notice some ABW damage

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on our annual bluegrass research fairways at Valentine and also some damage to the collars of a golf course putting green at a Central PA facility.

**Weather in PA**

The weather around the state is variable. Moderate temps in the low 80s will stay in place for much of central and eastern PA until this weekend or next week and then things heat up. In western PA, however, temperatures after today will be in the upper 80s and low 90s. Some possible thunderstorms, combined with the heat, could create ideal conditions for the hot-weather diseases like brown patch and Pythium blight. We are still a little ways away from gray leaf spot, but turf managers should have enough to deal with over the next couple of weeks.



Past President and former Overlook Golf Course Superintendent John Dougherty drops by our May meeting. Pictured here with Pete Ramsey

## The Last Annual Bluegrass Weevil Scout

June 03, 2022

Elliott L. Dowling,

senior consulting agronomist, USGA Northeast Region

Traveling from Pennsylvania to Virginia last year I hardly mentioned annual bluegrass weevils (ABW). I'm not exactly sure why, and frankly, most of the superintendents I work with didn't know either. Everyone understands the devastation ABW can cause, so it seemed like holding your breath and not jinxing it was the best solution. Now, a year later, superintendents are back on high alert.



Annual bluegrass weevil adults are on the move again. Without careful scouting, application timing and product selection their offspring can cause devastating turf damage.

Most of the southern portion of the region is beyond peak adult migration. Hopefully, if you planned to apply an adulticide, you've done that by this point. Traveling across Pennsylvania the last few weeks, I've observed that superintendents are well into their scouting regime. Soap flushes, traps and good ol' knives are being used everywhere.

The next application in a sound ABW program should be a larvicide. Depending on where your course is and the product being used, that application could be out already or going out real soon. Along that line, there are some new ABW chemistries on the market. There was some experimentation with these new products last season and I heard good things but remember, it was a quiet year overall.

So, a word of caution: Try the new chemistries if you're interested but keep some of what you know on the shelf. I say this not because I've heard anything negative about the new products. In fact, I'm all for experimenting with new products. Even if your ABW program is working fine, new modes of action can help reduce the potential for resistance, which is a major issue in ABW control. Trying different ways of doing things is also a good way to either make positive changes or confirm that what you are doing is right. Just like all other aspects of golf course maintenance, if what you're doing works then stick with it, but don't be afraid to try something new.

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John Dougherty, Scott Fischer, Curt King, Bill Brooks

## 7 Sneaky And Subtle Signs You Could Have High-Functioning Depression

Because depression doesn't necessarily mean you can't meet your responsibilities.

by **Sarah Simon**

6.15.2022



Westend61/Getty

You have trouble getting up in the morning. Sometimes it feels like you're just going through the motions. But you can almost always push through and finish your work, figure out dinner, and play with your kids. Because you can still get these basics done, there's no way you could be depressed... right? The case for high-functioning depression says this isn't necessarily so. Just because depression doesn't look or feel the way someone might expect it to, doesn't mean it isn't real, or not worth addressing.

As the leading cause of disability worldwide, affecting more than 322 million people — about the population of the U.S. — depression surfaces throughout many countries, cultures, and life circumstances. Because of this, there's no way it could look the same for everyone, says Alejandro Martinez, MSW, LSW, a therapist based in Ohio.

“Unfortunately, media and society often says, ‘If you have depression, you have no energy, you're sad, you're stuck in your room all day,’” Martinez says. “But mental health is just much more complex than that.”

### 332 - - The number of people, in millions, who have depression worldwide.

“High-functioning depression” isn't an official diagnosis but more of a colloquial term. People with high-functioning depression meet some of the criteria for a depressive disorder listed in the *Diagnostic and Statistical Manual of Mental Disorders* (DSM-5) — the book clinicians use to officially diagnose mental health conditions — but they can appear completely healthy and meet daily responsibilities.

At the same time, it's impossible to cleanly divide people with depressive symptoms into “high-functioning” and “low-functioning” groups. So, Martinez adds, it may be more helpful to relate “high-functioning depression” to persistent depressive disorder (PDD), a type of depressive disorder characterized by “mild or moderate depression that doesn't go away.”

But no matter what's it called, people who are experiencing depressive symptoms can often benefit from professional help. And just because you seem to be doing well in some areas of life doesn't mean you don't have depression.

Here are 7 signs of high-functioning depression to help you identify whether you could have the condition, and tips on what to do about it if you do.

#### What Felt Good Before Doesn't Now

Loss of pleasure in things that you used to enjoy — such as baking, playing the guitar, or hanging out with friends — is a major sign you could have high-functioning depression, Martinez says. Many people with the condition have a difficult time tuning into other symptoms, such as depressed mood. It can be especially hard to gauge when depressive symptoms start if they're subtle, as they often are with high-functioning depression. So, evaluating what you have historically liked doing and whether you still like to do it may help you recognize that something is wrong.

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disorder. And we're not talking about feeling tired because you slept less; rather, it's a pervasive loss of energy that comes up most days and doesn't go away for at least a few weeks. If you're getting enough sleep but still have low energy, depression could be to blame.

