



The Green Sheet

Central Pennsylvania Golf Course Superintendents Association

Volume 30 Issue 6

Founded ~ April 11, 1939

October 2023

October Meeting

Country Club of York
1400 Country Club Road, York, PA 17403

www.ccyork.org

Host - Chuck Zaranec

Wednesday, October 18, 2023

Registration begins - 9:45 AM

Golf - 10:30 AM Shotgun

Lunch - Following Golf

Golf Course Profile

Located in the picturesque, rolling hills of southern York County is the Country Club of York. With its vast views of surrounding farmlands to the south, and overlooking the City of York to the north, the Country Club of York stands alone as "the" premiere club in our area.

Established in 1899 and approaching their 125th anniversary year, the Country Club of York is the leading-edge club in the community, with state of the art facilities to provide an enjoyable atmosphere for everyone. All the while, the Country Club of York continually strives to preserve our traditions and rich history which distinguishes them from other nearby clubs.

The Platinum Clubs of America has the Country Club of York ranked at 43 out of 6,000 clubs in America. The Country Club of York is dedicated to continually improving on their reputation as the "go to" club in the area. It is the place where you will want to go to enjoy time with friends and family.

The golf course was designed by famed golf course architect Donald J. Ross in 1928 and has been host to numerous National, State and Regions Championships. The course features 59 deep-faced bunkers and numerous sets of tees for golfers of all ages and skill levels.

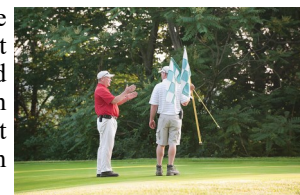


Mastering Management

Becoming an effective manager is more of a process than a destination. These 10 tips can help you create your own self-improvement program.

August 2023 | Phillip M. Perry

Great management skills are more important than ever in today's tight labor market. Businesses large and small need to take steps to retain top-performing people and attract new ones. Dealing effectively with employees can do just that.



Becoming an effective leader is not a one-time thing. Rather, it's a process that good managers are constantly evaluating. GCM file photos

Management mastery, however, is not a one-and-done affair. Effective leaders continuously assess their workplace performance and seek ways to improve.

How good are you as a manager? In this article, business experts specify 10 indicators of effective leadership. Read what they have to say, then assess your own managerial skills by taking the accompanying quiz.

Do you listen well?

Effective listening is a core competency that underlies other management skills. "When speaking with employees, managers need to hear both the words and the music," says Johanna Rothman, founder of Rothman Consulting Group, based in Arlington, Mass. "That means understanding not just what the person is saying, but also the subtext."

Rothman gives an example. "Suppose a manager asks Jane, 'Is everyone on your team working well together?'" and she responds with a lackluster 'It's OK.' That, to me, is a big red flag and an early warning signal of bigger problems."

On the surface, noted Rothman, the word "OK" is positive. The subtext, though, is that Jane's team has dysfunctional elements that need to be addressed. Doing so will require follow-up questions that encourage Jane to speak out. A simple "Tell me more about the situation" may do the trick.

Do you communicate priorities clearly?

Shared goals energize a workforce. "Everyone's priority should be the same as the company's top executive," says Lois P. Frankel, president of Corporate Coaching International in Pasadena, Calif. "When you talk about your company's big picture, where it's going and how the employees can help it get there, that's real leadership."

Inspired by the knowledge of the company's motivating mis-

sion, employees will develop their own creative techniques for boosting performance. “People will not be managed. They will only be led,” Frankel says. “Too often managers communicate how to do what needs to get done instead of letting people do it the way they want.”

Good managers also create milestones to monitor progress, Frankel adds. They also check in regularly with staff members to share feedback. “Everyone needs to feel that their unique skills are being used and further developed in a way that contributes to the priorities of the organization.”



Shared goals can bring energy to the workforce, but only if they're communicated clearly.

Do you delegate effectively?

Delegation is not just about saving a manager’s time and fostering operational efficiency. It’s also about preparing employees for promotion. “Step-up assignments are great tools for grooming people into higher levels of responsibility,” says William J. Rothwell, a professor of workforce education and development at Penn State University. “And a great way to use them is to systematically delegate a manager’s duties.” This technique is of particular value for workers who have expressed a desire to get ahead. Rothwell suggests telling such people that the process of delegation is intended to help them step up

to more responsible positions.

Set reachable goals by delegating one or two items from the manager’s job description every year. “Proceeding slowly will allow time to coach the worker on effective techniques for mastering each duty,” said Rothwell.

Do you help to set reasonable goals?

Employees are motivated to perform well when they have taken ownership of their future. Managers must ensure that workers buy into any mandated performance parameters. That process begins with a clearly drawn road map.

