To Everyone who made 2019 a GREAT Year!
As the calendar flips to 2020, it is time to look back and reflect on the year that was. Overall, we had a pretty good year. Sometimes in our industry it is easy to think back to the things we wish we could have done better, and we sometimes gloss over the things that worked well and were successes. We faced some tough issues as a Board this year, but we dealt with them head on.

But, I want to focus on the positives. Moving the Chapter Championship from June to April was a big success as participation was better than it has been in several years. In September, we presented a check for $9,000.00 to the Texas Scottish Rite Hospital for Children bringing our total contributions to over $100,000.00. We hope to increase that number to over $10,000.00 within the next two years. Again this year, we will award more than $25,000.00 in scholarship money in Legacy Scholarships and the second Turfgrass Scholarship in partnership with Ameriturf. In May, we were able to honor Stephen Best’s legacy by presenting a check to his family. At the end of the year, we will take the money raised with our 50/50 drawings and donate that to the First Tee of Dallas and the First Tee of Fort Worth. These are the things we should ALL be proud of.

The Association finished 2019 strong. In October, we held our Annual Meeting at Shady Valley Country Club. At that meeting, we elected our 2020 Board of Directors. Congratulations to those members that were elected! I look forward to serving with you in 2020. To those that were not elected, I encourage you to run again. In fact, I was not elected to the Board. My Board service began with an appointment by Kevin Redburn and grew from there. Our host at Shady Valley, Grant Meredith, had the course in great condition for a fun day of golf. The big event for Grant actually came a few days later when Grant and his wife welcomed their daughter into the world. Congratulations Grant and Kelly!! In November, Joe Livingston, CGCS hosted the 2019 Scholarship Tournament at River Crest Country Club. Joe and the rest of the staff at River Crest set the bar incredibly high for future host sites of the Scholarship Tournament. By donating the golf and food, we were able to put more money into the Scholarship Fund. Also, a big thank you to our drink sponsors, Fleetwood Services, LLC and Simplot, and all of our hole sponsors. Without the generosity of our sponsors, we would not be able to award as much scholarship money to our deserving Legacy Scholarship winners. But none of that would have been possible without the tremendous work put in from our Scholarship Tournament Committee Chairman, Jason Wiedeman, and Curt Franklin and the work he did organizing the silent auction. Thank you gentlemen!

It has been an absolute privilege serving as president of this Association. I could not have done it without the help and support of the entire Board. I leave knowing we are in great hands with KD Davis, CGCS as the incoming president. Thank you again for this opportunity. I will end this message with what has become a recurring theme throughout my term as president. I firmly believe that you only get out of our association what you are willing to put in. Get involved. Come to the meetings. Write an article for the newsletter. Reach out to a Board member and ask to be part of a committee. Run for the Board.

Put your fingerprint on the Chapter any way you feel comfortable.

Bryan Brown
NTGCSA President
North Texas Golf Course Superintendents Association

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bryan.brown@lkpoa.org

Vice President: KD Davis
kdavis@roccdallas.com

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Core Aeration – Balancing Cultural Management Part 3
Bud White, Arnold Palmer Golf Management

This is our third part of the article series covering various aspects of a detailed cultural management program for putting greens.

In this article, we will tie all three of the current series articles together to discuss the blending of cultural practices (not to include grooming), but details of heavy and light grooming will be covered in Part 4 of the June 2020 publication. In the first article of this series, we detailed both light and deep vertical mowing, while the second in the series moved into the art of topdressing where we discussed various aspects of topdressing, not only in order to make a wise selection for the proper material, but also how to judge rates based on different application techniques. Now we will delve into the details of aeration as it completes our cultural practice consideration, with specific areas in mind that include:

- Can I do four ¼ inch aerations per year versus two ½ inch aerations?
- Is it best to do some solid tine and some coring?
- What is the advantage of close center aeration? Should I add a Graden sand injection? Dryject? What about Air2G2?
- Do I need deep tine aeration; how often do I do it; is this the only type aeration that I need to do?
- Do I need to use the Drill and Fill, and if so, how do I use a Drill and Fill?
- What are the surface impact percentages am I trying to achieve in an aeration program?

