

Lone Star Links

Official Publication of the Lone Star Golf Course Superintendents Association

Volume V, Edition III

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2003 LONE STAR GCSA Mission Statement:

1. To enhance communication between local chapters, uniting them into a single stronger voice for all Texas Golf Course Superintendents.
2. Form a stronger voting block and promote future National Director Candidates.
3. To organize and monitor the Texas Trophy Golf Tournament.
4. To track legislation in order to protect the best interests of all Texas Superintendents.
5. To enhance the image of Golf Superintendents locally as well as nationally.

**Hotel Room Block
Form for 2004 GCSAA
Conference Enclosed**

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George Manuel	281-463-0119

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Jack Birdwell	915-264-2366
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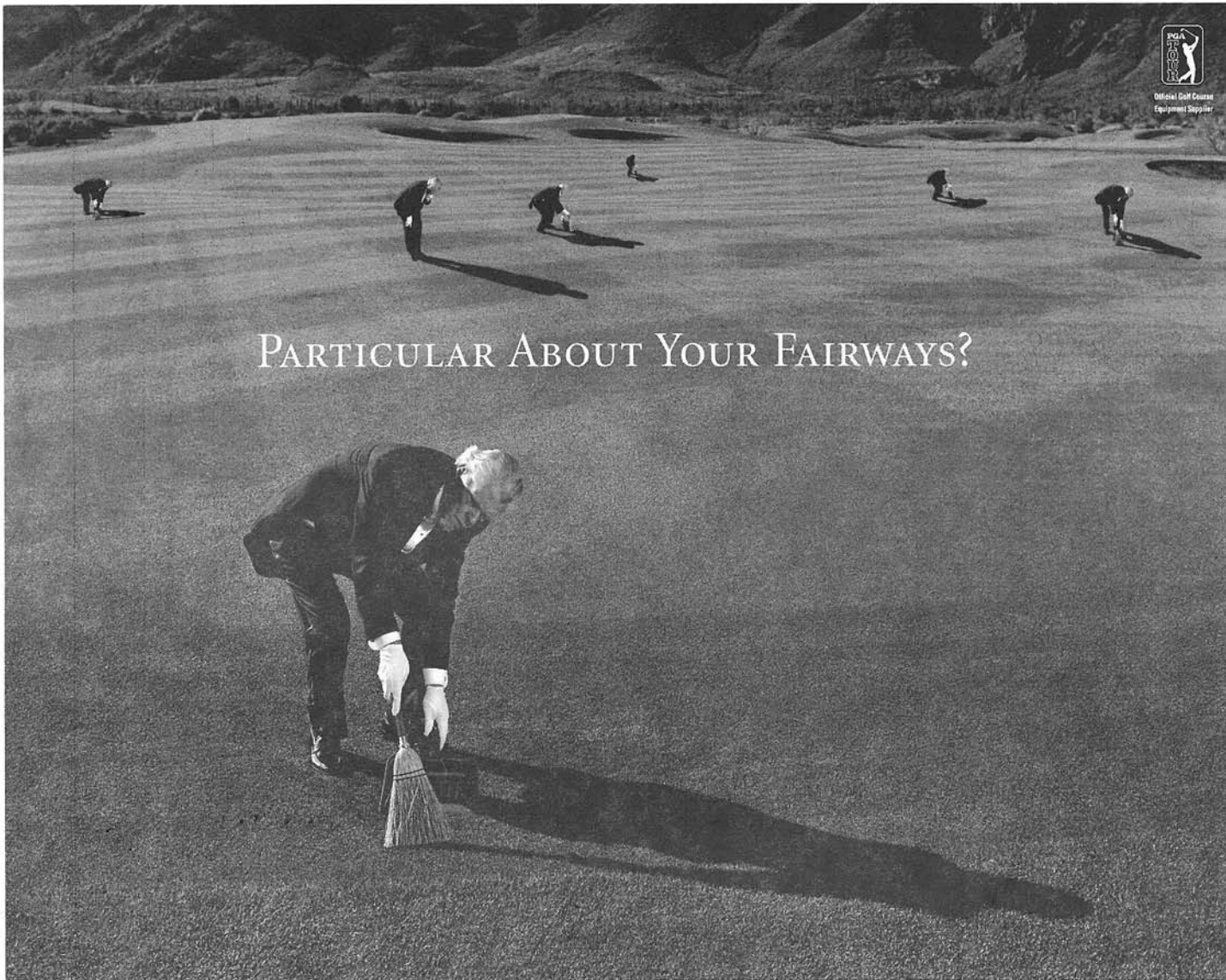
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Texas Trophy Mixer and Tournament Results



Tem Miller presents 1st place
Net Competition to Scott Trlica
& David Payne

Winner's of the Mixer Sunday 9-7-03

Mixer Results

Net Competition

1 st	David Payne & Scott Trlica	57
T-2 nd	Kent Knowles & Trevor Ogden	58
T-2 nd	Chad Mobley & Jim Newkirk	58
T-4 th	Tom Armitage & Dennis Wagner	61
T-4 th	Scott Alford & Charlie Trammell	61

