

SEA to SAND

THE OFFICIAL MAGAZINE OF THE HI-LO DESERT & GCSASC | VOLUME 16 | ISSUE 4 | MAY 2020



Shady Canyon Golf Club

Managing Poor Irrigation Water Quality

Professional Solutions to Overcome these Challenges

3 techniques to address poor quality irrigation water include:

1. Dissolve bicarbonate precipitates, this will assist in decreasing soil pH
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GCSASC President's Message

By John Nachreiner • Superintendent • Shady Canyon Golf Club

Hopefully this message finds you and your loved ones healthy. We have been trotting through uncertain times that most have never seen. Your Board of Directors has met several times over the last few weeks discussing how we could best support the membership. With so much uncertainty, along with ever-changing guidelines coming in from county, state and national resources; not to mention a divide in public opinion, we feel the responsible thing to do is to remain conservative and point ourselves in a direction that provides the most consistent information.

Hopefully you've found our website, email blasts and tweets helpful in directing you to this material which contain links to the GCSAA, CDC, Cal Chamber and Small Business Administration, to name a few.

Now that golf courses are opening again under a new set of restrictions, I am encouraged that things will level out and we will return to near-normal soon. I've relied on the advice and information from Superintendents, General Managers and Vendors whose relationships I have developed over the years at GCSASC meetings and our chapter events. This is a good reminder that attending our events and getting involved is a great way to cultivate your professional circle.

I believe self-quarantine and work-from-home mandates have led to some positives. For a few weeks, our club leadership was meeting daily through Zoom meetings which many believe will become a significant part of our new business environment. It will be interesting to see the advancements that come to this arena via better programming, microphones and camera angles. Even though the advantage of a face to face meeting is the personal connection, I think Zoom meetings were very close in their impact.

The San Diego GCSA is organizing a virtual town hall meeting to review the latest developments around COVID-19 and how it has impacted the golf maintenance industry. I have a feeling they are on to something and I will definitely be in virtual attendance. I am looking forward to a clearer view of what the next few months will bring and when we can all get together again.

I wish you all the best and hope you are adjusting well.

John



Hi-Lo Desert GCSA President's Message

By Tyler Truman • Superintendent • Sun City Palm Desert

I sit here pondering the recent months, wondering if there is anything I could say that would be of help as we transition to a new normal. These past months have been a struggle for me and I am sure for you. I felt discouragement as we began to lay off employees due to the pandemic and not knowing when we would be able to bring them back. I also felt gratitude that I still have a job.

I am grateful to live in an area where people are generous and step up to the plate to offer their help. As an example, many of our club members began donating to make sure the needs of our staff members were met. I hope and pray that we in the industry can work together to help each other overcome the challenges we all face in these trying times.

As we work through the pandemic, the GCSAA has developed several important articles for our industry and advise us how to handle various situations at our courses. **The following is a statement directly from GCSAA:**

"GCSAA knows your lives and businesses have been affected by the global COVID-19 Pandemic. While there is no lack of general information about the virus and its widespread impact, we wanted to provide you with resources specific to golf and business operations to assist you as golfers get back on the course. Check back as resources will be added regularly. And for our full list of general pandemic resources, visit GCSAA's COVID-19 resources page."

Please contact 800-472-7878 or email mbrhelp@gcsaa.org, for assistance.

Interestingly, I found a previously published article about stress. I'm including it now because dealing with stress is as important today as it has been in the past.

1 Track your stressors. Keep a journal for a week or two and identify the situations that create the most stress and how you respond to them. Record your thoughts, feelings and information about the environment, including the people and circumstances involved. How did you react? Did you raise your voice or get a snack from the vending machine? Go for a walk? Taking notes can help you find your stress patterns and your reactions to them.

2 Develop healthy responses. Instead of attempting to fight stress with fast food or alcohol, do your best to make healthy choices when you feel the tension rise. Exercise is a great stress-buster. Yoga can be an excellent choice, but any form of physical activity is beneficial. Also make time for hobbies and favorite activities. Whether it's reading a novel, going to concerts or playing games with your family, make sure to set aside time for the things that bring you pleasure. Getting enough good-quality sleep is also important for effective stress management. Build healthy sleep habits by limiting your caffeine intake late in the day and minimizing stimulating activities, such as computer and television use at night.

3 Establish boundaries. In today's digital world, it's easy to feel pressure to be available 24 hours a day. Establish some work-life boundaries for yourself. That might mean making a rule not to check email from home in the evening, or not answering the phone during dinner. Although people have different preferences when it comes to how much they blend their work and home life, creating some clear boundaries between these realms can reduce the potential for work-life conflict and the stress that goes with it.

4 Take time to recharge. To avoid the negative effects of chronic stress and burnout, we need time to replenish and return to our pre-stress level of functioning. This recovery process requires "switching off" from work by having periods of time when you are neither engaging in work-related activities, nor thinking about work. That's why it's critical that you disconnect from time to time, in a way that fits your needs and preferences.