These are all fair questions that a superintendent must answer to develop the best aeration program for their particular greens. All greens are different - from new straight sand greens all the way to greens with poor or no drainage, or even greens built from a calcareous sand which, over the years, have become quite tight because of sand breakdown. Calcareous sand is especially a concern for Texas since so many of our sands are predominantly calcareous or high calcium soft sands. Not all of these profile management techniques (aeration type) are right for every green profile. Some will far outperform other techniques in any particular profile need. It is the superintendent’s job to evaluate and determine the best methods to use, but it is usually a combination of applications, unless you have relatively new, well-built greens according to the USGA or California methods and have not yet developed an organic layer on top, causing concern. Common profile problems that must be evaluated include:

- a deep organic zone (an organic layer beyond the reach of conventional aeration)
- poor drainage
- calcareous sand
- greens puddling water
- terrible black layer, algae problems
- very difficult wet wilt/dry wilt management

As pictured below, the first consideration is the organic matter layer/zone makeup and depth. It is important to remember that aeration must reach completely through the organic zone to provide all the possible benefits of aeration. How is your profile as a whole – does it meet specifications? Does it have too many fines? What is the drainage like throughout the profile? Is the green plugged on top because of heavy organic, thus causing a “false” perched water table?

Determining the condition of your profile is a critical first step as this sets the foundational requirements of the aeration program selected to best match the needs of the profile. These would include the type of aeration, frequency and even tine size.

Do I need a deep tine or even a drill and fill operation and if so, how often, and is that all I need to do? Both the deep tine and the drill and fill have been very effective for improving profile drainage in poorly built greens or greens with calcareous sands that have
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The North Texas GCSA Annual Meeting was held at Shady Valley Country Club in October. Thank you to Turf Materials for being the title sponsor and helping to make it a great day! We had a great turnout and beautiful weather.

Host - Shady Valley Country Club Superintendent Grant Meredith (l).
NTGCSA President Bryan Brown (r)
Our host, Grant Meredith and Shady Valley were very gracious and provided a great day of food and fun golf. Grant’s staff had the course in excellent condition to be enjoyed by all.

The day started with a state of the association presentation by NTGCSA President Bryan Brown followed by our annual election of officers and board of directors. This year we had a very good slate of candidates. We appreciate all who stepped up to the plate to run for the board.

Following elections and lunch, participants enjoyed the Shady Valley course which at the very least was considered “tight” by most. Scores reflected the toughness of the course and the very good conditions.

Thanks again to all of the participants of this event and our generous sponsors.
Leading with Swing is a perfect analogy between roles, attitudes and leadership skills in business and the game of golf. This seminar will aid superintendents by outlining ways to identify, refine, and grow their leadership talents and be the best they can be. Attendees will leave this seminar with the skills needed to become or enhance their strengths as a successful leader.

Topics covered include:

- How to recognize and support significant leadership roles within your team
- Apply practices to prioritize and balance leadership duties while ensuring the success of your team and staff
- Effectively lead others in an environment of camaraderie and fit only for high-performance teams

Presenters

Rafael Maratea, Owner, Maratea Training, Buenos Aires, Argentina

Jorge Croda CGCS
President & Owner
Croda Consulting
Fort Worth, Texas
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- **Vice President**
  Anthony Williams CGCS
- **Secretary / Treasurer**
  Jason Wiedeman
- **Past President**
  Bryan Brown

**Directors**
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- Mike Epps
- Mark Claburn
- Mike Upchurch
- Neil Packard

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November means a lot of things in North Texas. Thanksgiving, start of the Christmas season, high school football playoffs, hunting season, and the NTGCSA Scholarship Tournament. For more than 30 years, the chapter has held this event to raise money for turfgrass research and scholarships to be awarded to deserving children of members.

