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Table of CONTENTS

A TRIBUTE TO BARB ALEXANDER6
 PROPERTY MANAGER'S CONFERENCE9
 FIRM AND FAST12
 MY JOURNEY INTO THE GOLF INDUSTRY16

In Every ISSUE

PRESIDENT'S MESSAGE4
 ASSISTANT SUPERINTENDENT PROFILE14
 DATE TO REMEMBER18
 CGSA REPORT18

Cover PHOTO

Barb Alexander and Kenny Olsvik & the 2015 Distinguished Service Award

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President's MESSAGE

BRAD ESHPETER
AGSA President



Five years ago the Board approached me to put my name forward to join the AGSA Board, and immediately you fast forward to the President's chair and the responsibilities that come with it. First there is nervousness and the premonition that tells you that this isn't for me, but then time takes over and you begin to think of the honor and the challenges that it presents to you. As I begin to draft my first letter as your President, I am continuously looking back, reflecting on the conference calls, emails, meetings, and the trips down the highway that I have been involved in and nothing ever comes to my mind that I wouldn't want to be a part of. What a business we belong to and wow, have we grown! It started out in the late 80's as a group of fellows that enjoyed what they do and wanted to continue promoting the game of

golf and the importance of the Greenskeeper to that sacred game. Today Golf Course Superintendents and the AGSA are two of the key voices in the development of the game of golf in our great country. And today I stand tall as the President of this association that has been formed by hard working professionals that I am so proud to be associated with. I would like to encourage everyone to challenge yourself and get involved at some level to grow our profession. We are entering some exciting times with the redesigning of CGSA and the new look of the AGSA with Dennis McKernan stepping into the shoes that Barb Alexander has filled for the past 19 years or so. There will be some challenging questions to answer and we will need your help.

Another successful Property Manager's Conference has come and gone, so I encourage everyone to voice their opinion and complete the survey forms, so we can continue to provide a high level of education tailored towards the needs of our membership. The conference is another feather in our caps that has contributed to building such a strong Association. These opportunities to network and gain valuable education are immeasurable when you are building your career and we should take advantage of every chance we can get. Leaving those forms blank tells us as a Board that everything was perfect and we all know that there are very few perfect things in life, so please tell us what you liked, disliked, or even a new idea or suggest a speaker you would like to hear again. They make changes to Augusta National every year!

Next year will be another busy year for the AGSA with our three meetings across the province and once again the Challenge Cup in July. So mark your calendars because these events are the driving force behind our Association. I look forward to seeing everyone and I take pride in the camaraderie that takes place at these meetings and golf events. As I am sure that is exactly what the AGSA was originally intended for.

From My Family to Yours, Merry Christmas and enjoy the remainder of the winter months. 🍷

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A Tribute to **BARB** Alexander

2015 AGSA Distinguished Service Award Winner

It is truly an honor and a pleasure to have been asked to be here today to introduce and present the 2015 Distinguished Service Award.

It is hard to believe it has been 16 years since I was part of a small group of AGSA members that developed this award. The other Golf Superintendents on that committee back in 1999 were Walter Gooder, Tim Knutson, Andy AuCoin and Darcy Matchullis. The purpose of the award was, and still is, to recognize individuals that have made significant contributions to the AGSA and who have helped elevate the status of our profession. A few of the criteria that each nominated individual must meet include:

- Contribution to the golf industry
- Involvement in the AGSA
- Mentorship
- Rapport among Golf Superintendents
- Fellowship.

The 2015 AGSA Distinguished Service Award winner has played a significant role in helping to make the AGSA into one of, if not the most successful Golf Superintendents Associations in the country.

The 2015 Distinguished Service Award Winner has gotten to know more members of this association than any other member since its inception.



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James Beebe delivering the Distinguished Service Award speech to Barb Alexander

The 2015 Distinguished Service Award Winner is very well known and respected throughout the golf industry and not just by Golf Superintendents but also Club Managers, Golf Professionals, Owners and many golf Industry professionals.