“If we set expectations that are not clearly understood, manager and employee will operate on different wavelengths,” says Randy Goruk, president of The Randall Wade Group in Scottsdale, Ariz. “The manager expects X and the employee thinks, ‘I’m going to do Y.’ Next thing you know, you’ve got somebody not meeting expectations.”

Seek assurances that the employee really understands what’s expected of them, Goruk says. One way to do that is to invite the individual to restate the expectations you have delineated. It’s better to discover any disconnect in the present than six months down the road.

Do you inspire your employees?

Inspired employees work with greater enthusiasm and invent creative solutions to workplace problems. But how do you inspire someone? The task seems formidable and abstract.

The secret is to look at the big picture. “The way to inspire people is to explain how the business or work product benefits employees, customers and society,” Rothman says. “That will charge workers with the enthusiasm required to perform at peak levels.”

Becoming an inspiring leader requires making a special effort to relate the goals of the employee and the organization, Rothman adds. And that means moving beyond the management techniques one has employed in the past. “If you cannot get rid of what you previously used to do, if you cannot move beyond your prior expertise, you will not be an inspiring leader,” he says.

Test your management skills

How well do you manage people? Score yourself on each of these 10 skills. For each question, give yourself 0 points for each answer of “never,” 4 points for “seldom,” 8 points for “often” and 10 points for “regularly.” Total your score and check your rating at the bottom of the sidebar.

	I listen well.		I communicate company priorities clearly.
	I delegate effectively.		I challenge employees to set reasonable performance goals.
	I inspire my employees.		I encourage employees to contribute ideas.
	I take a personal interest in my employees.		I coach employees to rebound from performance shortfalls.
	I resolve conflicts in a productive way.		I behave in a professional manner.

What's your score? Score: _____

If you scored an 80 or more, congratulations! You have gone a long way toward mastering the essential skills of management. If you scored between 60 and 80, it's time to fine tune your managerial practices. If you scored below 60, you have plenty of room for improvement. Take action based on the suggestions in the accompanying story.

President
Pete Ramsey
Range End Golf Club
717-577-5401
pete@rangeendgolfclub.com

Vice President
Chris Martin
Crossgates Golf Club
717-872-7415
ckmartin@crossgatesgolf.com

Past President
Jeff Green
Carlisle Barracks Golf Course
717-243-3262
jeffreygreen2011@yahoo.com

Secretary/Treasurer
George Manos
Overlook Golf Course
717-393-3886
gmanos86@comcast.net

Directors
Corey Barnes
Chambersburg Country Club
717-263-8296
cbarnes@chambersburgcountryclub.org

Jamie Dennison
Carroll Valley Golf Resort
717-642-8282
James.c.dennison@vailresorts.com

Kristen Dull
Bent Creek Country Club
717-901-0693
kdull@bentcreekcc.com

Kevin Mark
Carlisle Country Club
717-243-7569
kem5031@gmail.com

Affiliates
Don Dodson
ddodson392@aol.com

Andrew Harrison
andrewpoconoturfi@gmail.com

John Erickson
John.Erickson@Brandt.Co

Executive Director/Newsletter Editor
Wanda S. Fry
717- 279-0368
cpggsa@hotmail.com

PAST PRESIDENTS
George Morris
Ed Tabor
Riley E. Heckert
Richard T. Funk
Harry L. Latshaw
Daniel L. Snowberger
Charles A. Barley
Richard Wilt
Fred N. Baker
Richard J. Suttles
John J. Boyd
Y. Lewis Payson
C. William Black, CGCS
Dwight H. Brubaker
Byron F. Knoll
Michael Wilt
Charles H. Cadiz, CGCS
Kenneth R. Dietrich, CGCS
Michael C. Hair
Cameron G. Henderson
James N. MacLaren
David P. Portz, CGCS
John P. McCormick
David C. Weitzel, CGCS
Fred Heintzen
Terry L. Wueschinski, CGCS
Greg Borzok
Gregory C. Fantuzzi, CGCS
James W. Jones
William G. Wall
Robert Beyer, CGCS
Jeffrey L. Fry, CGCS
John A. Chassard
David M. Rafferty
Anthony P. Goodley, CGCS
Samuel R. Snyder, CGCS
John Dougherty
H. Jim Loke, CGCS
John L. Gehman
Theodore S. Zabrenski
Thomas C. Oceppek, CGCS
Daniel W. Achenbach
William E. Brooks
William P. Ramsey
Faron J. Stoops
John M. Colo
Daniel Brickley
Matthew W. Strader
Stephen J. Ludwig, CGCS
Faron J. Stoops
Barry Bollinger
Rebecca Matis Clark
Alan FitzGerald
Chad Oxenreider
Brian Ahrens
Jeff Green
Kevin Mark

Do you encourage new ideas?