Over these years, the chapter has assisted dozens of excellent students in their pursuit of education. And this November, we visited a very familiar place at Rivercrest Country Club in Fort Worth.

Host Joe Livingston CGCS (left)

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Joe Livingston CGCS has been a part of this event for many many years and has hosted at Rivercrest three different years - 2005, 2013, and 2019. Rivercrest always provides the royal treatment for our members and their guests and this year was no different.

Participants enjoyed an outstanding menu, a great golf course, and the opportunity to support such a worthy cause. Thank you to so many sponsors who helped create a great day and directly fund the Legacy Scholarships. So many vendors played a part of the event with participation, hole sponsorships, meal sponsorships, auction item donations and much more. The silent auction was a very successful endeavor and also contributed significantly to the fund. Thank you to Curt Franklin and his much better half for managing that part of the event and making it a lot of fun and successful.
The Legend...
John Colligan holding court at the Scholarship Tournament. Thank you Colligan Golf for being the Hat Sponsor for the 100th year in a row! We appreciate your generosity and continued support!

Check out this great interview with North Texas GCSA longtime member John Colligan
www.golfcourseindustry.com/video/john-colligan-golf-design/
The evening will include a cocktail hour hosted by NTGCSA President Bryan Brown, followed by dinner and awards including:

- A.C. and Garry Bearden
- Superintendent of the Year Award
- 2019 Assistant Superintendent of the Year Award
- 2019 Legacy Scholarship Awards
- 2019 Ace January Superintendent Champion
- 2019 Assistant Champion and Crew Champions
- Passing of the Gavel to
- 2019 President KD Davis CGCS

Following dinner and awards, President KD Davis will host a casino party complete with blackjack, craps, roulette and a ton of GREAT PRIZES.

Schedule

- 6:00 - 7:00 Registration, Cocktails and Hors d’oeuvres
- 7:00 - 8:30 Dinner and Awards
- 8:30 - 11:30 Casino and Band
- 11:30 - Prizes

Cost

- $150.00 per couple
- $75.00 per person

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The ever popular and highly attended Crew and Assistant Championship was held in December at Canyon Creek Country Club. Canyon Creek has hosted this event many times and the participants enjoyed a really great golf course and a nice meal provided by the club. Golf courses from all over the DFW metroplex were represented by the hard-working staffs who make their courses great on a daily basis. The North Texas GCSA and its membership is very appreciative of these fine people who dedicate their hard work to make our members successful. More than 130 players attended on a great day at Canyon Creek! After a nice lunch, we held the infamous super long putting championship. The putt was more than 100 ft and we had lots of great efforts. In the many many years of holding this contest, the long putt has never been holed. Better luck next year guys!

At the final bell of the day, the 2019 Assistant Championship was crowned to Thomas Rayman of The Clubs of Prestonwood who shot a very respectable 76. The team championship was captured by the team from Sherrill Park. Thanks to the generosity of our sponsors and members, lots of gift cards were handed out to lucky participants. Almost everyone went home with a nice prize. Check out the photos from our great day and you'll probably recognize many participants who have played in this tournament for many years. We appreciate everyone’s support and participation and look forward to another great event in 2020!
Department of Labor finalizes Overtime Pay rule

On Sept. 24, the U.S. Department of Labor announced a final rule that will make 1.3 million American workers newly eligible for overtime pay under the Fair Labor Standards Act. The new Overtime Pay rule goes into effect on Jan. 1, 2020, and the standard salary level will be raised from $455 to $684 a week, a move that will make all employees who earn less than $35,568 annually eligible for overtime pay of at least time-and-a-half.

The final rule updates the earnings thresholds necessary to exempt executive, administrative, or professional employees from the FLSA’s minimum wage and overtime pay requirements and allows employers to count a portion of certain bonuses/commissions towards meeting the salary level. The new thresholds account for growth in employee earnings since the currently enforced thresholds were set in 2004. In the final rule, the DOL is:

- Raising the “standard salary level” from the currently enforced level of $455 to $684 per week (equivalent to $35,568 per year for a full-year worker).

