



THE NEWSLETTER

February 2020

of the **Golf Course Superintendents Association of New England, Inc.**

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President's Message by Peter J. Rappoccio



As we conclude the first month of 2020, winter will soon come to an end and many of us will be getting back to prepping for the golf season. January's weather has been

quite interesting with warmer temperatures than normal allowing many of us to take advantage of being able to get outside and do some work that normally doesn't happen till later on in the spring. Let's hope the next two months are kind in terms of weather allowing for a nice startup in the spring season!

I would like to thank everybody who attended our annual meeting at the Renaissance hotel at Patriot place in January. We had a record turnout and it was great seeing so many of you there. Your presence at our meetings is extremely important and we very much appreciate the time and commitment everyone makes to attend meetings throughout the season.

As we move forward, the board is always looking for volunteers to help serve on committees and get involved in the association in anyway your time allows. The standing committees will be looking for additional members this year and I encourage anyone who is interested in serving to please reach out to myself or Don Hearn. Our association will only be successful with your support.

There are a lot of great things happening with the association this year. I would like to thank all of the board members for their

commitment to serve our membership. In particular, there is a lot happening with Government Relations and our ever changing landscape of rules and regulations. Eric Richardson has been doing a great job staying in front of a lot of issues which will be challenges for our industry. Eric has also been working on the BMP's for the state of Massachusetts which you'll hear more about in the near future.

Our education and golf chairmen have a great schedule of meetings and events this season and we are excited to hear more about these in coming months. So please mark your calendars for the upcoming events in 2020. I would like to thank Dave Stowe and host superintendent Peter Hasak for setting up a great site for our Scholarship and Benevolence tournament this year. Dave and his committee do a great job serving our membership and I am grateful for their commitment.

To our friends and affiliates I would like to thank you for your continued support in our PPP program. I also would like to thank Greg Cormier, our affiliate board representative for unveiling our new PPP program for this year. We are hopeful and grateful to continue our partnership with many of our friends and affiliates and we are very grateful for your support of our association.

Two new things happening this year which will be explained in more detail as the season goes on are an opportunity for a member to attend GIS in 2021 through a grant program which will be created by the Board. This benefit would allow a member to apply for a grant to send them to the Golf Industry Show.

(continued from cover)

The other item which was discussed by the board is the formation of an assistant superintendent committee. This will serve as an opportunity for assistants to get involved through the formation of their own committee with possible education and golf events. We are hopeful this committee will lead to a board position for assistants in the future. Please be on the lookout for more information on these two happenings.

I look forward to serving as your president this year and if there is anything I can do for you please feel free to reach out to me. I wish all of you a great start to the golf season and hope to see many of you in Providence at the New England Regional Turfgrass Foundation show.

Message from Past President by David Johnson

GCSANE has been great to me in many ways over the years. The people that I have met and become friends with through the association is great. The institutional knowledge I have gained from my GCSANE network of peers, fellow board members and industry partners is great. Exposure, networking opportunities and friends I have created within our allied associations; Mass Golf, Ouimet, New England PGA, New England Golf Course Owners, GCSAA and many more is great. The quality of education that is provided by GCSANE each year is great. The hard work behind the scenes by our members to promote our profession and strengthen the golf business, especially the efforts toward Government Relations is great.

I have served this association for 10 years now and feel good that the time away from my family, friends and place of employment for GCSANE has helped advance our profession and association. Moving forward we must all work together constantly communicating to everyone around us that we are educated professionals, leaders in the green industry and responsible stewards of the environment. Unfortunately, there are many people and groups currently lobbying against what we stand for and painting false pictures of our profession and business as a whole. GCSANE and the Green Industry Alliance have great representation and have been very busy lobbying for us, but we need to work together in this long endeavor ahead. Educate your owners, chairman, board members, General Managers, Golf Professionals and anyone else interested as to what you really do for the environment and ecosystem. Inform them that GCSANE invests operational money to fund the presence of a lobbyist on Beacon Hill (GIA). Educate them that GCSAA has two full time employees fighting for our industry and business in Washington DC. Tell them this when they ask why you need to belong to these Associations. There is a big focus on growing the game of golf, which is important, but more importantly, we must bring sustainability of our industry into this lens of focus.