The best ideas come from people on the front lines. Top managers encourage employees to develop and communicate new and productive operational techniques based on their experience.

“You need to tap into the collective wisdom of the team,” Frankel says. “Creating an environment where ideas are appreciated, recognized and rewarded will spark ideas that help the business achieve its priorities.”

Encouraging worker contributions means going beyond the company suggestion box. “Reinforce at every team meeting that there are no bad ideas,” Frankel says. “People will speak up only if they understand that they will not be punished for doing so, and that the company wants everybody’s ideas on the table.”

When the business comes up with a new goal, Frankel explains, throw it out to the employee pool and invite input. “Many managers are afraid to ask for suggestions because they fear they will receive unworkable ideas.” The fact is that employee groups tend to be self-correcting and will reject ideas that are impractical.

Do you take a personal interest in employees?

Managers gain the trust of employees by engaging with them on a personal level.

“Any good manager communicates a genuine interest in the well-being of workers,” Rothwell says. “Doing so doesn’t require a face-to-face structured conversation. It can be a hallway interaction of a minute or less. It can be a brief talk in the break room, the parking lot or even online through direct messages.”

Employees who trust their managers will not only work with greater commitment but will also share information they might otherwise keep secret for fear that it could damage their status in the organization. Suppose a valued worker is planning to leave for employment elsewhere. If they feel secure enough to share such information, the manager can take steps to improve the work position in a way that will keep the person from jumping ship.

Do you help employees fix performance shortfalls?

Effective managers take the initiative quickly when employees fall short in their duties. “If someone is performing poorly, don’t surprise them at review time,” Goruk says. “Have an early two-way conversation.”

Goruk suggests leading off with an open-ended question, such as, “How do you feel you’re doing?” That provides an opening for the individual to express anything bothering them about their experience. The manager can then follow up with a statement such as “You know what? I’ve noticed the same thing.”

The manager should provide specific examples of where the person has fallen short, including dates, times and numbers where possible. “Ask what you can do to help them get back on track,” Goruk adds. “Develop a game plan: What steps can they take to resolve the problem? And when will you have a

follow-up meeting to assess progress?”

Do you help resolve conflicts?

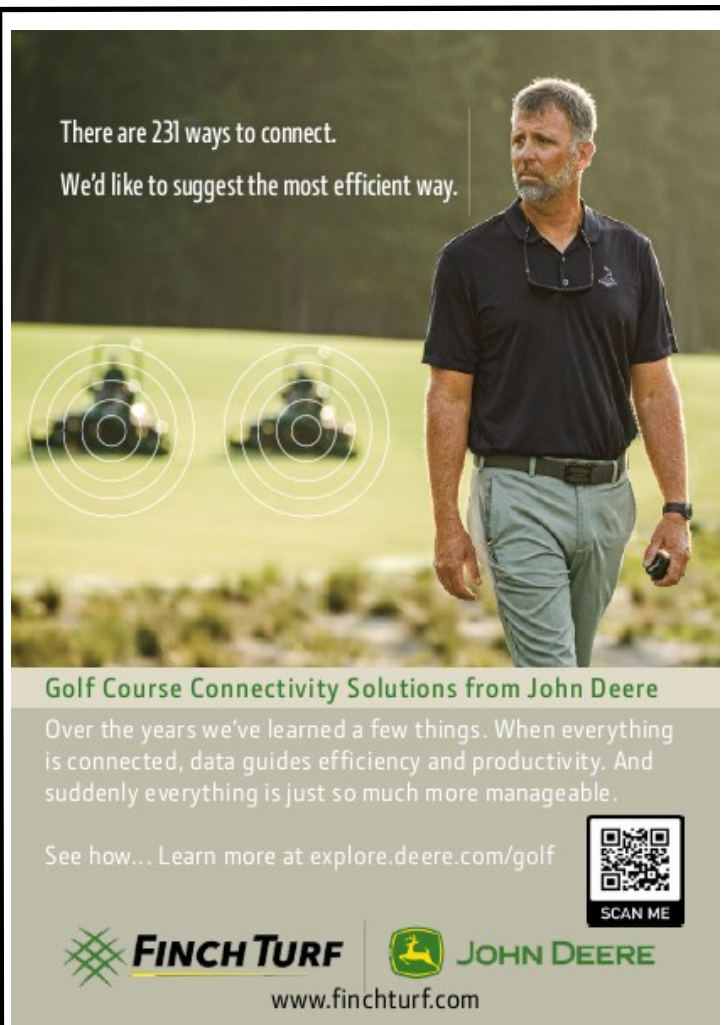
Organizational change often leads to workplace conflict. Dealing effectively with flare-ups is part of the leadership challenge.

