



GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA

## Bringing to You - Real Solutions

Our conference and trade show, October 19 & 20, has it all – including two days of education for equipment managers!

Conversations will range from the business of golf to various aspects of golf course maintenance to work relationships. As a bonus, enjoy experiencing the US Open through the eyes of the course superintendent, as well as a volunteer.

**Pat Jones** favors a candid, tell-it-like-it-is, approach. For the past three decades, Jones has been immersed in the industry.



Jones began his career at GCSAA headquarters, where he oversaw communications, fundraising and lobbying in the '80s and '90s. He later created and launched

*"A Very Candid Look at the State of the Golf Business"*

*"Tell Your Story Effectively"*

Golfdom magazine before starting his own company, Flagstick LLC, to provide consulting services to golf/turf companies and organizations. He joined GIE Media full-time in 2010 and is a member of the company's executive team. Pat serves on several corporate and non-profit boards, including the Musser Turfgrass Research Foundation.

**Aaron Patton, Ph.D.,** is the Associate Professor,



Horticulture & Landscape Architecture, at Purdue University. His extension responsibilities are to provide education to Indiana's \$1.8 billion turfgrass industry. His research responsibilities include planning, implementing, and leading projects devoted to managing quality lawn, sod, golf, and sports turf while reducing management inputs. Patton's research interests focus on weed ecology and

control, warm-season grasses, and agronomic practices in turfgrass systems. Patton serves on the faculty at Purdue University. He teaches the senior level

*"Managing Troublesome Areas with Site-Specific Agronomic Programs"*

*"Maintaining Tees on Your Golf Course and Driving Range"*

*"The Ultimate Guide to Properly*

turfgrass science course at Purdue University and mentors

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## Thanks, Bill

Bill Griffith won't be retiring from active membership – nor from his position as Director for the Agriculture Center of Excellence, for that matter. But, this fall, he will be retiring from serving on the Inland Empire GCSA Board of Directors after 25 years. The length of service in this elected position reflects the value of leadership Griffith has brought to the table – year after year. And, we are immensely fortunate for each and every one of those years. He may have earned a pass from participating in the board meetings, but not from sharing his experience, his knowledge, his time, his leadership, his "stories," or anything else we can think of, because we are all better for his participation.

## Chapter Room Block for GIS Open Soon

It may be difficult to wrap your head around February 2016 with everything you are juggling right now... but we need you to do just that!

In the near future, our chapter room block for the 2016 GIS in San Diego will be open. Consider making your reservation when the block is open – and then adjust as necessary

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## Equipment Managers to Meet

We are excited to announce a quality hands-on equipment managers session is scheduled in conjunction with the fall meeting. Darak Bigler took the reins for this session, bringing back the event after it went on hiatus for a couple of years.

The first day – held at the Circling Raven equipment facility – will be hands-on (I know, I am repeating myself) including topics

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*"The Inland Empire GCSA is established to serve members, advance the profession and promote the enjoyment of golf through responsible golf course management practices."*

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**Inland Empire GCSA**

Lori Russell, Executive Dir.  
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ring to Washington State University to receive my bachelor's degree in turf management.

Throughout my time at WSU, I was presented with several opportunities that would help shape my future. The first was receiving an internship with Palouse Ridge Golf Club at a time when several tournaments were awarded to the course - including the 2012 Women's Pac-12 and 2013 Men's NCAA Regional Championships. The second opportunity that was a valuable learning experience was working in the turfgrass research lab under Dr. Johnston and Charles Golob as a research technician. Working on several experiments, including snow mold trials and "Poa Cure" trials, was an eye-opening experience, as was working with various chemicals and the process in getting them approved through the EPA. One of my favorite experiences at WSU was receiving a USGA Greens Section internship with Northwest agronomist Larry Gilhuly. This one-week internship consisted of on-site visits to several championship and public golf courses. Evaluation of playing conditions and consistency, along with championship expectations, were the main topics on the visits.