I am very thankful for everything this business has provided me and my family, and I hope there are many others coming behind me that will say the same in the future. I wish you all great success in 2020 and I hope to see or meet you at an upcoming GCSANE meeting.

All the Best,

David Johnson
GCSANE Past President

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Thoughts From Your Executive Director by Don Hearn

The big news this month was about the recently held Golf Industry Show (GIS) that took place at the Orange County Convention Center in Orlando, Florida the end of January. Many of our members were at the GIS to learn more about ways to be effective in their positions. Seminars, presentations on the show floor, socializing with others from throughout the country and other parts of the world, live demonstrations of new technology, more robotics being introduced and the aura of new equipment and technology filled the days with excitement and heightened expectations. While there were many from our Association in attendance, I had the good fortune to talk with some and take photos that are included in this issue.

News announced at the GIS included that GCSAA now consists of 100 Affiliated Chapters. The newest being the Caribbean Chapter.

A GCSAA Health Program was also announced. GCSAA partnered with Association Health Programs (AHP) an insurance broker that specializes in association management benefit plans to offer this member benefit. Unfortunately, 12 states are excluded from coverage due to legal restrictions. These states are Alaska, California, Connecticut, Hawaii, Massachusetts, Maine, New Hampshire, New Jersey, New York, Rhode Island, Vermont and Washington.



Rhett Evans, GCSAA's CEO addresses chapter leaders and executives during the session at GIS

In addition to catching up with people I haven't seen since last year's GIS, I spent a day attending the Chapter Management Session. This educational event is for chapter leaders and administrators. Some of the topics included a briefing on the overall vitality of GCSAA and an update of the Field Staff Program. Additional topics included success stories of other Chapters, insight from an Assistant Superintendent's panel, experiences with social media and roundtable discussions. I also had the pleasure of meeting the newest chapter executive in our region. Grace-Marie Chapin. Grace-Marie holds the position held for many years by Mary Jo Kennedy. Grace-Marie's husband,

Brett Chapin is the superintendent at Redding Country Club in Redding, CT and Mary Jo's husband, Les Kennedy, recently retired as superintendent of the Blind Brook Club in Purchase, NY. Being married to superintendents, both Mary Jo and Grace-Marie have backgrounds that include an insider's perspective of our profession. I'm sure this helped Mary Jo and will help Marie-Grace understand some of the crazy habits of our profession.



Peter Gorman flanked at left by Rhett Evans, GCSAA CEO and Rafael Barajas, GCSAA President

Another highlight was the annual Nor'easter Social Event. This gathering is sponsored by the Metropolitan GCSA, GCSA of Cape Cod, GCSA of New England, Hudson Valley GCSA, Connecticut GCSA, Rhode Island GCSA, Vermont GCSA, Long Island GCSA, New Hampshire GCSA and the Northeastern

GCSA. At this event time is spent meeting new people with much in common. Food and beverage is provided compliments of the



above-mentioned Associations and generous sponsorships from companies and people who support our profession. When you see a sign or banner with a sponsor's name on it take a minute to say "thanks" to the company's representative for their generous support. The Metropolitan GCSA (The Met) organizes this event and goes all out making everyone feel welcome. In addition to the food, beverages and camaraderie, there is live music for entertainment. Thank you to all from the Met who worked so hard to make this a good night for all. And a huge "thank you" to the companies that generously contributed to the success of the evening.

During a reception at the GIS hosted by the Environmental Institute For Golf (EIFG) and the Government Affairs Department of GCSAA, recognition was made to Peter Gorman, Sales Representative for Atlantic Golf and Turf, for his tireless efforts dealing with environmental regulations and protocols and being a facilitator to push for the adoption of Best Management Practices (BMP's) in our region.