- Raising the total annual compensation level for “highly compensated employees (HCE)” from the currently-enforced level of $100,000 to $107,432 per year.

- Allowing employers to use nondiscretionary bonuses and incentive payments (including commissions) that are paid at least annually to satisfy up to 10 percent of the standard salary level, in recognition of evolving pay practices.

- Revising the special salary levels for workers in U.S. territories and in the motion picture industry.

GCSAA worked with other golf industry associations including the Club Management Association of America, National Golf Course Owners Association of America and National Club Association in May 2019 to submit comments to the federal docket on the proposed Overtime Pay rule.

The DOL is making available many resources to help employers and employees better understand the new rule. GCSAA’s government affairs department will host a webinar soon to help educate GCSAA members on the new requirements.
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tightened up deeply in the profile over the years, or for reducing organic accumulations that are currently deeper than conventional aeration can reach. In my experience, if you do not have one of these conditions, then a deep tine operation may only be necessary about once every two years, but performed in conjunction with a conventional aeration. However, if a drill and fill is needed, I always recommend it be done once per year for three years, then you have maximized the benefits this operation offers. Then if conditions require, utilize the drill and fill every five years or so. Don't forget that in conjunction with the drill and fill, immediately after cleanup, a conventional aeration is done on the greens. This addresses the needed deep profile improvement of the greens as well as manages the organic zone at the top. Remember that an organic zone present in the upper portion will be an issue if deeper drainage is a problem on the greens as well.

It is very common for a club official, (such as the general manager or golf professional) or club board member or green committee member to question the need for aeration and/or how can its impact on playability be reduced. Likely all superintendents have been asked, at one time or another, if only the ¼ inch side eject tines can be used, because they heal up so quickly, and after all, it's just an aeration! It is the superintendent's job to educate club officials/committee members in this scenario and help them understand that a larger core must be periodically pulled in order to remove more organic material AND to get sand down into the upper profile to dilute the organic matter. It is critical to help them understand that this organic zone must be penetrated with an aeration regularly to produce a core of sand completely through it, thus improving the water and air movement in the entire profile. Additionally, it is critical they understand how topdressing goes hand-in-hand with dilution.

As discussed in the series' second article on topdressing, the removal and dilution of organic matter goes hand-in-hand and both must be addressed as you develop the best cultural management program for your greens. Remember that soil cores being plugged by organic matter results in the same problem as that created by compaction from traffic, because when the soil pores are clogged, whether by organic or being overly compressed together, the end result is poor drainage, and poor air and water movement through the profile.

Another common question is if the use of some solid tine aeration and some hollow tine aeration could be used to reduce the cleanup job each time. Solid tine aeration is very beneficial, but it should only be used as a tool for “venting” and for periodic introduction of air into the soil profile during the summer stress. This is often done with ¼ to ½ inch solid tines, the ¼ inch coring tines or even the newer Ninja Tines. Long term, solid tine aeration increases compaction in the upper soil profile. This was proven back in the late 70s and early 80s when solid tine aeration, then called shatter-core aeration, was utilized in an attempt to eliminate core aeration. Results quickly showed that this did not produce the needed long-term benefit.

Close center aeration is an improvement that has been introduced by the newer aeration equipment developed over the last several years. We are now able to use ½ inch side eject tines, for example, on closer centers that actually have greater surface impact than the larger tines on wider centers. Utilizing close center aeration of about 1½ inch by 1½ inch is a great program in itself and with the ½ inch side eject tines, it allows a tremendous amount of sand to be worked into the profile and the organic zone. It also provides more avenues of sand in the profile over a given area, which is of greater benefit.