As my time came to an end at WSU, the job hunt was in full force to find

# **Teaford Makes a Move**

## **Jacob Teaford Manito Golf and Country Club, Spokane, Wash.**

As I sit down to write this article, I can't help but look back on past articles written by superintendents such as "Tips and Tricks," articles resurrecting greens from winter kill, and various superintendents sharing their 20+ years of turfgrass knowledge. The one common factor that seems to be prevalent within all past articles in the newsletter is the years of firsthand experience and knowledge gained through the countless hours on the golf course.

My name is Jacob Teaford and I am the second assistant at Manito Golf and Country Club - a position I have held for the past six months - and the Assistant Liaison for the Inland Empire GCSA. I'm from a small farming community west of Spokane - Reardan Wash. Growing up, I spent my summers on the family farm, walking the wheat fields looking for Canada thistle in the early summer and running the grain elevators when harvest came around.

Like so many other turf professionals who I have talked to over the years, I sort of fell into the turf industry. While attending Eastern Washington University, pursuing a general biology degree, I gained seasonal employment at Manito Golf and Country Club. After several seasons working at Manito, it became clear I had a strong passion for working on a golf course and I knew this would be a career that would fit me well. I tried to surround myself with as many turf topics as possible. The first step was transfer-

that first full-time position after college. It didn't take long before accepting an assistant superintendent positon at Lewiston Golf and Country Club.

Working at a course with an aging irrigation system and climate much different than the nearby Palouse region was a great learning opportunity, dealing with diseases and insects that I have not seen anywhere else in the Pacific Northwest. Also, the constant irrigation problems were a way of honing my troubleshooting skills.

At Manito Golf and Country Club, I spend most of my time on the course learning the skills that will prepare me to be a superintendent in the future. As an assistant and someone who has the ultimate goal of becoming a superintendent, I often find myself asking the question, "What preparation and path should one take in preparing themselves to compete for superintendent positions in the future?" As so many other assistants ask that same question, the one common factor in all successful superintendents is the countless hours put forth in building their turfgrass toolbox. As the next generation of turfgrass managers, assistants need to take every learning opportunity and educational seminar they can. I invite any assistant superintendent to contact me if they have questions or want to talk about how we can get more involved in preparation for advancing in the turfgrass industry.



2015 Fall Mtg, Host Course - Circling Raven



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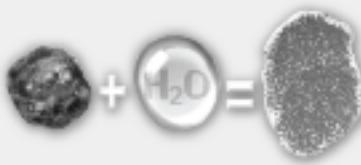
Soil testing and plant tissue analysis are valuable tools that can be used to develop a turf nutrition plan. Determining the correct amount and balance of nutrients is essential to turf health. Other factors to take into consideration are the turf type, the length of growing season, climatic conditions, and the amount of wear the turf is exposed to. The timing and levels of turf nutrition depends on the type of turf being grown.

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### ANDERSONS TERRITORY MANAGER

Ed Price: Office 208-772-9290 • Cell 509-981-9077

## Fall Meeting continued from page 1

undergraduate and graduate students. Patton also serves as the executive director of the Midwest Regional Turf Foundation. He earned his bachelor's degree from Iowa State University, and his master's and doctorate from Purdue University.



**Josh Lewis** has enjoyed 16 years in the turf industry – half of his life. Lewis's career has kept him traveling through the region. He spent six years at Bandon Dunes Golf Resort as part of the construction of Bandon Trails, and part of the team for two USGA Championships. This year, Lewis was the host

**"2015 US Open Wrap-up"** superintendent to the 2015 U.S. Open Championship at Chambers Bay. Along the way, he also spent time at places such as Eugene

Country Club in Oregon, in preparation for the 2008 US Women's Amateur, and historic Pasatiempo Golf Club in Santa Cruz, California, where he was the first assistant before making the move to Chambers Bay in the fall of 2011. Lewis completed his turf management degree at Oregon State University.

**Bill Griffith** has a knack for understanding and navigating through the various levels of working relationships. Griffith is tackling an important issue at our upcoming conference. It is



### ***Golf Pros and Superintendents – A working relationship***

beneficial, valuable and vital to the facility for the golf course superintendent and golf course professional to be a strong team. Griffith will share practical and useful ways to strengthen

this relationship.