Ron Kirkman won the Super Senior Flight in the GCSAA Golf Championship held prior to the GIS. Ron bested the field in a quota format by 10 points! Congratulations to Ron. He's been an active member of our Association for 60 years and still going strong.

This year's Annual Meeting was a success with 124 members and guests in attendance. The Renaissance Hotel located adjacent to Gillette Stadium has proven an easy place to get to with plenty of parking.

The day began with the board of directors meeting followed by the annual meeting of the Past Presidents. This was followed by the election of officers and directors. The following will be moving our Association forward during the next 12 months:

President Peter Rappoccio, CGCS, Concord Country Club

Vice President Brian Skinner, CGCS, CPO, Bellevue Golf Club

Secretary-Treasurer Bob Dembek, Lexington Golf Club

Director Greg Cormier, CGCS, Tom Irwin, Inc.

Director Len Curtin, George Wright Golf Course

Director Ryan Emerich, Vesper Country Club

Director Eric Richardson, Essex County Club

Director David Stowe, CGCS, Newton Commonwealth Golf Course

Past President David Johnson, The Country Club



From left: Greg Cormier, Brian Skinner, Bob Dembek, Len Curtin, David Stowe, Peter Rappoccio, David Johnson, Don Hearn, Ryan Emerich, Eric Richardson

25-Year pins were awarded to Andrew Gay, Brian King, Carl Miner, Don D'Errico, Jack McNulty, Mark Casey, Matt Marrone, Mike Luccini, CGCS; Pat Kriksceonaitis, Peter Lanman and Bob Dembek.



Present to receive their 25-year pins from left: Mike Luccini, Mark Casey, Bob Dembek, Carl Miner



From left: Peter Rappoccio, Jim Conant, Ryan Emerich

The recipient of the 2020 Distinguished Service Award was Jim Conant, CGCS, Superintendent of the Country Club of Pittsfield.

Jim is a graduate of the Stockbridge School of Agriculture at the University of Massachusetts, Amherst, a certified golf course superintendent (CGCS), a past President of the New England Regional Turfgrass Foundation and a past President of the Golf Course Superintendents Association of Cape Cod and has been a golf course superintendent for 33 years. He has been a member of the Golf Course Superintendents Association of New England for 31 years.

In addition, Jim was Chairman of the one-million-dollar capital campaign that built the Dr. Joseph Troll Research Center. This is the leading turf research center in New England. He was the Commencement Speaker for the 79th commencement of the Stockbridge School of Agriculture. He currently serves as a member of the Stockbridge School of Agriculture Dean's Advisory Board, representing the golf industry. He has been Past President and a member of the board of directors of the New England Regional Turfgrass Conference. He organized and sent out the first communication for bringing everyone to the table at the first meeting in Taunton, MA to develop and plan the New England Regional Turfgrass Foundation (NERTF) concept now held in Providence, Rhode Island.

In addition to his active role in the golf industry, he has many accomplishments in his community:

- Elected to the City of Pittsfield School Committee.
- Past member of the City of Pittsfield Park Commissioners.
- Past Chairman of the City of Pittsfield Community Preservation Commission.
- Past President of Pittsfield Babe Ruth baseball league.
- Current Chairman of the City of Pittsfield Conservation Commission and 15-year member.
- Current Chairman of the Advisory Board for the Horticultural Educational Program at Taconic High School in Pittsfield, MA.
- He has been awarded Service Above Self, a volunteer award from the Pittsfield Boys and Girls Club for 15 years of service.

As one nominator stated, "Jim is dedicated to the Golf Course Superintendent profession and has always been willing to serve in any capacity that he felt would advance the profession."

Our speaker was Laura Katen, President of Katen Consulting located in Harrison, NY. She is a dynamic speaker who had extremely useful topics that all could begin using before they left the meeting room. The way she used those in attendance to model her points created a comfortable learning atmosphere for everyone in the room. The advantage of what she brought to the attendees was the practical aspect of what she taught. Simple things like how to approach someone for a handshake. How not to violate another person's space. The correct way to use everyday hand gestures to emphasize an idea, and more, were some of the "take aways."