The 2015 Distinguished Service Award winner has helped to shape the evolution of both the AGSA Property Manager's Conference and the AGSA Challenge Cup and hasn't missed attending one of those events in the past 18 years.

In fact this individual has not missed a single AGSA meeting or event during the past 18 years.

Please help me to congratulate the 2015 Distinguished Service Award winner, your friend and mine, and the first female winner of this prestigious award..... Ms. Barb Alexander!!!!

Congratulations Barb.... Please come and sit down up front while we share some background with our audience here today.

Barbara is a true Calgarian – born and raised. Barb graduated from the University of Calgary with an education degree focused on both Mathematics and Physical Education. Barb taught Jr. High Phys-ed for 10 years and Sr. High Math for 10 years retiring from teaching back in 1993. Barb played competitive badminton at the national

JAMES BEEBE
Past AGSA President



level for many years and is a champion golfer. Barb is also a three time club champion at the Banff Springs Golf Club. Barb is an original member of the Glencoe Golf Club and that is where she met Ken Olsvik back in 1984. Golf and turf have remained at the forefront of Barb's life since meeting Ken some 30 plus years ago.

Following a 4 year stint in Banff, Barb and Ken moved back to the Calgary area and started to run Specialty Turf Care, the contract aeration service company. At this point in time, the AGSA was at a cross roads and in the words of Dean Morrison "the AGSA was treading water and things were just not getting done". A group led by Dean Morrison approached Barb to see if she would be interested in working part time for the Association and the rest as they say is history.

Since Barb took over managing the affairs of AGSA the association has grown exponentially and Barb has been there every step of the way overseeing every little detail. The Property Manager's Conference has grown into a world class conference, the Challenge Cup has grown to 36 holes and is now being hosted in British Columbia. The logistics of running these two events alone is incredible and Barb has always managed those details with precision. Also, the Touch of Green has evolved from a newsletter into a first class magazine and the three meetings that AGSA hosts per season are impressive gatherings of the industry's professionals, all under the watchful eye of Barb.

One of Barb's great attributes that she brought to the AGSA is her consistency. Barb always operated at the highest level of competency and always focused on three things – details, details and details. Along with consistency came reliability, and accountability. If Barb had a job to do there was never any question that it got done and it got done well, Full Stop! Whether Barb was performing office work, booking hotels / conference centers, speakers,

Continued on page 08

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Barb with past AGSA presidents

making travel arrangements, or auditing invoices you never questioned that it was done right.

Barb has always had a special relationship with each of the directors whom were fortunate enough to be on the AGSA Board. Barb also was always there to guide and help AGSA Board members. There are 18 AGSA Past Presidents who will all agree that a successful presidency was made much easier thanks to Barb's help.

The AGSA has grown into one of the finest Golf Superintendents Associations in the country and Barb played a significant role in this, however, it wasn't just what she contributed but it was in how she did it. Sure it was impressive that Barb was detail oriented, consistent and reliable but more importantly Barb was very welcoming to all members, engaging, fun, humorous, caring and always took time to build relationships with many of us. Barb could always separate business and pleasure and was always ready and willing to have a beer or two with the guys and gals. Barb has become such a great friend to many of us here in this room and throughout the association.

During retirement from AGSA, Barb is going to be spending winters in Palm Springs with Ken and their large circle of friends golfing and lawn bowling. Barb will also continue to manage Specialty Turf Care, enjoy time with her grandkids and do whatever she darn well feels like.

Barb... Congratulations on this prestigious award, thank you for everything, enjoy retirement, we are sure going to miss you. 🍷

21ST ANNUAL November 29, 30 & December 1, 2015 Property Manager's Conference

BRAD ESHPETER
2015
Conference Chair



About a month ago we wrapped up the 21st Annual Golf Course Property Manager's Conference in Canmore. Once again we were treated with a combination of colorful guest speakers, awesome weather, an amazing football game (if you are an Edmonton Eskimo fan), and a lot of great networking and social events. These are all traits of a successful conference.