While most managers would rather avoid the negative emotions that accompany workplace interventions, organizational effectiveness requires the maintenance of a smoothly running work environment. “Effective managers need to realize that the ability to address conflict is a core competency that they must develop,” says Pete Tosh, the founder of The Focus Group, based in Macon, Ga.

Effective managers learn the skills required to help employees deal with disagreements. That means directing the involved parties to reach realistic resolutions, casting light on perspectives and ideas that can improve performance.

“Focus on solutions, not the problem,” Tosh says. “Concentrate on commonalities, the future, and negotiation, rather than on differences, the past and emotion. Emphasize process, not content.”

[Mastering management - GCMOnline.com](http://Masteringmanagement-GCMOnline.com)



There are 231 ways to connect.
We'd like to suggest the most efficient way.

Golf Course Connectivity Solutions from John Deere

Over the years we've learned a few things. When everything is connected, data guides efficiency and productivity. And suddenly everything is just so much more manageable.

See how... Learn more at explore.deere.com/golf

FINCH TURF | **JOHN DEERE**
www.finchturf.com

USGA NORTHEAST REGIONAL UPDATE

Rain, Rain Go Away!

September 15, 2023

Elliott L. Dowling, regional director, East Region

The 2023 U.S. Mid-Amateur started with unseasonably hot and humid weather – several days with a heat index about 95 degrees. Heat gave way to several bouts of wet, stormy weather resulting in weather delays and saturated soils. While the maintenance teams at host sites Sleepy Hollow Country Club and Fenway Golf Club did a wonderful job keeping the courses playable, eventually the “bathtub” filled and there was nowhere for water to go.

This underscores the importance of good surface and subsurface drainage. The most efficient way to move maximum amounts of water is with effective surface drainage. But in the absence of that, subsurface drain lines are needed to give excess water someplace to go. At Fenway, the club’s investment in annual drill-and-fill aeration and installation of XGD drainage on all their greens paid off by keeping the putting surfaces free of standing water despite heavy downpours, which would not have



Applying a zeolite product was one tactic used in an effort to dry stubbornly wet fairways after persistent rainfall during the 2023 U.S. Mid-Amateur.

been the case prior to implementing these programs.

At Sleepy Hollow, there are two particularly challenging fairways when it comes to drainage, the 8th and 12th holes. They have a shallow layer of soil over shale, and with almost no internal drain lines water has nowhere to go after more than 2 inches of rain. However, we still had a championship to conduct and in an effort to provide the best conditions possible the decision was made to apply a zeolite product (Ecolite) on the surface to absorb as much water as possible. The moisture retention capability of this product is normally a benefit in amending putting green rootzones, but it can also be helpful when dealing with surface moisture that just won’t go away.

The product was applied via push spreader at the wide-open setting. This technique isn’t going to completely dry an area but if you are running low on options and are willing to try anything to dry a playing surface, this is a good tip to try.

Schedule a Course Consulting Visit with Brian Gietka

Regional Agronomist Brian Gietka, CGCS, joined the USGA Green Section team after a long career as a golf course superintendent in Maryland. Brian understands the challenges faced by superintendents, especially through the transition zone. Based in Hagerstown, Md., and serving the Mid-Atlantic region, he is well equipped to provide valuable advice and be a trusted partner to help golf courses achieve their goals.



Brian joins a USGA Green Section team that has been dedicated to improving playing conditions around the country for more than 100 years. As you start thinking about your plan for 2024, Brian can bring a wealth of knowledge, resources and tools to help you with your specific agronomic and communication needs.

[Schedule a visit with Brian for 2024](#)

Northeast Region Agronomists

Darin Bevard, senior director, Championship Agronomy –
dbevard@usga.org

Elliott L. Dowling, regional director,
East Region – edowling@usga.org

Brian Gietka, agronomist –
bgietka@usga.org

[Information on the USGA’s Course Consulting Service](#)

[Rain, Rain Go Away! \(usga.org\)](#)

Membership News

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.

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

www.cpgcsa.org

Name The Member.....
The third person from the left??