### **Darak Bigler**

**Bigler** has been the equipment manager, Circling Raven Golf Club, Worley, Idaho, for the past 13 years. Bigler is innovative, professional, and highly regarded in the industry.



Bigler was chosen as a volunteer at the 2015 US Open, responsible for setting the greens mowers. In addition to putting together an equipment manager's meeting held in conjunction with the fall meeting, he has agreed to share his experience with the 2015 US Open.

### ***Tuning Equipment for the Open***

It is a great benefit to our association overall that our allied members are so supportive of this Fall Meeting and Trade Show. They are there to support not only your course efforts, but also your association and profession. It is to your benefit to take advantage of the wisdom in each booth – and to show those new to the profession the value our allied members have to offer.

Networking. Many have grown tired of that word. Many have tried to come up with a suitable replacement (including yours truly). "Networking" has been around since people have been, well, networking. The word causes a visual response, and encompasses a large meaning. So when we say golf is an opportunity to network with your peers – that tells you just how important it is to take the time to play one of your favorite courses – Circling Raven.

We have some really smart members in the Inland Empire GCSA. Don't miss the opportunity to be a part of the event because while you will be learning from others, we guarantee someone is there to learn from you.

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# MY COMEUPPANCE

**Jeremiah Farmer,  
Hayden Lake Country Club  
Hayden Lake, Idaho**

When Lori asked me to contribute an article to the chapter newsletter, my initial thought was what insight is a wet-behind-the-ears, class SM, superintendent going to have to offer an audience of mostly seasoned veterans? After spending several weeks thinking it over (and missing a couple of Lori's deadlines) it dawned on me that my intended audience should be the assistant superintendents of the association.

## SHORT BIO:

I have been in the industry for twenty years now. I began my career at Hillcrest Country Club in Boise, Idaho, as a member of the grounds crew. Four years later, I had the very fortunate opportunity to become Mr. Clint Travis's assistant superintendent for the construction/grow-in of BanBury Golf Club in Eagle, Idaho. From there, I met my future wife, ran off to college and spent the next four years going to school and bouncing back and forth between the University of Idaho course and Hillcrest. After receiving my degree in Business Administration, I returned to Hillcrest full-time and started working on my Penn State two-year program; during that time period, I was promoted to assistant superintendent at Hillcrest.

## COMFORT:

HCC was home and I loved being the assistant there... We

had a long-time group of crewmembers and going to work each day was fun! I had one of the best assistant positions in the state of Idaho, was being paid very well and was next in line for the superintendent position. My wife was well on her way up the ladder in her professional career, we had a great home in the North End of Boise and we were off having fun almost every night and weekend. What more could I want?



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## REALITY HITS:

As the years passed, my wife and I had our first child (making somewhat of a dent in our carefree lifestyle and disposable income) and that superintendent job that I was in line for seemed to grow more distant with each passing day. Although I still absolutely enjoyed my job, I began to feel a slight tug of ambition, wanting a bit more than I had...



## TIME TO MOVE ON:

As I mentioned before, I was still very content at HCC, but I soon began noticing a change in my behavior that was very uncharacteristic (especially for me): resentment. To that point in my career, I had (exclusively!) been a very upbeat and positive person who always did his work with a smile and who took the suggestion from the GCSAA handbook, "An assistant's number one job is to make his superintendent look good," very seriously; but I was no longer being that guy. I was, albeit inwardly, second-guessing my boss's decisions at every turn and feeling as though I could do just as good, if not better, of a job running the course as he did. I soon realized that it was time for me to put my hat in the ring and move on.

## COMEUPPANCE:

After submitting a few resumes (with the full knowledge of my superintendent) for positions around the northwest, I soon found myself sitting in front of a selection committee interviewing at The Hayden Lake Country Club. Somehow, I must have said just the right thing in the interview and was hired for the position in January of 2013. The bell had been 'rung' and it was now time for me to get the lesson of a lifetime. I had officially moved from the back seat to behind the wheel and over the past two and one-half years, that cocky, know-it-all, attitude is nowhere to be found! This job is far more difficult than it appeared from where I was sitting!