The conference kicked off on Sunday morning with a room full to listen to Philip Massier and his Alberta Pesticide License Seminar followed by the written exam in the afternoon. At the same time in the Grizzly Room Mike Huck, an independent water management consultant and formerly of the USGA, hosted a 4 hour discussion on water budgeting and the government regulations brought on by the recent droughts in California. The pre-conference seminars

were followed with the 103rd Grey Cup Game played by the Edmonton Eskimos and the Ottawa Redblacks. Our gracious host, the Cornerstone Theatre, along with industry sponsors Oakcreek Golf and Turf and Evergro put on an excellent party that resulted in a full room of smiles, good food, and cold beer.

Things got started Monday morning with Marie Thorne bringing greetings from Syngenta, our major Education sponsor, and then Kyle Kellgren, president of CGSA, with some words updating us on the exciting times within CGSA. Then Jason Strudwick set the stage telling us his life stories of a lengthy NHL career based on his size and willingness to craft his talents that didn't involve scoring a lot of goals. He had the room captivated and at times rolling on the floor in laughter.

After listening to Mr. Strudwick, the conference diversified into separate learning opportunities for Horticulturists, Equipment Techs, and Turf Managers. A lot of the topics that were discussed were based on improving communication skills, tree management, and some of the new technologies available. There were not many empty seats in each of the session rooms with overall attendance being very strong.

The AGSA hosted its Annual General Meeting following the last session of the day on Monday. During the AGM the board recognized the 2015 Scholarship Winners.

Continued on page 10

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Continued from page 9

Justin Smidt from Olds College was the recipient of the turf student award and Kayla Shannon, daughter of member Jim Shannon, as the Family Scholarship winner. The elections/change of Board members took place. Your new Board is as follows: President-Brad Eshpeter, RedTail Landing Golf Club; Vice-President-Robin Sadler, Silver Tip Resort; Secretary/Treasurer-Reid Solodan, Canmore Golf & Curling Club; 2nd Year Director-Tyler Patroch, Cottonwood Golf & Country Club; 1st Year Director-Cameron Kusiek, River Bend Golf & Rec. Area; Past President-John Faber, Springbank Links Golf Club. Dustin Zdan was recognized for his years of service to the board. The Distinguished Service Award was presented by James Beebe at the end of the meeting to a very surprised Barb



Turf Scholarship award winner: *Travis Smidt*



Dustin Zdan and Past President *John Faber*

Alexander. A great deal of effort was put in to keep Barb unaware who the 2015 DSA winner was, and in the end we were all able to raise a glass of champagne to toast a very classy lady.

Monday concluded with Brett Young sponsoring the evening reception. This is a fantastic way for the delegates to mingle

amongst a few of our industry friends while enjoying some camaraderie and a few refreshing beverages. Without the support from our industry friends we would not be able to provide such a high quality event. So a big thank you goes out to all of the attendees and the sponsors that participated in this event.

Tuesday morning started out with three separate rooms for the delegates to choose from. The Turfgrass room




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offered some valuable information from Katie Dodson and the PTRC, Dean Piller from Cordova Bay, and Dr. Katerina Jordan from the University of Guelph. The Horticulture room was entertained by Gord Koch, Kelly Storm, and Anita Heuver. The Irrigation room had Paul Penelton, Mike Huck, and Jason Tonks all providing excellent insight into the world of irrigation.

Our afternoon began with everyone back in one room eagerly awaiting Simon Connah of The Old Course in St. Andrews informing us what it takes to prepare the Old Course for the 2015 British Open. A great deal of work goes into preserving the history of the golf course while providing the best players in the world with some of the best playing conditions. He truly has a dream job.