Fred Heinlen, Mel Leaver, ???, Greg Borzok, Jim Jones, Ken Dietrich, Greg Fantuzzi, Jim MacLaren

**YOU MAKE THE LIST,
WE'LL CHECK THE BOXES.**

- divot mix
- disease control
- fertilizer
- sand+ stone
- seed
- soil testing
- arbor solutions
- tools + accessories
- erosion control
- topdressing
- mulch + compost
- aquatic solutions

**ASK YOUR SALES LEADER
FOR MORE INFORMATION**

Ben Brace / 570.472.1248
bbrace@genesisgreensupply.com

Eric Kline / 717.250.3701
eric@genesisgreensupply.com

Jim Byrne / 717.471.5569
jimbyrne@genesisgreensupply.com

Paul Wickey / 717.439.4441
paul@genesisgreensupply.com

Don Dodson / 717.586.9064
don@genesisgreensupply.com

WWW.GENESISGREENSUPPLY.COM | 717-759-8151
Follow Us: [tweet@genesisturf](#) [fb/genesisgreensupply](#) [insta@genesisturfgrass](#)

High Performance Nutrition

From premier foliar nutrition for greens to effective, economical fertilizers for fairways, BRANDT offers a range of solutions for every course and budget. Featuring chemistry from:

BRANDT. | **GRIGG.** | **BRANDT. iHammer**

For more information, contact John Erickson, Territory Manager at john.erickson@brandt.co or 717-818-9984

Brandt Consolidated, Inc.
www.brandt.co

Name That Member!

I have found a few old member pictures in the files that I am hoping to identify. Please call or email with any information.

Otherwise, just enjoy the styles!



Elliott Pope Earns Top Award in GCSAA Scholars Competition For Second Year in Row

by Sep 19, 2023 | Kelsey Underwood

Fifteen students will receive scholarships for golf/turf management or related fields

Lawrence, Kan. (Sept. 19, 2023) – Elliott Pope, a student at Western Kentucky University, is the repeat winner of the Mendenhall Award of \$6,000 in the 2023 Scholars Competition offered through the Golf Course Superintendents Association of America (GCSAA).

The GCSAA Scholars Competition is funded by the Robert Trent Jones Endowment and administered by the GCSAA Foundation. It was developed to recognize outstanding students working toward careers in golf course management or other related areas of the golf course industry.

The scholarships range from \$250 to \$6,000. Applicants must be enrolled in a recognized undergraduate program in a major field related to turf management, have completed at least 24 credit hours or the equivalent of one year of full-time study of the appropriate major and be a member of GCSAA.

Pope has had a longstanding passion for the game of golf since childhood. From playing golf to drawing golf course designs during his free time as a child, his appreciation for the game has grown with him. He realized early on in high school that becoming a golf course superintendent was the career path he wanted to follow.



From working on the grounds crew at Columbia Country Club in Columbia, S.C., and The Club at Olde Stone in Bowling Green, Ky., to internships at The Tree Farm in Aiken, S.C., and Maidstone Club in East Hampton, N.Y., Pope has gained tremendous experience and new knowledge, and his enthusiasm to become a golf course superintendent has only increased over the years.

“Being awarded the Mendenhall scholarship was such a great honor last year, and I am extremely excited to receive the award again this year,” Pope said. “This award will help me finish my degree in turf and golf course management at Western Kentucky University this year (a year early) and help to prepare me to begin my career as a golf course superintendent.”

The top award of the GCSAA Scholars Competition is named for the late Chet Mendenhall, who was a charter member of GCSAA, a past president (1948) and recipient of the association’s Distinguished Service Award (1986). Along with this award, Pope will also receive an all-expenses-paid trip to the 2023 GCSAA Conference and Trade Show, Feb. 6-9, in Orlando.

Other award winners are:

Luke Bennett, Knoxville, Tenn., University of Tennessee, Scholars Award, \$2,500

Zac Kelly, Holt, Mich., Michigan State University, Scholars Award, \$2,500

Hunter King, Atglen, Pa., Pennsylvania State University, Scholars Award, \$2,500

Diego Barandiaran, Sevilla, Spain, Pennsylvania State University, Ambassador Award, \$2,000

Andrew Dorland, Grand Ledge, Mich., Michigan State University, Scholars Award, \$1,500

Michael Doyle, Birmingham, Mich., Michigan State University, Scholars Award, \$1,500

Evan Gerhard, Schuylkill Haven, Pa., Pennsylvania State University, Scholars Award, \$1,500

Gavin Lyons, Marietta, Ga., Penn State World Campus, Scholars Award, \$1,000

Camden Macek, Laurel, Md., Pennsylvania State University, Scholars Award, \$1,000

Zachary Olowniuk, Grosse Pointe Farms, Mich., Michigan State University, Scholars Award, \$1,000