ISTRIC provides an excellent tool for calculating the percentages of surface impact with various cultural management operations in aeration and deep vertical mowing. Utilizing these recommendations will help you evaluate your selection of aeration equipment. Over the last several years, the goal has been to impact about 20% of the green surface area per year for organic management. This is even more important today than several years ago because the newer varieties of bentgrass and the ultradwarf bermudagrasses produce so much thatch that it increases the need for effective aeration, vertical mowing and dilution with proper and aggressive sand applications.

The question is often asked if it is better to leave holes open to vent instead of filling them with sand. The small venting type of aeration of course is fine left open which is how it's been utilized over the years and we know the ¼ tine is
impossible to get sand down into anyway. Even using a ⅜ inch side eject tine requires a kiln dried sand to get any amount of sand in the smaller hole. Additionally, leaving the holes open has not shown to provide any benefit and usually even creates a bumpier surface as it heals because of the lack of sand in the holes and thus some holes collapsing more than others around the edge of the hole itself creating dimpling.

Another concern, especially when different turfgrasses are on green and collars, is aerating the collar the same time with the green. This can provide horrible results because the collar turf can contaminate the putting surface if care is not taken. If collars are aerated the same time as greens, which is a common practice, recommend that greens be aerated to the inside edge of the cleanup, and then aerate the cleanup pass and the collar. After this, the cores from the cleanup and the collar are pushed out and off the green and then the interior cores are cleaned up. Using backpack blowers, a thorough blowing should be done to make sure all stolons and rhizomes, especially from bermudagrass or zoysiagrass, have been moved off the putting surface, completing the operation except for topdressing and rolling. Again, extreme caution is critical in this situation as setting down the aerator in the collar, to prevent damage of the green, and then proceeding across the green is a terrible practice and can cause contamination.

Hopefully this discussion on aeration has provided good direction for balancing all three of the major components of cultural management and helps produce the very best cultural management program for your greens.

In Part 4 of this series, in June 2020, we will review grooming techniques and how to tie your grooming programs into the intensive cultural management programs to produce the very best putting surfaces, while minimizing negative putting quality impact. Please not hesitate to call if you have questions in preparing your cultural management programs, (972) 768-3245.
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Prioritizing Leaf Cleanup

By John Daniels
Agronomist, Central Region

A quick transition from warm to cold temperatures in October has resulted in leaves falling so quickly that they seem to cover virtually every square inch of many golf courses. Maintenance teams throughout the country are working feverishly to deal with the mess. The number of hours dedicated to this effort may surprise many golfers. It is not uncommon for an 18-hole course to allocate 40 to 90 labor hours per day to leaf cleanup, and it can take several weeks before the entire process is completed.

Given the large undertaking leaf cleanup presents, some degree of patience and understanding is necessary from golfers. It starts by setting realistic expectations. A goal of 100% leaf removal is expensive and unfeasible. A more reasonable goal is to remove enough leaves to make the course playable and enjoyable. Obviously, priority should be given to the putting greens and tees, where leaves can have a big impact on a golfer’s round. Fortunately, their relatively small size makes keeping these areas clean each day manageable for even those courses with modest labor resources. Fairways and rough, however, are much harder to keep clean and some amount of leaf debris should be expected on these areas at this time of year.

Bunkers are one of the most challenging areas to keep clean during the fall. They are practically leaf magnets. Crews could easily blow bunkers out multiple times per day and still not keep them leaf-free. The good news is keeping these areas perfectly clean is less crucial given the 2019 changes to the Rules of Golf. Under the new rules, golfers are now able to touch and move loose impediments in a bunker.

This means that a golfer can touch the sand and get rid of leaves, sticks or stones without issue so long as they do not cause their ball to move.