Again this year there was a Superintendents Panel consisting of Past Presidents-Dustin Zdan from the Connaught Golf Club in Medicine Hat, Terry Shinkewski from Earl Grey in Calgary, and Score Golf's reigning Superintendent of the Year award winner Keith Blayney of the Edmonton Petroleum Club speaking about the use of electronic job boards. Electronic job boards are becoming very common in most of our workplaces. From electronic job boards they turned the conclusion of the conference into a tribute and

one final send off to Barb Alexander. Her dedication and leadership qualities have touched many of us and we will miss her dearly.

The Property Manager's Conference is only made possible by having a group of volunteers work together and dedicate their time to provide you a excellent learning environment. My hat has goes off

to the committee consisting of: Ken MacKenzie, Travis Unger, Robin Sadler, Cameron Kusiek, Scott MacArthur, Dennis McKernan and of course Barb Alexander. Job well done team!!

I hope you all enjoyed the 21st Annual Golf Course Property Manager's Conference and we look forward to another successful event in 2016. 🌱

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FIRM AND FAST A few considerations when getting

“Firm and fast” has become a popular mantra in modern golf. There are ample reasons to support this maintenance directive for the sport including a greater diversity of shot options, potentially reduced water use via irrigation, and less surface damage from golfers and machinery. Firm playing surfaces provide greater ball roll for players of all ability, add strategic interest and variability to shot-making, and can provide greater challenge for expert golfers. Turfgrass maintained on the “drier” side usually experiences less disease, can be mowed less often, uses less fertility and is irrigated less frequently and/or intensely. Mowing heights on putting greens and fairways can often be raised to provide desired ball roll when the playing surface is firm and dry. While these are all worthy objectives for golf course maintenance and conditioning, there are a few considerations to keep in mind during implementation of the program.

In the arid/semi-arid climate of western North America, the wet spots tend to get wetter and the dry spots drier as the irrigation season progresses. Even the very newest and best irrigation systems usually only provide 80% or so distribution uniformity, which does not account for wind, variable soil conditions, differing grass species and concentrated wear patterns. Older irrigation systems have much more significant shortcomings with respect to uniform water application. Before you decide to dry out the golf course, be sure to audit sprinkler head distribution uniformity and performance. Also assess control flexibility, consider the effects of no independent perimeter irrigation for putting green surrounds and review the overall watering window for the golf course. While golfers in North America may say they want firm and fast conditions, they generally despise wicked dry spots. Do you have the



labor necessary to conduct hand-watering as needed? Will the clientele accept spot watering during the day? Are you ready to take the heat? Do you have full support from the ownership/green committee/membership?

In addition to reducing irrigation, rolling and sand topdressing are common cultural practices employed to achieve firm playing surfaces. The benefits of rolling continue to be brought forth in our industry through independent research trials and field observation. If your club is not utilizing rollers on putting greens, it should since the benefits are irrefutable. Sand topdressing provides numerous benefits including surface smoothing, dilution of accumulated organic matter (thatch/mat) for balanced soil porosity, and surface firming for reduced mechanical damage and disruption from routine play. Less understood is how much sand to apply and how frequently to achieve the best short and long-term results. Since every site and every growing season is different, experience and regular empirical evaluation is needed to gauge the efficacy of a topdressing program. Annual testing of organic matter in the upper soil profile can be useful to evaluate trends over time, but may not provide enough information to make real time decisions during the growing season. Excess thatch can create soft and puffy conditions, but too little thatch can compromise wear tolerance, shot reception value and recuperative potential. Some amount of thatch and mat is necessary for a good stand of golf turf and good playability.



caught up in the dogma

A decent starting point for evaluating thatch levels is to pull a soil profile and conduct a “tear test” of the top inch or so. If the top inch easily pulls apart or disintegrates, there probably is not enough organic matter to hold up to reasonable amounts of play. If you can squeeze water out of the top inch or so, the organic matter density is likely too high for good agronomic health and surface conditioning. Keep in mind that organic matter provides numerous benefits to the grass plant system and that a well diluted organic matter layer can be maintained to yield rock hard surfaces.