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Don Hearn Receives 50 year Pin from GCSAA



Congratulations to our Executive Director Don Hearn, CGCS for receiving his 50 year pin from GCSAA. Don has given so much to the industry over the years and continues to serve our local association everyday. Thank you Don for all that you do for our members and the industry.

GIS 2020 Photos



Jason Paradise



A section of the equipment show floor



From left: James Poro, Allan Michael Turner, James Popko, Peter White

GIS 2020 Photos



Bill Salinetti



John Eggleston



Jonathan Wilber



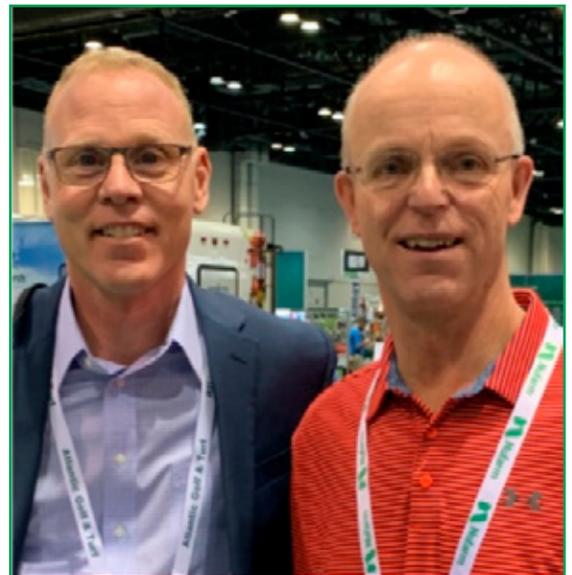
Don Hearn, Pat Daly, right



From left: Rich, Ryan, Susan Caughey



Mark Mungeam



From left: Scott Mackintosh, Roger Brink



From left: Anthony Howard, Adam Bennett



Troy Noble



Cindy and Dennis Houle

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February 2020



Poa Seed Head by Ryan Green

I wrote the following article for the NHGCSA newsletter in June of 2019. During the NHGCSA annual meeting in November of 2018, Frank Rossi, of Cornell, came to speak about environmental issues. After the talk, somehow a questions came up about research on poa seedhead management and the early application of Proxy (ethephon). I had heard about this newer method of applying Proxy with your snow mold spray for enhanced poa seedhead control, but was a bit nervous to apply a plant growth regulator to dormant turf. With my snow mold application only 2 weeks away, Dr. Rossi's rhetoric about the total safety of the application combined with the impressive control of seedheads had me adding the product to the tank for my greens spray that fall. After the successful experience, I will be continuing the application regime for the foreseeable future.

With the mild winter weather, I thought it might be an opportunity for those who didn't get the application out during traditional snow mold timing to be able to apply any time before spring green up to enhance control. As stated below, the key is to make the first application of Proxy only, without Primo, to avoid phytotoxicity.

New recommendation for annual bluegrass seedhead control working in practice in NH.

Annual Bluegrass seed head control is something which many superintendents struggle with from year to year. Much like the annual bluegrass weevil, brief warm up spells in early spring can wreak havoc with the timing of control applications.

Most superintendents, including myself, were waiting to see how the newer recommendation of applying Proxy (ethephon), mixed with November snow mold control fungicides would pan out for the clubs who tried it over the last 2-3 years before diving in. I enjoy experimenting with different products and methods and I decided to be one of the guinea pigs for NH superintendents!

Historically, I have not attempted to control poa seedheads as I was not comfortable applying the older recommendation of Proxy/Primo, or Embark while my greens were still half-dormant in the early spring. By the time I had full green-up to the point where I felt comfortable with applying Proxy/Primo it was typically too late for seedhead control.