- **You're "Going Through the Motions"**

If you're just scraping by, without moments of happiness or thriving that you may have had before, you could have high-functioning depression. "For some folks, even if they have depressive symptoms, they can still cook for themselves, take care of the laundry, fold clothes, things like that," Martinez says. "However, maybe that's all they have the energy to do."

- **Your Weight Is Changing**

It can be difficult to notice psychological symptoms, but physical changes can be a more obvious sign that something's wrong, Martinez says.

If you're not trying to gain or lose weight, but your weight is fluctuating significantly, the change could be a symptom of depression because biochemical changes in the body that occur with depression can result in weight gain or loss.

Weight loss can also reflect other symptoms, such as a decrease in appetite connected to loss of pleasure in food. For example, do your all-time favorite dishes not excite you anymore? Or is it just too much to even think about meal prep and eating? "A person's appetite can grow or recede depending on their mood...and maybe they just don't have the energy to think about how much they're eating," Martinez says

- **Everything Is Fine, But You're Still Distressed**

Being "high-functioning" and depressed may look like being able to meet certain responsibilities, but you're in more distress than usual while doing it. Maybe it's the sheer act of making breakfast, chewing, and having to commute or Zoom into work. Maybe it's a monthly hangout that you have with friends. Whatever it is, what used to feel easy or routine now brings anguish or seems overwhelming. In fact, if other symptoms aren't causing "impairment" or undesired changes in social, occupational, or other aspects of life, then distress is often present. That "distress" counts as any sort of "mental pain" associated with symptoms.



The advertisement features a photograph of a person in a red jacket operating a red and white Ventrac tractor on a golf course. The tractor is equipped with a mowing deck. In the background, there is a green field and a clear sky. The Turf Equipment and Supply Company logo is in the top left, and the Ventrac logo is in the top right. A dark blue banner at the bottom contains white text.

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- You Don't Bounce Back**  
 Feeling depressed, down, or sad sometimes is a part of life. Unpleasant emotions can even be helpful; they motivate us to make changes in our lives, help us communicate more effectively, and even help us be less gullible and more analytical. But part of healthy regulation is the transitory nature of emotions — feeling sad and then also feeling *not* sad. If it's hard to feel anything other than depressed mood, lack of happiness, low energy, or worthlessness, then it may be time to look for help.
- People Notice You're Acting Differently**  
 If you're unsure about what you might be going through, Martinez says, reach out to people in your life that you trust. Ask if they have noticed any changes in your mood, patterns, or behavior. Oftentimes, folks with high-functioning depression change in noticeable ways to those around them. "You might feel just low energy, but people tend to comment on it, notice it," he says. They can help you notice things that you haven't yet.
- On Getting Help**  
 Whether or not you're ever given an official depression diagnosis, "at the end of the day, it's just a diagnosis that is often used more so for billing purposes," Martinez says. He has clients for whom knowing their diagnosis is helpful, and others for whom it isn't so important. "A title doesn't

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make one's own experience with depression or depressive symptoms a monolith," he adds. "Everyone experiences it differently."

With all the stressors in the world — from anti-LGBTQ bills to school shootings to white supremacy — it's important to distinguish depressive symptoms from natural and often healthy responses to external dysfunction. But Martinez says it's always worth considering, regardless of circumstances or momentary stressors, "Is there something more underneath?"

[7 Sneaky And Subtle Signs You Have High-Functioning Depression \(fatherly.com\)](https://www.fatherly.com)

[Mental Health Resources | PA.GOV](https://www.pa.gov)

## 2022 Meeting Schedule

**September 20**  
 Dauphin Highlands Golf Course

**October 4**  
 LedgeRock Golf Club

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## Golf Course Superintendents Association

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Dear CPGCSA Member:

The CPGCSA Board of Directors has developed a scholarship for students pursuing a career in Golf Course Management and/or for children of a member of CPGCSA seeking any type of higher education. The deadline for applications is July 31<sup>st</sup>.

Listed below are the CPGCSA Scholarship Guidelines:

### **Eligible Candidates:**

Applicants must fall into one of the following categories:

- Students majoring in Golf Course Management at an accredited institution who are employed at least part time by a CPGCSA member.
- Students majoring in Golf Course Management at an accredited institution and are currently a member of CPGCSA in good standing.
- Students attending an accredited institution and are the child of a CPGCSA member in good standing.

### **Guidelines for Applicants:**

- Applicants must have completed at least one year at an accredited institution.
- Applicants must submit a typed essay of no more than 500 words outlining his or her career goals and why they feel they are deserving of the CPGCSA Scholarship.
- Applicants must submit two letters of recommendation. (One from an instructor and one from a CPGCSA member)
- Applicants are eligible to receive this award one time.
- The scholarship will be paid directly to the college or university.

### **Timeline:**

- July 31 - Deadline for submission of applications.
- August - Board will review applicant's information, approve and notify recipient.
- Annual Scholarship Tournament – ceremonial presentation of the award.

Attached please find a scholarship application. Additional applications can be obtained by contacting CPGCSA office at (717) 279-0368 or [cpgcsa@hotmail.com](mailto:cpgcsa@hotmail.com). If you know of a deserving student, Central Penn GCSA can help.

Sincerely,

Scholarship Chairmen

**2022 Scholarship Application**

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