Finally, consider your golfing clientele. The average (so-called avid) male golfer totes about a 16 handicap and the average women player a 28. These players probably do appreciate a little more roll off the tee, but not so much

MATT NELSON
Sod farmer & golf industry
consultant from Idaho



watching their best hybrid approach shot land on the front of the green and careen off the back in two hops. And what about those delicate little pitch shots played around the greens? My experience suggests that the majority of golfers appreciate the beauty golf courses provide (think green grass), the comradery of friends, a friendly challenge and getting a little exercise outside. Firm and fast is a noble cause for the golf purist, but consider the ramifications of fully embracing this philosophy before attempting to take it too far. Firm and fast does not necessarily mean brown and dead and it is possible to have a reasonably green, beautiful, firm and fast, fun-to-play golf course with the proper infrastructure and planning. Both the game of golf and the preparation of the course are difficult to master. 



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ASST SUPERINTENDENT Profile



Chris Prodahl
Assistant Superintendent,
Priddis Greens

Where were you born and raised?

Born and raised in a small town; Maidstone, Saskatchewan

Did you come from a big or small family?

Two older sisters. My parents and sisters live in Lloydminster.

Are you married with children?

Yes, I've been married for 2 years to my beautiful wife Kaitlyn. Our dog Hank is our only child right now.

What made you decide on a career in Turfgrass management and what do you think your career would be if you hadn't become involved in the golf course industry?

I fell in love with the game at a very young age. Working Turf Care was my first job when I was 15 years old at a little 9

hole course outside of Maidstone and the rest is history.

I worked winters in the oil field before becoming full time at Priddis Greens. I always found it very interesting but I'm now thankful that I am working outside of the patch.

Tell us about your career and educational paths and how long you have been at your current location?

I graduated from Olds College in 2003 and starting working at Priddis in 2004. I have been at PG ever since and love the everyday challenge.

Tell us about your golf course and what your biggest challenges are?

Priddis is a 36-hole private golf club that has a very busy golf calendar. One may think staffing is our biggest challenge based on our location but we always seem to excel in that department. A challenge of ours is to consistently provide outstanding golf course conditions each and every day on a difficult site. Priddis has trees lining each hole with heavy clay soils. Slit drainage has been a game changer for us!

Do you have any preferences for golf course equipment or fertilizers?

We mainly run Toro equipment but when it comes to fertilizers we don't prefer one over the other. We are constantly trying new products and changing programs to find the best products to suit our needs.

In your opinion how has the role of the Assistant Golf Course Superintendent changed the most since your start in the industry?



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I think the role as an Assistant has changed as the role of the Superintendent has changed. As the Superintendents find themselves in the office more frequently, the Assistants find themselves being more responsible for the day-to-day operations at the golf course, including quality control. This requires Assistants to have excellent communication skills.

What advice would you give to aspiring Assistant Superintendents regarding what it takes to be successful as an Assistant Superintendent?

Be positive, work hard and make yourself the MVP of your team. Remember there is always someone watching. If you don't know how to do something, ask. It is ok to be vulnerable.

What is the most important event of the year for you and your club?

We treat every day as the most important.

What is your favorite travel destination?

We like to travel to Mexico. Sun and cold beverages.

What is your favorite restaurant?

I don't have one that is my favourite but anywhere with a juicy steak works.

What golf course would you play if you had your choice?

Augusta and Pebble Beach would be right at the top.

What do you like to do away from the course?

Playing and watching hockey, hiking, curling and ice fishing

Do you have any mentors?

My very first Superintendent in Saskatchewan, Reg Bloski got me hooked on the profession, but the person that has had the biggest impact on my career is my current co-worker and friend James Beebe. James is a naturally gifted leader that inspires and develops the people around him. One of James' greatest strength is willingness to go above and beyond to achieve the desired result and I feel that this has rubbed off on me.