If you are finding it hard to keep up with all the leaves, make sure you are not spending too much time on bunkers. If there are only a few leaves in a bunker, it is probably best to let them be for the time being and focus on other areas of the course. Blowing bunkers out every other day, or even less frequently, could help free up labor to tackle other important jobs.
Chapter Delegates
Provide Essential Feedback on
GCSAA Programs
by Steve Randall
Central Plains Regional Representative

84 delegates representing 89 chapters convene in Lawrence
and Kansas City for the 2019 Chapter Delegates Meeting

Key Messages

Association Report
CEO J. Rhett Evans briefed delegates on the state of GCSAA. GCSAA is in a strong financial position with
investments totaling $7.7 million. The EIFG has $9.9 million in reserves. GCSAA has an operating budget
of $18 million. Evans shared the following highlights:

How GCSAA is funded:
- 48% industry support
- 25% member dues
- 18% user fees

Continued on Page 29
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How GCSAA spends its money:
32% education; advocacy and environmental programs
29% Golf Industry Show
10% member and chapter services

GCSAA is a not for profit – revenue is used to support programs and services that benefit GCSAA members.

State BMP Implementation and Facility Adoption
The delegates received an update on GCSAA’s goal of BMPs in all 50 states by 2020. Mark Johnson, associate director of environmental programs, thanked the chapters that have been working diligently on making this goal a reality. There are currently 21 states with a BMP in place, 17 states that will finish up in 2019 and the remaining 12 states are anticipated to be complete by 2020. Johnson advised that facility adoption workshops have begun. Chapters can request grants to help offset the costs of this important next step.

Golf Industry Show
COO Robert M. Randquist, CGCS, shared information regarding the 2020 Golf Industry Show. Including the layout of the trade show floor and 50 percent of seminars offered this year are new plus 23 free sessions.

GCSAAPAC Fundraising
Kevin P. Sunderman, GCSAAPAC board chairman, briefed the delegates on a few of the fundraising initiatives the GCSAAPAC has undertaken in the past year. Sunderman announced that the GCSAAPAC would sponsor a raffle during the meeting to help reach the goal of $15,000 raised in 2019.

Chapter Outreach Updates
John R. Fulling, Jr., CGCS, chairman, of the Affiliation Agreement Task Group, and Steve Randall, director of chapter outreach, covered updates around the GCSAA Affiliation Agreement, Chapter Assessment Survey and outreach activities. The Affiliation Agreement Task Group met in April to review the Affiliation Agreement.

The task group recommended and the GCSAA Board approved five changes to the agreement. The most notable of these changes involved Section III. B, Promotional Materials and Logo. All chapters who accept GCSAA chapter logo grant monies are required to change their logos and abide by the GCSAA brand and style guide. Affiliation Agreements are due on Dec. 31. The GCSAA Assessment Survey will launch Nov. 15. This survey is conducted every three years and is used to benchmark chapter activities in 10 competency areas. The assessment survey is due on Dec. 31.

Continued on Page 30
Advocacy and environmental initiatives focus group
GCSAA staff highlighted initiatives underway to help address environmental concerns and ways GCSAA is advocating on behalf of its members. The majority of the session was spent listening to feedback from the delegates as they shared their perspectives regarding these topics.

Professional development and career opportunities focus group
Qualified labor continues to be a challenge impacting the membership. In the Professional Development and Career Opportunities focus group a few of GCSAA’s programs and initiatives that can be used to train and develop staff were shared, including assistant and equipment manager certificate programs, outreach efforts with FFA and high school students. Feedback was gathered from the delegates on additional ideas.

Town Hall Sessions
The GCSAA Board of Directors and delegates participated in two town hall sessions. The first session facilitated by GCSAA Vice President John R. Fulling, Jr., CGCS, provided insight into serving on the GCSAA Board of Directors. The second session was an open format town hall facilitated by GCSAA President Rafael Barajas, CGCS.

Code of Ethics
The Federal Trade Commission’s anti-trust laws prohibits associations from limiting competition amongst members. GCSAA has revised its code of ethics to comply with federal law.

Candidate Presentations and Breakouts
The candidates for the 2020 GCSAA Board of Directors gave presentations and visited delegates in breakout rooms. The delegates were awarded ample time to interact and ask questions of the candidates.
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