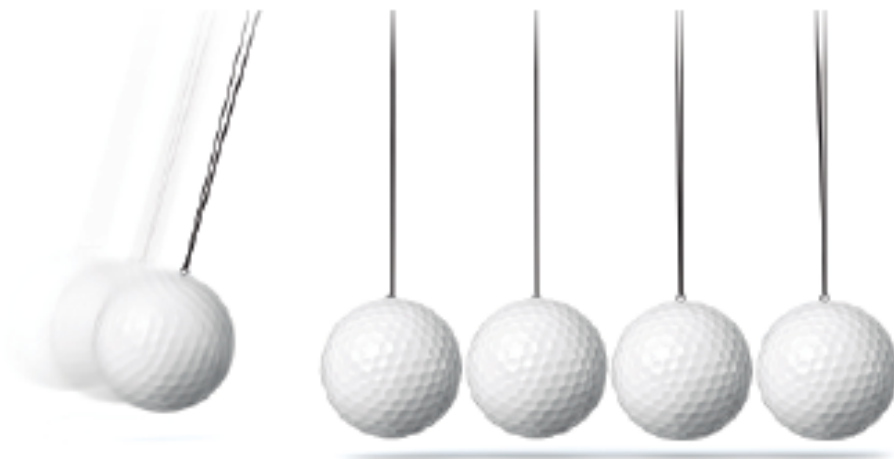
Benjamin Casella, Clarksboro, N.J., Delaware Valley University, Merit Award, \$500

Ryan King, West Allis, Wis., Pennsylvania State University, Merit Award, \$500

Simon Wattier, Flourtown, Pa., Pennsylvania State University, Merit Award, \$500

Edward Wetherell, Valleyford, Wash., Pennsylvania State University, Merit Award, \$500

Congratulations to Hunter King, son of member Curt King on receiving this award!



PUT LONG-LASTING DISEASE PROTECTION *INTO MOTION*

Featuring three leading active ingredients in different FRAC groups, Posterity® XT and Posterity Forte fungicides are the driving forces for powerful disease protection that lasts.

PosterityXT Fungicide

- ✓ **UP TO 28 DAYS OF CONTROL** of more than 20 diseases including **BROWN PATCH**, **SUMMER PATCH** and **DOLLAR SPOT**
- ✓ **BROAD-SPECTRUM CONTROL** of more than 25 cool-season turf diseases on fairways, tees, greens or roughs

PosterityForte Fungicide

- ✓ **SPRING DEAD SPOT** control plus **TAKE-ALL ROOT ROT** control
- ✓ **UP TO 28 DAYS** of strong **DOLLAR SPOT** control with added **BROWN PATCH** and **LEAF SPOT** protection

Find your fit at GreenCastOnline.com/PosterityXT and GreenCastOnline.com/PosterityForte

   @SyngentaTurf #Time4Posterity



All photos are either the property of Syngenta or are used with permission.

©2015 Syngenta. Important: Always read and follow label instructions. Some products may not be registered for sale or use in all states or countries and/or may have state-specific use requirements. Please check with your local extension service to see what is registered in your area. GreenCast®, Posterity®, the Alliance Flame, the Purpose Icon and the Syngenta logo are trademarks of a Syngenta Group Company. All other trademarks are the property of their respective owners.

Noted turfgrass scientist retires from Penn State after 40-year career

A technical adviser to the NFL, Andrew McNitt established the Center for Sports Surface Research

October 3, 2023

By Krista Weidner

UNIVERSITY PARK, Pa. — Andrew McNitt, professor of soil science, director of the Center for Sports Surface Research and technical adviser to the National Football League (NFL), recently retired from Penn State after a 40-year distinguished career in the [College of Agricultural Sciences](#).

McNitt came to Penn State in the 1979, and, after earning a bachelor's degree in horticulture, served as an extension educator in Philadelphia County, where he worked on ornamental horticulture and sports turf management.

He went on to earn a master's degree and a doctorate from Penn State, focusing on methods of characterizing traction on athletic field surfaces and improving the stability of sand-based sports fields and hybrid natural/artificial turf surfaces. In 1998, McNitt became a faculty instructor and helped create Penn State's World Campus turfgrass curriculum.

In 2000, he joined the former Department of Agronomy as an assistant professor of soil science and, over the next 23 years, served as a faculty member and mentor to more than 1,000 turfgrass students.

McNitt's research focused on athletic field surface characterization and golf-green construction and maintenance. He established the Center for Sports Surface Research, an intercolleage program managed within the [Department of Plant Science](#), with assistance from graduate students and Tom Serensits, manager of the center and a former assistant field manager for the Philadelphia Eagles. The center is a primary source of information on sports field surface-related injuries and research on assessing field conditions for major sporting events.