Gross Competition

1 st	Chris Beaty & Kenny Dierschke	61
2 nd	Fernando Palacios & Brad Fryrear	64
3 rd	Scott Ebers & Brian Honea	66
4 th	Wayne Slaton & Kevin Yanity	67



Kevin Yanity and Wayne Slaton accept
4th in Gross Competition from Tem

Texas Trophy Tournament Results

North Texas GCSA - 1st Place = 924

Day 1

Richard Pavalasek	73
Willie Wallace	76
Paul Hagy	74
Scott Ebers	80
Brian Honea	74
Mandel Brockinton	<u>77</u>
Total	454

Day 2

Richard Pavalasek	71
Brian Honea	77
Paul Hagy	78
Jay Stine	81
Charlie Trammell	81
Mandel Brockinton	<u>82</u>
Total	470

Texas Gulf Coast SA - 2nd Place = 930

Day 1

Jim Brown	75
Gabe Cabrera	76
Fernando Palacios	76
Jeff Smelser	76
Brad Fryrear	78
Tem Miller	<u>79</u>
Total	460

Day 2

Brad Fryrear	74
Jeff Smelser	75
Gabe Cabrera	79
Fernando Palacios	79
Tem Miller	81
Jim Brown	<u>82</u>
Total	470

Central Texas GCSA = 968

Day 1

Ed Martinez	78
Kevin Yanity	78
Jason Kelley	78
Wayne Slaton	82
Jamie Kizer	84
Melvin Williams	<u>83</u>
Total	483

Day 2

Ed Martinez	77
Kevin Yanity	81
Wayne Slaton	82
Jason Kelley	81
Jay Cockroft	82
Jamie Kizer	<u>83</u>
Total	485

South Texas GCSA = 974

Day 1

Alan Hess	74
Roger Geottsck	79
Brett Barclay	80
Pat Neuendorff	81
Pinkey Hartline	82
Doug Browne	<u>84</u>
Total	480

Day 2

Brett Barclay	76
Russell Tippie	78
Doug Browne	81
Pinkey Hartline	85
Pat Neuendorff	81
Kody Key	<u>87</u>
Total	494

West Texas GCSA

Day 1

Kenny Dierschke	76
Chris Beaty	78
David Burson	79
Jack Birdwell	86

Day 2

Chris Beaty	79
Jack Birdwell	90
Kenny Dierschke	89
David Burson	81

TEXAS TROPHY—2003 Palm View Golf Course

Texas Trophy *Tem Miller*

First, thanks to the Lone Star GCSA Board and the TGCSA for letting me chair the event. I had fun doing it, working with Carlos and Tony was the easiest part, the hotel stumbled all over themselves to go along with everything I asked for, but I did not realize they only had 27 rooms with two beds. Sorry about that, but I did hear some great stories about sharing King size beds.



The SOP that Alan Hess, CGCS and Doug Browne put together several months ago, along with all the team captains and the

volunteers who stepped up made the scoring go so smooth. Carlos and Tony were the greatest team and did a professional job. Carlos even has all of his announcements on the computer for print out at the time he needs them.



As far as the tournament itself, the course won this one. We were really hoping someone would light it up, but no go. Richard Pavlasak's 144 was really good. There were lots of war stories after each day from some good players, but the course jumped up and bit them.

North Texas GCSA and the Texas Gulf Coast SA made sure Central Texas GCSA did not repeat their past win. The one, two finish was only six shots apart and 38 from Central Texas. I cannot wait for next year in Houston.

A big thanks to Rainbird, all the superintendents and vendors, who made the trip to deep South Texas to play and have fun.



**A picture is
worth a million
words.....**



President's Message



West Texas represented at the Texas Trophy by Jack Birdwell, Chris Beaty, Kenny Dierschke and David Burson

What a year for Lone Star GCSA, there are a lot of exciting things being discussed and implemented. I for one believe these will carry LSGCSA well into the future on the most positive of

notes.

Already, an SOP for the Texas Trophy has been written and adopted. We had one of the most successful tournaments in recent history. We have one of our own, Ricky Heine CGCS, now serving on the national Board. The association is building on its mission statement.

It has been an up and down year as your president, but one I will treasure for the rest of my life and career as a Golf Course Superintendent. Working with dedicated Golf Course Superintendents that truly have a vision of what their organization will be in the future, is a most rewarding feeling. LSGCSA is working to become a stronger partner with the Golf Course Superintendents, the local chapters,

and the vendors who greatly support us.