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**Comeuppance** continued from page 5

#### **HUMBLE ADVICE:**

1. For the sake of your own "Karma," do everything in your power to make your superintendent look good. I have an unbelievable staff behind me! Trust me, you'll appreciate the returned favor some day. (If you don't like your superintendent, support him/her fully until you can find a job under someone you do like:)).

2. Know what you're signing up for! It amazes me after all those years that I wasn't more aware of the endless responsibilities shouldered by my bosses.

3. Be very honest with yourself about your strengths and weaknesses (use the on-line self assessment tool @ GCSAA.org). While the only true way to learn the job is to get behind that wheel, you cannot be prepared enough.

4. Stress management - and I'm not talking about your turf. As much as I love what I'm doing for a living and wouldn't do anything else, I would suggest taking up fishing, biking, or some way to relieve stress a few hours each day. Alcohol may work for a short time, but will most likely impose significant diminishing returns in the long run.

5. Be patient! Believe me, there is no rush. Enjoy being an assistant, learn all that you can and have fun! Don't take that plunge until you know you're in it for the long haul.

6. Opportunity. For those of us who missed the bonanza of the eighties and early nineties, don't worry! It is my opinion, based on college enrollment and demographics, that the only ones left in the business are those who truly love it and baby-boomers who will retire soon, right???

7. Last, but not least, "humility." It takes a certain amount of confidence to even attempt a superintendent position, but knowing that you "don't know everything" (and probably never will) might keep you from stepping off a cliff one day.

In closing, I would just like to reaffirm how lucky we all are to be a part of this great game. In spite of it all, I couldn't image doing anything else for a living. And, as I mentioned in the opening paragraph, I'm not sure at this point I have much to offer the veterans of our association as of yet, but I would be happy to talk with any assistants who might be thinking of taking that next step. My number is in the book...

#### **GIS Chapter Room Block**

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as your plan comes together. We often turn disappointed people away from the block as he/she waited for final approval. Especially as a usual participant, the vast majority of the time you receive the thumbs up – so get on board with your hotel reservation, and then cancel with proper notice if you find your plans don't materialize.

#### **We have two properties to offer you – depending on your budget/needs:**

One property is the popular-from-experience Residence Inn Gaslamp. Our block was there in 2013 and we received high approval for the property and location. Please keep in mind this property does not have an option of two beds in the room. Enjoy a free breakfast buffet, free wireless Internet, and a kitchenette in the large rooms. Our last go around, everyone appreciated the convention property being just down the street a couple of blocks and near a desirable access into the convention center.

Our second property is the Horton Grand Hotel. This is a grand, older hotel located in a bustling part of the Gaslamp.

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Enjoy antique furniture in the smaller sized rooms and the classic reflection of the 1880s. Free wireless connection is available. It doesn't offer the buffet breakfast, refrigerator, etc., but the price is lower. It is within walking distance as well, but near the opposite side of the convention center.

When these properties are available to reserve in our room block, you will be notified via email blasts. The Residence Inn Gaslamp is \$206 if reserved by November 30, and \$217 after that date. The Horton Grand Hotel is \$159 if reserved by November 30, and \$169 after that date. The rooms in the block are available on a first-come basis.

## Equipment Managers Session

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such as "*Hands on Tier 4 Training,*" "*Trouble Shooting and Maintaining Your Tier 4 Diesel Engines,*" "*Hands on AC/DC Motor and Controller Trouble Shooting and Rebuilding,*" "*Hot Water Pressure Washer Burner Maintenance and Trouble Shooting,*" "*Hands on Metal Working: The Fundamentals of Fabrication,*" "*Hands on Auto Painting Techniques and Body Shop Basics and Repair,*" in addition to a great trade show to view product and speak to the experts, with food and beverages.

Tuesday, the equipment managers will be joining the turf management session at the hotel for a combined session of interest to both groups, followed by a round of don't-miss golf.

This educational event includes two lunches and continental breakfasts, as well as free access to the trade show for registered attendees. It is an affordable event for all – with a discount offered if you are a member of the equipment managers association.