The new recommendation is ethephon at 5 oz/M with your snow mold application followed up by another 5 oz/M of Proxy at the 200-250 GDD mark in the spring. A third application after another 200 GDD at 3 oz/M of ethephon mixed with 5 oz/Acre of Primo is recommended by university researchers.

Practical evidence in New Hampshire suggests that this new recommendation is working very well. The application at the time of snow mold application gets enough ethephon into the plant which buys more time in the spring for the follow up applications. For example, I applied ethephon with snow mold fungicides on November 22nd, 2018 at 5 oz/M. In 2019, I applied on April 15th, and May 1st with ethephon only at 5 oz/M. After seeing a few stray seedheads (very minimal) I applied again 3 weeks later on May

The logo for Atlantic golf & turf features the word "Atlantic" in a large, bold, green, sans-serif font. To the left of the "A" is a small graphic of three blades of grass. Below "Atlantic" is the phrase "golf & turf" in a smaller, green, cursive script font. The entire logo is set against a white background within a green rectangular border.



22nd with 3oz/M of ethephon with Primo at 5 oz/ Acre which was actually several days too many past the 200 GDD model. This may have been an unnecessary extra application, however my thought was to prevent late spring seedheads in case my early applications broke down too quickly. A fellow GCSANE member, Ben Bouchard at Sky Meadow Country Club, also sprayed ethephon with his snow mold application in 2018, however waited to make his first spring application until close to the date of my second application, (near May 1st) and applied a second application two weeks later at 3 oz/M combined with Primo Maxx. Both methods achieved nearly 100% control. This proved to me that the **winter application provides a large window for later spring applications**, and in future years I plan on waiting a bit longer to save the extra application of ethephon. Overall, this program has worked excellently and I would recommend it to anyone with poa seedhead issues



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February 2020



The Darwin Awards by Don Hearn

Every so often I come across an article or clipping that makes me laugh while at the same time realize how sad some life experiences can be. The examples below of truly crazy behavior is one of these times. Don Hearn

The Darwin Awards

Named in honor of Charles Darwin, the father of evolution, the Darwin Awards represent examples of evolution in action by showing what happens to people who are unable to cope with the basic dangers of the modern world. These ironic tales of fatal misadventure illustrate some of life's most important lessons.

Most of us know instinctively that the words "trust me" and "light this fuse" are a recipe for disaster. We assume that basic common sense eliminates the need for public service announcements such as, "Warning: Coffee is hot!" and "Superman cape does not enable wearer to fly." But the true stories you will read show that common sense is really not so common. No amount of overzealous caution

would have helped the man who used household current to electrocute fish in a pond, then waded in to collect his catch without removing the wire. As you'll see, there are even people who need to be told not to peek inside a gas can using a cigarette lighter.

The Darwin Awards salute the improvement of the human genome by honoring those who accidentally remove themselves from it in a spectacular manner!

Yes, it's that magical time of year again when the Darwin Awards are bestowed, honoring the least evolved among us.

Here is the glorious winner:

- 1. When his .38 caliber revolver failed to fire at his intended victim during a hold-up in Long Beach, California would-be robber James Elliot did something that can only inspire wonder. He peered down the barrel and tried the trigger again. This time it worked.**

And now, the honorable mentions:

2. The chef at a hotel in Switzerland lost a finger in a meat cutting machine and after a little shopping around, submitted a claim to his insurance company. The company expecting negligence sent out one of its men to have a look for himself. He tried the machine and he also lost a finger...The chef's claim was approved.
3. A man who shoveled snow for an hour to clear a space for his car during a blizzard in Chicago returned with his vehicle to find a woman had taken the space. Understandably, he shot her.
4. After stopping for drinks at an illegal bar a Zimbabwean bus driver found that the 20 mental patients he was supposed to be transporting from Harare to Bulawayo had escaped. Not wanting to admit his incompetence the driver went to a nearby bus stop and offered everyone waiting there a free ride. He then delivered the passengers to the mental hospital, telling the staff that the patients were very excitable and prone to bizarre fantasies...The deception wasn't discovered for 3 days.
5. An American teenager was in the hospital recovering from serious head wounds received from an oncoming train. When asked how he received the injuries, the lad told police that he was simply trying to see how close he could get his head to a moving train before he was hit.
6. A man walked into a Louisiana Circle-K, put a \$20 bill on the counter, and asked for change. When the clerk opened the cash drawer, the man pulled a gun and asked for all the cash in the register, which the clerk promptly provided. The man took the cash from the clerk and fled, leaving the \$20 bill on the counter. The total amount of cash he got from the drawer \$15. If someone points a gun at you and gives you money, is a crime committed?
7. Seems an Arkansas guy wanted some beer pretty badly. He decided that he'd just throw a cinder block through a liquor store window, grab some booze, and run. So he lifted the cinder block and heaved it over his head at the window. The cinder block bounced back and hit the would-be thief on the head, knocking him unconscious. The liquor store window was made of Plexiglas. The whole event was caught on videotape.
8. As a female shopper exited a New York convenience store, a man grabbed her purse and ran. The clerk called 911 immediately, and the woman was able to give them a detailed description of the snatcher. Within minutes, the police apprehended the snatcher. They put him in the car and drove back to the store. The thief was then taken out of the car and told to stand there for a positive ID. To which he replied, «Yes, officer, that's her. That's the lady I stole the purse from.»
9. The Ann Arbor News crime column reported that a man walked into a Burger King in Ypsilanti, Michigan at 5 A.M., flashed a gun, and demanded cash. The clerk turned him down because he said he couldn't open the cash register without a food order. When the man ordered onion rings, the clerk said they weren't available for breakfast. The man, frustrated, walked away. [*A 5-STAR STUPIDITY AWARD WINNER]

10. When a man attempted to siphon gasoline from a motor home parked on a Seattle street by sucking on a hose, he got much more than he bargained for. Police arrived at the scene to find a very sick man curled up next to a motor home near spilled sewage. A police spokesman said that the man admitted to trying to steal gasoline, but he plugged his siphon hose into the motor home's sewage tank by mistake. The owner of the vehicle declined to press charges saying that it was the best laugh he'd ever had.

In the interest of bettering mankind, please share these with friends and family unless of course one of these individuals by chance is a distant relative or long lost friend. In that case, be glad they are distant and hope they remain that way.



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GIS 2020 is in the books! Hopefully those who attended show in Orlando found the education and networking delivered value to you and your facilities. The post GIS newsletter has historically been a follow-up on those within the Northeast Region recognized during the event. In case you missed it, here are excerpts from GCSAA news releases high-

lighting our regional members.

Peter Gorman earns Excellence in Government Affairs Award from GCSAA

A focus on water issues advocacy making an impact in Connecticut

Peter Gorman, technical representative for Atlantic Golf and Turf, has earned the 2020 Excellence in Government Affairs Award from the Golf Course Superintendents Association of America (GCSAA) for his passion and hard work in advocating for the golf course management profession. GCSAA annually recognizes a chapter, coalition or superintendent for outstanding advocacy or compliance efforts in government affairs.

It was through the Connecticut AGCS that Gorman first became involved in advocacy efforts concerning the creation of best management practices for courses in the state. Gorman has served as a GCSAA Grassroots Ambassador, a program that matches superintendents with members of Congress to build strong relationships between them. More than 380 GCSAA members currently serve as ambassadors.

On the state level, Gorman has made the biggest impact by his involvement in Connecticut water issues. When the Connecticut Department of Environmental Protection offered the Connecticut AGCS a seat on its Water Planning Council four years ago, Gorman was chosen to represent the golf industry. During his time on the council, Gorman has met with representatives from various government, industry and environmental groups; testified in a public hearing at the State Capitol and helped develop the State Water Plan. He has spent hundreds of hours on the project.

“Originally when I went to water events, I was the golf guy,” Gorman said. “Now when I go to golf events, I am the water guy.”