I want to send a personal thanks to Alan Hess, CGCS and Doug Browne for their work on the Texas Trophy SOP; to Bill Hanna for the updated and revised LSGCSA web site (www.lsgcsa.org); Tem Miller for his work as Tournament Chairman at this year's Texas Trophy; and to our Executive Director—Debra Browning for her tireless and thankless job keeping us all in check.

God Bless and good luck in the coming year.

Jack Birdwell

Hess Back-to- Back Innovative Superintendent

Alan D. Hess, CGCS Superintendent at Augusta Pines Golf Club of Spring, Texas has been selected by GCSAA to speak again at the Innovative Superintendent Session II in San Diego, Friday, February 13, 2004. Hess, who is currently the Secretary/Treasurer of Lone Star GCSA spoke last year in Atlanta in the Innovative Superintendent Session on Bunker Drainage: Making the Lowest Point Serviceable. For San Diego his topic will be **Embracing the Spanish Culture for Maximum Effectiveness**. Over the many years in the golf business Hess has learned the Spanish language in South Texas and has developed a system for speaking Spanish in a golf course maintenance situation plus creating a method of teaching maintenance staff to speak English. Mr. Hess, or as his fellow Superintendents know him as "the Doctor", the system was created to not only expedite work on the course, but also increase productivity due to eliminating the need for translation and the utilization of an interpreter. Much is lost in the translation process and many times directives can be misinterpreted through dialect and pronunciation. Enabling staff to read and become bilingual with the writ-

ten word can do away with much of the confusion.

Hess stated, "Many years ago in one of my first jobs as a superintendent I had an employee who had a heart of gold however, he was very embarrassed to admit he could not read nor write. This young man's name was Chago. At that point I was determined to help this young man learn how to write his name. From there we took it further to where he learned key words including nouns and verbs. Through a process of redundancy and being able to see the words day after day everyone is able to create a rudimentary vocabulary of golf course Spanish. Furthermore, what seem to be minor skills have enabled workers to perform better in the workplace but also in the community where they are more productive citizens.

Further information, may be obtained from the GCSAA 2004 San Diego International Conference and Show brochure on pages 36-37 or you can visit the web site at golfcourseshow.com.

Texas Trophy Local Chapter Participants

North Texas GCSA

Scott Alford
Dewey Ames
Mandel Brockinton
Scott Ebers
Jeff Elliott
Paul Hagy
Brian Honea
Thomas Jewell
Richard Pavlasek
Ken Small
Jay Stine
Tyson Thill
Charlie Trammell
Michael Underwood
Willie Wallace

Walnut Creek Country Club
Squaw Creek Golf Course
Dallas Country Club
Northwood Club
Colonial Country Club
Eldorado Country Club
Gentle Creek Golf Club
Nutcracker Golf Club
Brookhaven Country Club
Brook Hollow Golf Club
Canyon Creek Country Club
Gleneagles Country Club
Timarron Country Club
Pecan Plantation Country Club
Bridlewood Golf Club

Texas Gulf Coast

Jim Brown
Gabe Cabrera
Jim Curlee
Brad Fryrear
Tem Miller
Fernando Palacios
Rick Monsevais
Jeff Smelser
Tony Montes

Rockport Country Club
Tierra Del Sol Gold Course
Corpus Christi Country Club
Kings Crossing Country Club
Alice Country Club
Live Oak Golf Country Club
Alice Municipal Golf Course
Northshore Country Club
Palm View Golf Course

Central Texas GCSA

Jay Cockroft
Mike Chandler
Jason Kelley
Jamie Kizer
Paul Lane
Ed Martinez
James Papa
Bill Ploetz
Wayne Slaton
Kevin Yanity
Sean Wilson
Melvin Williams

Alsatian Golf Club
Legends on Lake LBJ
Delaware Springs Golf Course
Onion Creek Golf Club
River Crossing Golf Club
Lakeway Golf Club
Forest Creek Golf Club
Retired
The Golf Club at Crystal Falls
Devine Golf Course
Lakeway Golf Club
The Hills Country Club

South Texas GCSA

Brett Barclay
Doug Browne
Terry Gill
Roger Goettsch
Pinkey Hartline
Alan Hess
Kody Key
Pat Neuendorff
Trevor Ogden
Mike Rhoden
Russell Tippie

River Ridge Golf Club
Stephen F. Austin CC
Braeburn Country Club
BlackHorse Golf Club
Freeport Golf Club
Augusta Pines Golf Course
Del Lago Golf Resort
Old Orchard Golf Club
Jersey Meadow Golf Club
Willow Creek Golf Club
Eagle Pointe Golf Club



North Texas GCSA—Winners of the Texas Trophy



Texas Gulf Coast SA —Second Place Winners

Signature/Bayleton Tank Mix Added to Signature Label

Together, the fungicides control most of the difficult turfgrass diseases, including brown patch, dollar spot, anthracnose and Pythium. Montvale, NJ (September 3, 2003) – Signature® Fungicide now may be tank-mixed with Bayleton® fungicide to provide broad-spectrum disease protection on turf, Bayer Environmental Science announced. The Environmental Protection Agency recently approved an amendment to the Signature label allowing approved use of the tank mixture.