In 2006, McNitt began serving as technical adviser to the NFL field managers organization. In 2011, he co-authored the NFL's Mandatory Practices for both synthetic and natural turfgrass playing surfaces, which became the basis for the league's field certification program. He has consulted with the league on field safety and construction, and he said he plans to continue to help administer the league's field certification program, monitoring an online database that contains information about real and synthetic NFL turf prior to game days.

The goal of the database is not only to keep fields consistent across every professional football stadium but also to help inform a growing body of research about the relationship between sports injuries and turfgrass, McNitt explained. NFL statisticians use the database to find emerging patterns between injuries and conditions on the field.

His efforts have made an impact throughout the league, according to NFL colleagues.

"Andy has been, and will continue to be, a leader and advocate for surface safety," said Tony Leonard, director of grounds for the Philadelphia Eagles. "At the professional level, he is a leader in ongoing surface research related to player safety, and he provides honest feedback and guidance to all of us as we strive for safe fields of all types. It has been an honor and privilege to have worked alongside Andy over the years."

Allen Johnson, fields manager for the Green Bay Packers, said McNitt's impact on improving game-day playing surfaces in the NFL and sports field management is far-reaching.

"He has become a major go-to source within the industry for his perspective on a multitude of issues," Johnson said. "With Andy, you can count on feedback that is based on sound science and practical experience. His former students, many of whom became NFL sports field managers, carry his torch of common-sense knowledge, passion and dedication to pushing boundaries in the pursuit of perfection each and every game day."

Beyond conducting research and consulting, McNitt devoted himself to students throughout his Penn State career and was inducted into the college's Academy of Teaching Excellence. He served as program coordinator for both the undergraduate turfgrass science major and World Campus turfgrass programs, as well as networked to help students find jobs in the industry after graduation.

"Andy's success in helping place our students in key positions in the turf industry is remarkable and is one of the main reasons for



Andrew McNitt, center, and NFL field personnel inspect the playing surface prior to an NFL Pro Bowl game. McNitt retired from Penn State's College of Agricultural Sciences in August.

**Credit: Contributed photo.
All Rights Reserved.**

our success in attracting students to the major,” said Erin Connolly, professor and head of the Department of Plant Science. “His career at Penn State has been one of innovation, outreach and excellence in classroom instruction. He is known throughout the world as a leader in the development of methods to characterize sports turf surfaces, which has led to improvements in design, function and safety of athletic fields from professional stadiums to high school fields.”

As a pioneer in sports surface research, McNitt has been honored nationally by the Golf Course Superintendents Association of America, the Musser International Turfgrass Foundation, the Crop Science Society of America, the American Society of Agronomy and the Sports Turf Managers Association. He also is active in the Sports Turf Managers Association.

“We are deeply grateful for the contributions Andy has made to the college, our department and the turf program, which is recognized as a national leader in turf research and education,” Connolly said.

In retirement, McNitt said he plans to help several NFL venues prepare for hosting the 2026 FIFA World Cup soccer tournament and to continue managing his family’s farm.

[Noted turfgrass scientist retires from Penn State after 40-year career | Penn State University \(psu.edu\)](https://www.psu.edu)

Superior Strategic Stress Management

Ocean Organics, The Industry Leader


45 Years in the Golf Industry
Best Seaweed Processor — *The Mother Ship*
All products manufactured in Waldoboro, ME

Superior Surfactants:
Mariner®, Privateer®, Nautilus®, Windjammer®

Superior Liquids:
XP Extra Protection®, Stress Rx®, Guarantee®

Superior Granular Fertility:
SeaBlend®

Call your distributor or contact Kevin Collins
(914) 621-1151 • kevin@oceanorganics.com



www.oceanorganics.com

Baltimore Country Club, Maryland • Photo: © L.C. Lambrecht, All Rights Reserved.



**COUNTRY CLUB GREENS
GRADE PRODUCTS DELIVER**

SUPERIOR SEASON-LONG PUTTING GREEN PERFORMANCE

No matter what putting green maintenance goals are in place, Country Club has products dedicated to fit every agronomic situation. All are designed specifically for use on putting greens, and have been developed to provide superior turf quality and golf course playability.





Country Club_{IV} Country Club_{MD} Country Club_{Natural}

**LEARN MORE AT LEBANONTURF.COM
OR CALL 1-800-233-0628**



CPGCSA Mystery Members - Can You Identify?

Thanks to Dave Weitzel and Jim Jones for solving the mystery photos last month.

How To Measure The Impact of Words

October 5, 2023

You want a life of impact but what if you talk all day. Action feels more impactful than words. The further you are from the frontline the more you talk.