## Hospitality Room Site

Join us for the Chapters of the Northwest Hospitality Room, Wednesday, February 10, 2016, 6:30 – 9:30 p.m. We will once again come together to enjoy the evening of networking - perhaps under the stars of the San Diego sky – with our return to The Bristol Hotel, 1055 First Avenue, San Diego. The ballroom sits on the top floor (9th) and has a retractable roof. The Bristol Hotel is well situated within a couple of blocks of the Gaslamp District. It is the same location as the 2010 and 2013 events.

This evening is a great way to renew old relationships and make new connections – all thanks to the generous support of our allied partners.



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## REGISTRATION UNDERWAY FOR NTA CONFERENCE

Paul Ramsdell, Executive Director, NTA

The registration process has begun for the 69th annual conference of the Northwest Turfgrass Association, set this year for October 4-6 at the famed Coeur d'Alene Resort in Idaho.

Dr. Karl Danneberger from The Ohio State University will be the featured speaker, and will give presentations on shade issues and disease control.

The conference will continue with its recent tradition of a welcoming golf outing on Sunday afternoon at the resort course, followed by a dinner reception. Educational sessions will be held Monday and Tuesday mornings. A second golf outing will be held Monday afternoon, this one at Hayden Lake Country Club with another dinner reception Monday evening back at the resort.

The online registration page is available by following this link: <http://www.nwturfgrass.net/pages/conference/registration.html>

The complete registration package is \$490 with a no-golf package offered at \$345, but accommodations are not included in the registration package.

There are various accommodation opportunities at the Coeur d'Alene Resort, so attendees are requested to call 1-855-737-8279 to make your selection. The NTA has secured reduced room rates (\$119 for North Wing; \$159 for Park Tower; \$189 for Lake Tower) and the NTA can assist attendees looking for a roommate to help reduce costs.

Members of the Inland Empire Golf Course Superintendents Association are automatically members in the NTA.

More information is available by visiting [www.nwturfgrass.net](http://www.nwturfgrass.net) or by contacting Paul Ramsdell, the executive director of the NTA, at [mpsparks90@aol.com](mailto:mpsparks90@aol.com) or 253-219-8360.

A breakdown of sponsorship opportunities is available by following this link:  
<http://www.nwturfgrass.net/pages/conference/sponsorship-levels.html>

Hope to see everyone this fall at Coeur d'Alene.

*Paul can assist with more sponsorship information, as well.*

## GCSAA Member Standards

**Class A Member:** Signifies an individual or entity holding either individual and/or corporate or institutional status in the golf course management industry. These standards form the basis Class A member's professional identity.

Following input from more than 200 individuals over the past several months, beginning with the Chapter Delegates meeting last October, the GCSAA Board of Directors initiated the Member Standards project. Highlights of the changes are outlined below. Additional details can be found at [www.gcsaa.org/membership-standards](http://www.gcsaa.org/membership-standards).

### Designated Classifications

The "Superintendent Vendor" GS4 Classification becomes "Class B."

### Change to Class A Definition

#### Current Definition

A Qualifier for Class A membership, an applicant must have, at the time of application for membership, at least three years' experience as a qualified course superintendent, as employed in such capacity and comply with all additional qualifications adopted by the membership.

#### Proposed Definition

Class A member is a golf industry professional with specialized knowledge, skills and abilities through a combination of education, experience, professional development and environmental stewardship, and continues to fulfill emerging Class A renewal requirements.