A true systemic fungicide, Signature moves throughout the plant, controlling diseases such as *Pythium*, anthracnose and bentgrass deadspot, as well as Summer Decline. It also activates the plant's natural immune system to ward off further disease.

Programs including multiple applications of Signature, prior to the onset of stresses, routinely provide excellent improvements in turf color, vigor and root development.

Bayleton controls brown patch and gray leaf spot, as well as dollar spot, which will complement the diseases Signature controls and offer a very effective tank mix against diseases. Together, the fungicides will tackle most of the difficult diseases turf managers encounter. The tank mixture may be used on most turfgrass varieties.

"Now that this tank mixture is labeled, turf managers have much greater flexibility in fighting turf diseases," says Eric Kalasz, business manager of fungicides for Bayer Environmental Science. "Signature and Bayleton can handle a majority of the diseases occurring on golf courses and will improve turf quality in the process."

News Release 9-03

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GCSAA Announces Changes to Committee Structure In 2004

NewsOnLine. [Click here to view a list of Frequently Asked](#)

GCSAA will be making some changes to our committee structure for 2004 that are designed to increase the number and flexibility of openings for volunteer participation, broaden the perspectives of committee discussions, and provide maximum organizational flexibility and strategic integration in addressing issues and opportunities. You may have heard a little about these changes at the Chapter Delegates Meeting. At that time, however, I am afraid we didn't do a very good job of explaining exactly how this plan will create more volunteer opportunities.

These changes fit well with our transition to a governance system focusing on developing strategies and accountability for results, which we also introduced at the Chapter Delegates Meeting. In partnership with staff, we will be extending this strategic focus to committee work as well.

In the first phase, we will be reconfiguring five committees into two larger "umbrella" committees to discuss environmental issues and communication issues in an integrated way. Although these new umbrella committees will not seat quite as many members as the current five committees, they will be calling various task groups during the year to work on specific issues. Between the umbrella committees and the task groups, we anticipate a need for more volunteers. And in 2005, we plan to extend this structural concept to all the remaining committees (except for Nominating, Election and Standards/Bylaws), which will further increase our need for capable and committed volunteers.

We appreciate your dedicated work as a chapter leader, and I encourage you to volunteer for GCSAA committee/task group service this year, too, if your schedule permits. In addition, I am asking you to help build our future leadership corps by personally inviting three or four members whom you think highly of, but who have not yet served the national, to volunteer for committee/task group service. As you know from your own experience, those who serve can gain a great deal by giving their time, energy, insight and experience. As part of our structural changes, we are working to make committee service even more attractive to potential volunteers by offering more flexible assignments in terms of time commitments and modes of participation (for example, some groups may use conference calls and/or listerves, instead of face-to-face meetings) and providing a professional development component the committee/task group process. Committee and task group members are also eligible to earn service points for Class A/certification renewal.

For more information about the changes that will occur with the 2004 committee appointment, [click here to read the article](#) scheduled for the October edition of

[Questions](#) about volunteering for committees. If you would like to personally volunteer, you must complete the [online volunteer form](#) by Dec. 1, 2003.

I hope there are a few names of potential future leaders running through your head now. If so, I encourage you to copy the text and link below into a new e-mail message, personalize it with the recipient's name and your name and chapter title, and send it. Feel free to add a personal note of encouragement explaining in more detail why you think they should sign up. Many members have much to give, and would be happy to do so, if only someone would personally ask them. Thank you for helping to identify and prepare the next generation of GCSAA leaders.

Sincerely,

Jon D. Maddern, CGCS
GCSAA President

Continued from page 7

Tournament Participants (cont)

West Texas GCSA

Chris Beaty
Jack Birdwell
David Burson
Kenny Dierschke

Ocotillo Park GC
Comanche Trail
Haskell Country Club
Toakum County GC

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EL PASO	BELLAIRE
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Lone Star GCSA Does Room Block for Membership at 2004 GCSAA Convention—San Diego, California

The Lone Star GCSA has blocked a limited number of rooms at the Radisson Hotel Harbor View located at 1617 First Ave. # 9 on the location map below, for the 2004 GCSAA National Convention in San Diego, California.

The price is \$139.00 a night—that covers one guest room with two beds.

Please fine the special housing form on page 18. The block will only be reserved until **November 14, 2003**. At that time

the rooms will be released.

This is simply done as a courtesy for our membership to take advantage if you so choose.

DEADLINE DATE FOR RESERVATION OF THE ROOMS IS:

NOVEMBER 14, 2003.