Is there anything else you would like to add?

One of the biggest things I've learned is to put yourself out there, meet new people, ask questions and get involved. I have found that building your network whether it be at a conference or association meetings is invaluable. You learn so much from asking questions and getting to know your peers and others within the industry. 📷



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**SEAN
LEACH**



I cannot explain to you how working at a golf course makes me feel, I can only try to comment and hope that you understand my view. Turfgrass maintenance captured my attention when I realized how difficult and challenging the job could be. I didn't think much of it at first, and didn't realize what made the job so special, but I always knew I was happy working at Cottonwood Golf and Country Club. Initially it was the intrinsic value of working at a golf course that got me into the industry. It was the positive enjoyable work environment that kept me coming back season after season. At the time however, it was just a summer job with no intentions of entering the golf industry, career wise. Partly because I was already attending university, studying political sciences and economics, and partly because I didn't know this career option was even available. Timewise, the career switch was short. It was a bit of a struggle, leaving everything (I thought I knew) behind for something else. Beyond that, however, it has been a continuum of learning

and working to gain knowledge and experience to better myself and become well rounded for the future. I want to discuss my personal journey into the golf industry, my current job-education placement and my goals for the near future.

When I first started working at a golf course I distinctly remember loving the job and its many perks. First, it was outside and I got to enjoy the wildlife along with the landscape architecture that engulfed the property. It was my first job that required physical labour of such magnitude. Working at the golf course my first season allowed me to discover that work could be fun. I began my first year of university afterwards, studying political sciences and economics. The course load interested me for sure, but it was never a passion. My career options were very limited also - at least a master's degree is needed for government employment. I knew I would be stuck in an office. The chances of self-improvement were limited. Regardless, I stayed a sheep to society, not knowing any better.

Having concluded my first year of university studies, I was at home unemployed, and dealing with loss in the family, I was not a motivated individual but once again applied for jobs in the area, including golf courses. I drove down to Cottonwood Golf and Country Club for the first time which, had come to my attention through my grandfather who knew the area better than I. After walking into the maintenance shop with the sole intention of handing in a resume and going home I found myself in the office getting an on the spot interview from the assistant superintendent. I began working at Cottonwood soon after and was able to call the property a second home. Going to work was exponentially more fun each day. Being trained on more equipment and given more responsibility, I truly felt as though I played an important role on the Cottonwood maintenance team. Even at this point, however, it was a seasonal job that assisted in paying for tuition fees and textbooks for university.

After completing my second year of university studies, I came to the realization that university education wasn't meant for me. In fact, at the time, I was under the impression



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that any form of post-secondary education wasn't right for me. The entire concept was backwards in my opinion. In today's society you typically need an education first, spending resources and time before fully understanding what a job entails. The golf industry is the reverse of that process; getting a summer job in the pro shop, grounds crew or even the back shop, people get a glimpse of what that career would encompass without committing time or money. I didn't fully know (nor do I currently) what the title of superintendent holds but I know what that lifestyle might be like based on my working experience. I cannot say that I made the decision to get an education in turfgrass by myself. I have several mentors that have been with me the entire process, most of whom I call my superiors yet ultimately my friends. In essence, with their mentorship and guidance my education began back in my first season at Cottonwood. By showing interest in the work being done, my peers took the time to teach me. It didn't require tuition deposits or textbooks; asking questions fed my hunger for knowledge.

This would lead to switching careers for something I would enjoy. My studies began in January of this year (2015) at Olds College. For the first time I had a passion for the program and curriculum along with the added benefit of meeting a great group of colleagues along the way. This made the first year of education all the more worthwhile. The classroom and workplace are very different but they also blend well and complement each other. I have the time and responsibility to research and study issues that face golf course all over the world but also focus on Albertan and Canadian climates. Fundamental concepts are explored at work while school offers time to go deeper into turf management science. With this new knowledge I feel equipped to ask the right questions and enhance my education at the workplace.