### Class A Eligibility

Formal Education Value + Years Superintendent Experience + Educator Points = 20

Formal Education Category	Formal Education Point Value	+	Years of Superintendent Experience	+	Educator Points	=	Total Points Required
Bachelor's Degree or Higher in Turf/Plant Science	15	+	3 or more	+	Variable	=	20
Other Bachelor's Degree or Higher, e.g. Assoc. Degree in Turf/Plant Science	15	+	3 or more	+	Variable	=	20
Other Bachelor's Degree or Higher	14	+	3 or more	+	Variable	=	20
Associate's Degree in Turf	13	+	3 or more	+	Variable	=	20
Turf Certificate/Other Course	9	+	3 or more	+	Variable	=	20
Other Associate's Degree	8	+	5 or more	+	Variable	=	20
No Degree or Reciprocal Certificate	0	+	5 or more	+	Variable	=	20

**2.000 Points:** Because of the substantial integration of the GS4M IPM Exam, it is required.

#### EXAMPLES:

**Example #1:** Bachelor's Degree in Turf Science and three years' experience as a superintendent in Turfgrass (5 points) + one point for GS4M IPM Exam (1 point) + one point for 3 years of experience = 20.

**Example #2:** Bachelor's degree in business, no longer employed as a superintendent for 3 years (0 points). To qualify for Class A, he has to attain a minimum of 12 points (IPM + GS4M + 3 years of experience).

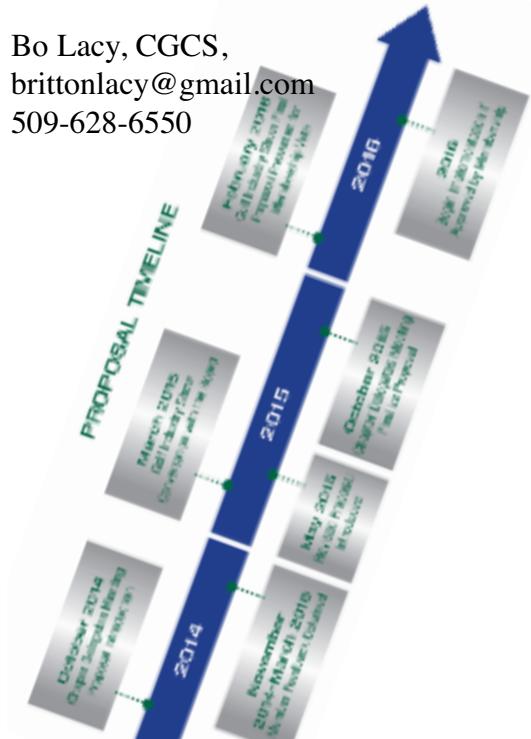
**Example #3:** Bachelor's degree in Turf Science and two years' experience as a superintendent (5 points) + one point for GS4M IPM Exam (1 point) + one point for 3 years of experience (3 points) = 10 points. To qualify for Class A, he needs to attain a minimum of 12 points (IPM + GS4M + 3 years of experience).

The proposed GCSAA Membership Standards the chapter delegates will discuss in October at the delegates meeting. Please contact Bo, your chapter delegate, with your opinion.

Bo Lacy, CGCS,

[brittonlacy@gmail.com](mailto:brittonlacy@gmail.com)

509-628-6550



### Class A Renewal

- Requirements continue to necessitate a total of 5 points over a 5-year period.
- Education Points enhanced to a minimum of 3.0, increased from current 2.0 points.
- Service points for renewal focused on golf-centric activities.

### Class A FAQ's

- What will be required to maintain Class A status?
  - Possess a valid pesticide certification license or pass the GCSAA IPM Exam.
  - Attain a total of 5 points. Minimum of 3 education points over a five year period.
- How will Education and Service Points change?
 

Only golf-centric service points will be eligible. Some Service Point categories will become education points and community service points are being eliminated.
- Which service point categories will now be education points?
  - Audubon Cooperative Sanctuary Program for Golf Courses completion
  - Audubon Signature Program completion
  - State environmental stewardship program completion
  - Published education article in GCM
  - Published education article in trade or chapter publication
- What will be changing in terms of "grandfathered" status?
 

Class A status will be based on the new requirements for all members. Members "grandfathered" July 1, 2003 will have through 2016 to attain minimum eligibility requirements for Class A status, after which eligibility will be based on new requirements.
- What happens if I fail to fulfill the renewal requirements?
 

You will be reclassified as a Class B member.
- How do I reinstate my Class A status?
 

Fulfill the original renewal requirements plus an additional (1) education point and remain a Class B member for a minimum of one year.