GCSAA 2004 Conference and Show
San Diego, California

Downtown Hotels (Map A)

- 1 Best Western Bayside Inn
- 2 Courtyard by Marriott
- 3 Embassy Suites San Diego Bay
- 4 Hampton Inn
- 5 Holiday Inn Harbor View
- 6 Holiday Inn on the Bay
- 7 Manchester Grand Hyatt San Diego
- 8 Quality Inn & Suites Harborview
- 9 Radisson Hotel Harbor View
- 10 San Diego Marriott Hotel & Marina
- 11 Sheraton San Diego Hotel & Marina (see Map B)
- 12 Sheraton Suites San Diego Downtown
- 13 U.S. Grant Hotel
- 14 The Westgate Hotel
- 15 Westin Horton Plaza San Diego
- 16 Wyndham Emerald Plaza San Diego

Mission Valley Hotels (Map B)

20 minute shuttle bus ride to San Diego Convention Center

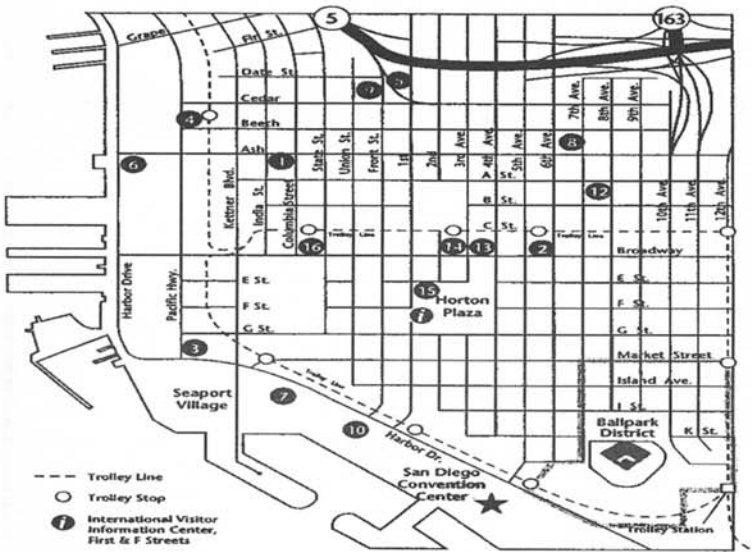
- 17A Doubletree Club Hotel San Diego
- 17B Handlery Hotel and Resort
- 17C Holiday Inn Select
- 17D Quality Resort
- 17E Red Lion Hanalei Hotel
- 17F Town & Country Resort

Shelter Island Hotels (Map B)

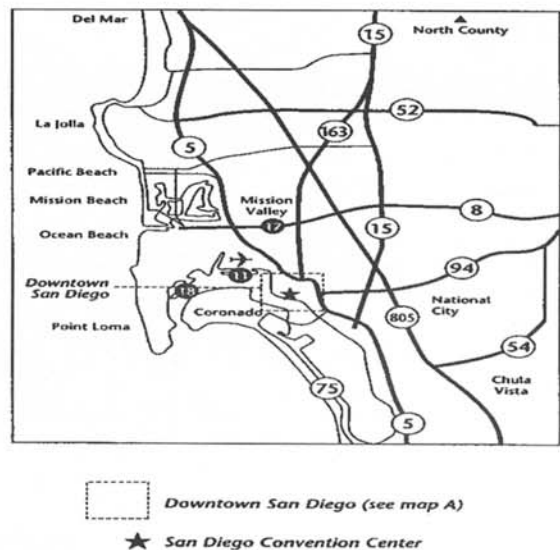
20 minute shuttle bus ride to San Diego Convention Center

- 18A Bay Club Hotel & Marina
- 18B Humphrey's Half Moon Inn & Suites
- 18C Island Palms Hotel & Marina
- 18D Shelter Pointe Hotel & Marina

Map A: Downtown San Diego



Map B: Metropolitan Area



PLEASE READ PAGES 72-76 BEFORE COMPLETING THIS FORM

San Diego 2004 GCSAA Housing Form

All hotel reservations must be made through GCSAA Travel. (Do not contact hotel directly.)



BY TELEPHONE:	BY FAX:	BY MAIL:	BY INTERNET:
Call GCSAA Travel toll-free (U.S. and Canada) 800.4GCSAAO (800.442.7220) 8:30 a.m.-5:30 p.m. EST Monday - Friday	U.S. and Canada 800.868.5506 (Credit card payments only)	GCSAA Travel 111 Water Street New Haven, CT 06511-5759	golfcourseshow.com
International attendees call: 203.772.0470	International: 203.777.6961		

Avoid duplicate reservations by using only one of these methods to secure your hotel room(s).

Room Reservation Information (Please type or print clearly and complete all the following information.)