Some people are seduced by the sound of their own voice. But high aspiration leaders want a life of impact.

How do you measure impact if you talk all day? You might brag that you attended 4 meetings and had 7 conversations, but how does that prove impact?

How do you measure the impact of answering 27 emails? You can't touch anything to prove you finished something. An empty inbox is momentary gratification.



How to measure the impact of words:

#1. Define better:

The only reason to open your mouth is to make something better. Determine what better looks like before you open your mouth.

Ask people to help set goals for conversations. "What's going to make our conversation useful to you?" Or ask, "What would you like to take away from our conversation?"

#2. Ask impactful questions.

1. What are you proud you're doing?

An advertisement for Turf Equipment and Supply Company. It features a red and white Ventrac tractor on a golf course. A person in a red jacket is operating the tractor. The background shows a green field and a blue 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 the text: "GOLF COURSE SOLUTIONS WITH LOCAL SUPPORT", "Count on Ventrac and Turf Equipment and Supply Company for innovative products, services, and local support to keep your golf course operation running smoothly.", "TURF EQUIPMENT AND SUPPLY", "www.turf-equipment.com", and "800-827-3711".

TURF EQUIPMENT AND SUPPLY COMPANY

VENTRAC

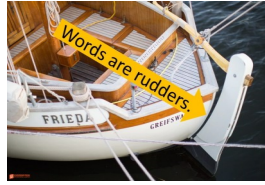
GOLF COURSE SOLUTIONS WITH LOCAL SUPPORT

Count on Ventrac and Turf Equipment and Supply Company for innovative products, services, and local support to keep your golf course operation running smoothly.

TURF EQUIPMENT AND SUPPLY

www.turf-equipment.com
800-827-3711

2. What's holding you back?
3. What's the next step?
4. What are you great at?
5. What are you trying to accomplish?



#3. Ask people to explain your impact.

At the end of conversations ask...

1. What's your takeaway from our conversation? I asked a client, "What's your takeaway from our conversation. He said, "Affirmation he was on the right path."
2. How has our conversation been useful to you?

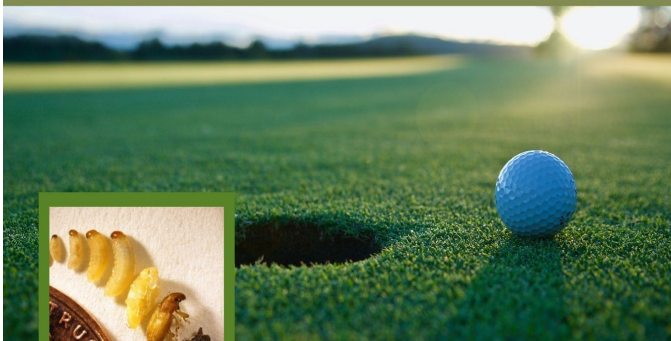
It takes courage to ask the above questions, but wouldn't it be good to know if you wasted your time?

Conclusion:

- Progress feels meaningful.
- Visible results feel impactful.
- Meeting a specific goal – that means something to you – feels impactful.

[How to Measure the Impact of Words - Leadership Freak](#)

ABW SEASON IS HERE!
THERE ARE LOTS OF CONTROL
OPTIONS BUT....
GOT A PLAN?



WELL, WE DO!
GIVE US A CALL FOR THE BEST
PROGRAM FOR YOUR GOLF COURSE!



THOM MAHUTE 717-940-0730
TMAHUTE@FISHERANDSON.COM

Pocono Turf

Your professional turf solutions partner for over 50 years.

Matt Paulina
610-883-6108

Andrew Harrison
443-547-0252

Office
215-582-5545

www.poconoturf.com

Who Are You?



More Pictures to come in Future Issues!

Platinum Sponsor

Syngenta

Gold Sponsor

Lawn & Golf Course Supply Co. Inc.

Turf Equipment & Supply Company

Silver Sponsor

Brandt

Finch Turf

Fisher & Son Company, Inc.

Genesis Green Supply

Lebanon Turf

Ocean Organics

Pocono Turf Supply Company

Corporate Sponsor

Andre & Son Inc.

Bayer

Golf Cart Services, Inc.

Thanks to our Sponsors, Please Support Them as they Support Us!

Smithco



Lawn and Golf Everything Turf supply co. inc.

Equipment, Parts & Service for Residential, Commercial, Golf, Athletic & Snow Removal Industries.
www.lawn-golf.com P: 610.933.5801 647 Nutt Rd. Phoenixville, PA 19460



The Green Sheet

1314 Porter Avenue
Scranton, PA 18504
cpgcsa@hotmail.com
www.cpgcsa.org