There are two personal reasons for entering the golf industry. First, the work involved. There is opportunity to be active and physically challenge myself while still having to use my head and think about projects thoroughly. The tasks keep me mentally focused, where the labour keeps me physically active.

Secondly, the golf course helps me better myself. It is a never ending project and there is always work to be done. There are almost immediate results of the work and effort spent on the course. It is rewarding when the

maintenance crew's hard work becomes noticeable through incremental progressions and accomplishments. It is equally as rewarding to step back and view progress of the course's entirety. The golf course also provides opportunity for constant personal and professional improvement; this summarizes my views of personal development. I want to continue to push myself to go further as a co-worker, as a leader and as a friend. I would like to also credit my peers and colleagues who have motivated and supported me thus far. I am honored in knowing they will continue to do so in the seasons to come!

The golf course is a mini escape from the rest of the world; giving peace and serenity. It captivates, mesmerizes and longs for progression. I lost nothing in becoming part of the turf industry, now realizing how amazing a community and career it might be. I have gained many friends, mentors and great experiences; this line of work is truly one of a kind and I cannot fathom any other career for myself. Turfgrass management is my job and my career but is better described as my passion. 🌱

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CGSA Report

DUSTIN ZDAN
CGSA
Alberta Director



This being my first report as Alberta Director for the CGSA, I want to thank all the members who I have touched base with over the last couple of months. The support has been overwhelming and I hope to represent the CGSA proudly as I did when I was on the Board of the AGSA. On that note, I can't thank all of the AGSA Board members enough that I have served under; it was an outstanding experience and one that I will always cherish. Of course, I can't go on without mentioning Barb, as our leader she ran the ship and navigated it through any rough waters. Her organizational skill is a big part of why the AGSA is looked upon so highly! Thanks to Kerry Watkins whose shoes I will try to fill as he steps aside with the CGSA. I know Kerry was a huge contributor to the association and hope I can do the same. To James and the rest of the CGSA board and staff, they have welcomed me in with open arms and made the transition very easy.

As winter hits, so too did the Property Manager's Conference in Canmore! I want to congratulate Brad Eshpeter and his committee who put together a great lineup for what has become a can't miss event. I also want to congratulate Brad on moving into the President position with the association. The new Board member for the AGSA is Cameron Kusiek of the River Bend Golf & Resort in Red Deer; congratulations on your appointment. This year's conference had one main theme outside of the education portion and that was Barb's retirement. The AGSA honored

Barb with the Distinguished Service Award for all her years of service, well deserved and enjoy your retirement.

Most are aware change is coming to the CGSA. The board met in early December to continue on the re-development plan that will be unveiled at the AGM in Toronto. We have heard what the members are saying and will be implementing some of that change in the very near future. Our 50th year celebrations are set to kick off in Toronto for the Canadian Golf Course Management Conference, which runs Jan 11-15th. The education program looks outstanding and, as always, the networking is a huge component. I have heard from quite a few members and it looks like we will have a strong contingent from Alberta.

With the holidays right around the corner I want to wish everyone a safe and joyous holiday season, and see you in 2016! 🍷



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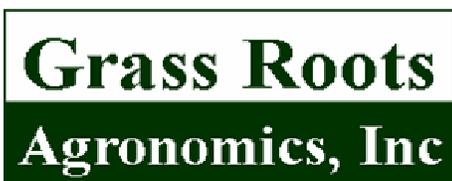
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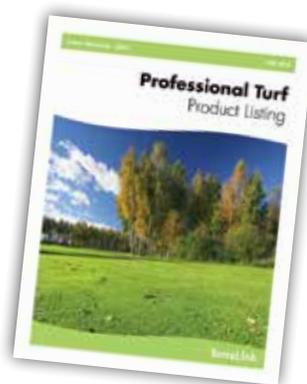


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