Names: (A separate form must be submitted for each room) _____ Sharing with: _____

Lone Star GCSA
Club/Company _____
Mailing address (Street Address/PO Box) _____
City/State/Country/Zip Code _____
Daytime Telephone _____ Fax Number _____ E-mail _____

ARRIVAL DATE: _____ DEPARTURE DATE: _____ Room Type:
Hotel Preference: Please indicate four choices. Single (1 person, 1 bed) Double (2 people, 1 bed)
 Double/Double (2-4 people, 2 beds) Triple (3 people, 2 beds)
First Choice Radisson Hotel Harbor View (room block) Quad (4 people, 2 beds)
Second Choice _____ \$139
Third Choice _____
Fourth Choice _____
Special Requests: _____
Please note that all room type requests/special requirements (smoking/non-smoking) are subject to availability. Contact GCSAA Travel for detailed information on suites.

Credit Card Information (Please type or print clearly and complete all the following information.)

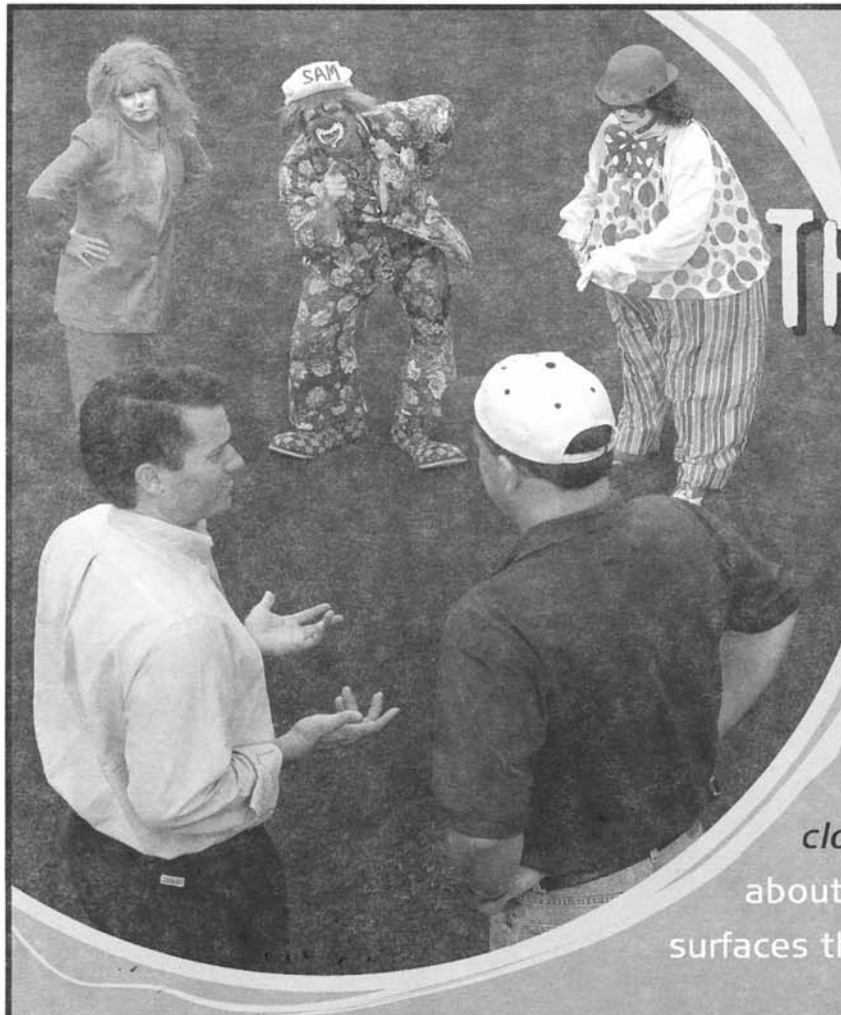
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Card Holder's Signature _____
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Continued from page 7

a particular area first, followed by previous experience or service, and then their general interest.

Update on the financial status of the GCSAA and discussion of long-term dues pricing structure
The organization remains financially strong, despite the economic times. Delegates discussed a long-term dues pricing strategy that would include communications to the membership about the reasons for a dues increase as they are planned. This feedback will be forwarded to the Membership Committee for further discussion.

Alternative career paths

Delegates discussed the idea of developing a general manager certification program. GCSAA is investigating partnerships with allied associations to develop programs that address the superintendent's progression into upper management positions.

Superintendents' involvement in growth of the game

John Miller, CGCS, chapter delegate from the Miami Valley GCSA, facilitated a discussion about the superintendent's role in growing the game. Delegates shared ideas about growing the game. They included: chapters conducting an economic impact study to demonstrate golf's impact on tourism and economic growth; encouraging more superintendents to get involved in junior golf programs; and developing education to help superintendents learn how to market themselves, their facilities and the amenities they offer to the public.

Update on the Professional Development Initiative (PDI)

The PDI was launched July 1, 2003. Delegates participated in a demonstration of Member Central. Members who do not have online access can document their points and request their transcript through GCSAA's fax on demand service at (888) 838-4419, or they can contact the service center and request information through the mail.

Certification program and exam update

Work is continuing on a restructure of the certification exam to a competency-based program that ties in with the 48 competencies identified through the PDI.