GCSAA Distinguished Service Awards honor certified golf course superintendent and retired USGA course consultant

Mark Kuhns, CGCS, and John Foy will be recognized at the 2020 Golf Industry Show

Kuhns, who served as president of GCSAA in 2009, cites his

beginnings in the golf industry for putting him on a path toward becoming a superintendent.

“I grew up in a family of great golfers and started out working in a course pro shop and caddying before I moved into landscaping,” Kuhns said. “I have worked with many great people, including other past presidents who have been my friends and mentors, throughout my career in landscaping and I have not missed a Golf Industry Show since 1979.”

Kuhns, first elected to serve on the GCSAA Board of Directors in 2003, was the director of grounds at Baltusrol Golf Club in Springfield, N.J. Previously, he was golf course superintendent at Oakmont (Pa.) Country Club; Laurel Valley Golf Club and Rolling Rock Club in Ligonier, Pa.; and Ligonier (Pa.) Country Club. Kuhns is currently the vice president of business development for Turco Golf Inc.

Kuhns has been a GCSAA member for 41 years and first earned certification in 1983. He is a member and past president of the Mountain & Valley GCSA, former vice president of the Greater Pittsburgh GCSA and currently serves as government relations chairman for the GCSA of New Jersey. He is a member of the New Jersey Turfgrass Association, the Tri-State Turfgrass Research Foundation and a past member of the Penn State University Agronomy Advisory Council.

Four Northeast Region members selected for Melrose Leadership Academy

The Melrose Leadership Academy supports the professional development of GCSAA-member superintendents. It is administered through the Environmental Institute for Golf (EIFG), the philanthropic organization of GCSAA. The program was established in 2012 by Ken Melrose, retired CEO and chairman of the board of The Toro Co., and is supported by a \$1 million gift to the EIFG from the Kendrick B. Melrose Family Foundation.

Academy members are chosen through an application process based on financial need, volunteerism and a drive to advance their careers. The new class will participate in networking and leadership activities, as well as attend a variety of education seminars. Seventeen superintendents were chosen to be a part of the 2020 Academy.

The Northeast Region members of the 2020 Melrose Leadership Academy were:

Paul Bonini, CGCS of Watertown Golf Club in Watertown, Conn.
Darrell Marcinek, CGCS, of Somerset County Park Commission in Neshanic Station, N.J.

David Moffett of Mosholu Golf Course in Bronx, N.Y.

Michael Murphy of Robert T Lynch Municipal Golf Course in Brookline, Mass.

GCSAA Resources and Deadlines

you Get Cool Stuff from your Association Already

Scholarship season is fast approaching:

Scholarships have been a part of the EIFG's focus since 1955 when the organization was first founded as the GCSAA Scholarship and Research Fund.

Scholarships funded by the EIFG provide financial assistance to students who are pursuing a career in golf course management, future researchers and educators, as well as children and grandchildren of GCSAA members.

Visit www.EIFG.org/scholarships for more information.

SAVE THE DATE!!!!!!

Nor'Easter Ski Day 2020 will take place at Killington Resort on February 27th, 2020. Last year nearly 200 industry professionals, friends & family set an attendance record (nearly 200), and a GREAT time was had by all!! Be sure to mark that date on your calendar and plan to join others from Maryland to Maine! More information to follow soon.

Again, if I can be of any assistance, please feel free to contact me.

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Steve Carr,
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Affiliate retired, The Cardinals, Inc.

As in the past, *The Newsletter* continues to invite Affiliate members to submit a press release about new personnel, new products or a company bio. We will print each and every release **free of charge**. This is a great way to advertise for free. Who said nothing in this world is free? Free advertising to better your company, wow what an offer.

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For more information, please contact Don Hearn at 774-430-9040 or donhearn@gcsane.org

In 2020 GCSANE will reduce our Newsletter editions to 6 per year. The first issue will be in February 2020. We hope to have better content in each issue, by reducing the number of issues.

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