Articles of Incorporation and bylaws amendments for the 2004 annual meeting and election

A number of proposed amendments that will bring the association's bylaws up-to-date with the way that business is currently being conducted

were presented to the delegates for their input.

Headquarters resource group location process. Pat Finlen, CGCS, headquarters resource group chair, and Tom Mason, vice chair, presented to the delegates the location study process. Phase I of this process is to identify the stakeholders impacted, engage them in the process, and identify the strengths, weaknesses, risks and opportunities associated with the GCSAA's location and potential new locations. At the end of this process, if the conclusion is to move forward with the study, then Phase II will be implemented. Phase II is to evaluate locations, costs, positive and negative impacts on operations, and specific risks and rewards. A report will be written and submitted to the board around July 1, 2004. The report will include responses to the questions:

Where are we now?

Where do we want to be?

What is the best plan to get from where we are, to where we want to be?

Questions or feedback for the headquarters resource location group should be sent to location@gcsaa.org. Delegates were encouraged to gather feedback from their members and relay it to the resource group.

The Environmental Institute for Golf

An update was given on the Institute. Recommendations from a recently conducted strategic planning session (attended by representatives from nearly 50 environmental and golf organizations) will focus on: water management; integrated plant management; wildlife/habitat management; site, design and construction; and energy and waste management.

National Golf Foundation (NGF) Avid Golfer Attitudes and Perceptions Study/GCSAA Outreach Program

Delegates received a copy of the NGF's 2003 report on the key findings regarding golf course conditions, the environment and superintendents. The report indicates that superintendents are being recognized as businesspeople and not skilled blue-collar workers. Golfers are now more likely to view a superintendent as the manager of the facility.

GCSAA's International Golf Course Conference & Show

Changes in the programming and schedule for the 2004 conference and show in San Diego were discussed with the delegates. Ideas for making this a must-attend event were shared. Delegates were reminded

that a new GCSAA member receives complimentary registration to the first conference and show he/she attends. Chapters may wish to provide financial assistance to a member to help offset their travel expenses to conference and show, or ask vendors to sponsor this.

Please visit the web site at www.gcsaa.org to view the full set of outcomes from this meeting, as well as the slide presentations, notes and list of chapter delegates.

Ewing Appoints Wells National Golf Manager

Phoenix, AZ, September 18, 2003—Ewing Irrigation is pleased to announce the promotion of Gary Wells to the position of National Golf Manager. Wells will be responsible for the oversight of all golf endeavors—an effort encompassing all new golf course construction, existing courses and all golf sales and marketing efforts.

Wells is excited about the opportunities he faces in his new position. "This is just one example of Ewing's continuous effort and incredible commitment to remaining the leader in supplying the golf industry," stated Wells.

Previously, Wells served as Regional Golf Manager for Ewing's North Texas facilities. Wells oversaw several Ewing branches, including Arlington, Duncanville, Mesquite, N. Richland Hills, Plano, and South Fort Worth. Although Wells will be based in Plano, Texas, his newly expanded territory encompasses more than 123 Ewing branches in 15 states, spanning America's Sunbelt from California to Georgia.

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Superintendent Conference and Show Grant Program

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Bayer Environmental Science will award five grants to five superintendents, who will be selected through a random drawing. Each grant will cover expenses for the following:

- Airfare (including international)
- Hotel accommodations for six nights
- Conference full-pack registration
- Two education seminars (half-day, one-day, or two-day)
- Two tickets to the GCSAA Dinner Show
- \$200.00 spending money

Superintendent Conference and Show Grant Program

Presented by Bayer Environmental Science and The Environmental Institute for Golf

Bayer Environmental Science has teamed up with The Environmental Institute for Golf, the philanthropic division of GCSAA, to send five golf course superintendents to the GCSAA's International Golf Course Conference and Show. The purpose of this grant is to assist golf course superintendents with their professional development through participation in the annual event that features the most comprehensive education program available in the industry.

Eligibility

All superintendents who have not attended GCSAA's International Golf Course Conference and Show for the prior two years are eligible to apply.

How to apply

Simply complete the application below and submit it. The deadline for entry is **Nov. 14, 2003**. The Environmental Institute for Golf will notify winners by Nov. 28, 2003. The winners will be selected through a random drawing. Please note that if you have already pre-registered for GCSAA's Conference and Show and in doing so have been charged for any expenses, GCSAA will refund any charges that would be covered by this program. If you have any questions or need assistance with the application, contact The Environmental Institute for Golf's Scholarship/Student Programs Manager, Pam Smith at (800) 472-7878, ext. 678. **Only one application per person**

The Golf Championship -- Feb. 8-10

Presented in partnership with The Toro Company

Six championship courses in **San Diego** will host the 2004 GCSAA Golf Championship to determine who's the best among those who manage golf courses for a living. Warm up with the annual four-ball championship on Sun., Feb. 8. Play for the championship on Monday and Tuesday, Feb. 9-10. Relive your best shots and talk turf with your peers at the social events

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Discussions from the 11th annual Chapter Delegates Meeting, Sept. 6-7 at the Kansas City Airport Marriott in Kansas City, Mo. included:

Organizational Audit

The GCSAA Board of Directors, as representatives of the membership, conducted an independent organizational audit that included a number of findings and recommendations. The audit gave the association high marks for establishing four strong goals and a clear vision held by the board and staff.

Delegates engaged in discussions and small group exercises to provide feedback on how to measure progress in achieving the association's four goals and 34 strategic indicators that have been identified. This is important to help ensure that GCSAA continues to build an association that best meets member needs, clearly defines the direction members want the association to go and clearly defines the roles of the board, chief executive officer and staff and their accountability for results.

Chapter/GCSAA affiliation issues

Delegates supported a one-year extension of the current affiliation agreement, which is set to expire December 31, 2004. This will allow time to address several issues related to how GCSAA can most effectively partner with affiliated chapters in the future. A task force consisting of representatives from the Chapter Relations Committee and the Membership Committee will be appointed this Fall to review these issues and bring forward a recommendation at next year's Chapter Delegates Meeting. Issues for discussion include:

Conformity of membership classifications -

Should chapters be required to maintain the same definitions as GCSAA for Class A and Superintendent Member members? Section IV.D.1. of the Chapter Affiliation Agreement states that chapter membership classifications for golf course superintendents and assistant golf course superintendents shall be consistent with the same GCSAA classifications. However, with the implementation of the Professional Development Initiative (PDI), the definitions and requirements for GCSAA golf course superintendent and assistant golf course superintendent membership classifications have changed, and there is no longer conformity

among chapters and GCSAA. If conformity continues, then chapters would be required to amend their bylaws with the new definitions by December 31, 2005. Additionally, affiliated chapters and GCSAA would need to follow a new recordkeeping process to ensure consistency in Class A and Superintendent Member members.

Another consideration is the local grandfathered Class A members. Should they be allowed to maintain this status if conformity was required? There are two options:

Option 1: Allow local Class A grandfathered members to maintain this status. It would mean that chapters would simply need to keep separate lists or records of these grandfathered members because the definition of a local Class A grandfathered member would differ from the other Class A members in the chapter.

Option 2: Require the local Class A grandfathered members to conform. If they wished to remain a Class A member, then they would need to join GCSAA and meet the qualifications for Class A membership. Otherwise, they could reclassify to a superintendent member status with their chapter (and still be grandfathered from the dual membership requirement).

Creation of a facility membership - Chapters can create a facility membership for golf course superintendents that are working for facilities with limited resources. The membership is in the facility's name. The facility designates the recipient of the membership benefits. The recipient could be the superintendent, the owner, the spray tech or whomever the facility chooses. It would not be a Class A or Superintendent Member membership, and no voting privilege would be permitted. This facility membership is designed to include those facilities who are operating with limited resources, and is not designed to circumvent the dual membership requirement. The delegates were in support of adopting a facility membership to help ensure that all golf course superintendents are included in their local association.

Effectively serving affiliated chapters -

Affiliated chapters and GCSAA have a common initiative to serve members, advance the profession and enhance the vitality and growth of the game of golf. Delegates were asked the question, "How can GCSAA effectively help

103 affiliated chapters serve their members in the future?" Delegates reviewed a list of many of the common challenges to GCSAA in serving chapters. They also reviewed a list of competencies and resources needed for chapters and GCSAA to ensure success, and were asked to provide feedback on how to ensure that chapters and GCSAA more effectively partner with one another.

Golf course superintendent roles and representation at facilities

Delegates discussed the challenge in clearly defining the role and responsibilities of the golf course superintendent, as well as the number of individuals at one facility who share similar responsibilities. The Membership Committee will continue to address this issue.

GCSAA committee selection process

A new committee structure is being designed to achieve four primary objectives:

- To broaden the working perspectives of committees, and raise the primary scope of their discussions to more strategic and policy levels.
- To create greater flexibility in addressing specific areas of need by using ad-hoc task groups as needed.
- To create a complementary, experience-based approach to committee volunteer selection, in concert with the current interest-based approach, in order to bring additional specific expertise and outside perspectives.
- To support the professional development of the organization's future volunteer leaders.

This new committee structure will keep the GCSAA board and committee members engaged at a more strategic level. It will also help engage a larger number of members in committee service. This new process will be piloted in 2004 with the Environmental Programs Committee (encompassing environmental programs, government relations and research) and the Strategic Communications Committee (encompassing brand marketing, member communications and Web strategy). To serve on a GCSAA committee, members must first complete a volunteer form. It is available on the web site (www.gcsaa.org) through December 1. Committee members will be selected based on their expertise in



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