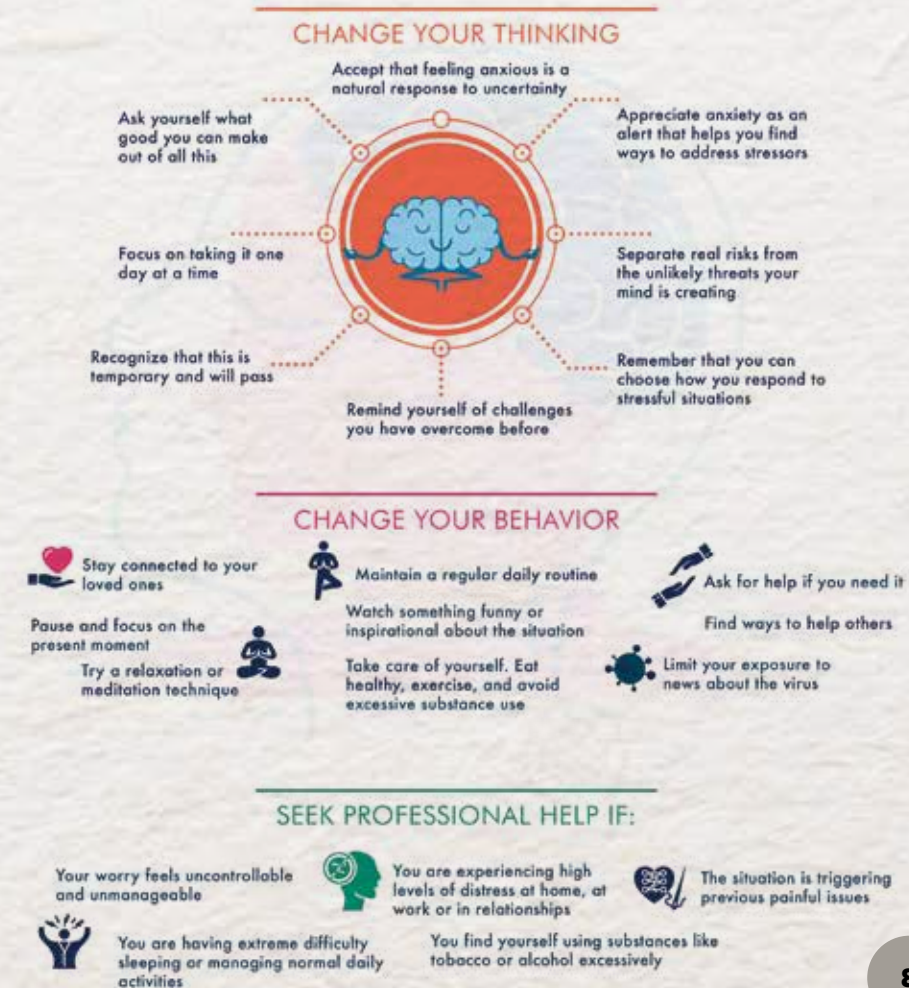
5 Don't let your vacation days go to waste. When possible, take time off to relax and unwind, so you come back to work feeling reinvigorated and ready to perform at your best. When you're not able to take time off, get a quick boost by turning off your smartphone and focusing your attention on non-work activities for a while.

6 Learn how to relax. Techniques such as meditation, deep breathing exercises and mindfulness (a state in which you actively observe present experiences and thoughts without judging them) can help melt away stress. Start by taking a few minutes each day



TAKING CHARGE OF STRESS AND ANXIETY

The coronavirus outbreak and the escalating measures taken to manage the pandemic may cause high levels of stress for us all. Fear and anxiety about illness, as well as the uncertainty and changes that affect our work, can be overwhelming. However, there is always something you can do to address these feelings.



to focus on a simple activity like breathing, walking or enjoying a meal. The skill of being able to focus purposefully on a single activity without distraction will get stronger with practice and you'll find that you can apply it to many different aspects of your life.

7 Talk to your supervisor. Healthy employees are typically more productive, so your boss has an incentive to create a work environment that promotes employee well-being. Start by having an open conversation with your supervisor. The purpose of this isn't to lay out a list of complaints, but rather to come up with an effective plan for managing the stressors you've identified, so you can perform at your best on the job. While some parts of the plan may be designed to help you improve your skills in areas such as time

STRESS MANAGEMENT TIPS

- TRACK YOUR STRESSORS
- DEVELOP HEALTHY RESPONSES
- ESTABLISH BOUNDARIES
- TAKE TIME TO RECHARGE
- DON'T WASTE YOUR VACATION DAYS
- LEARN HOW TO RELAX
- TALK TO YOUR SUPERVISOR
- GET SOME SUPPORT

management, other elements might include identifying employer-sponsored wellness resources you can tap into, clarifying what's expected of you, getting necessary resources or support from colleagues, enriching your job to include more challenging or meaningful tasks, or making changes to your physical workspace to make it more comfortable and reduce strain.

8 Get some support. Accepting help from trusted friends and family members can improve your ability to manage stress. Your employer may also have stress management resources available through an employee assistance program (EAP), including online information, available counseling and referral to mental health professionals, if needed.

If you continue to feel overwhelmed by work stress, you may want to talk to a psychologist who can help you better manage stress and change unhealthy behavior. (American Psychological Association <http://www.apa.org/helpcenter/work-stress.aspx>)

May all of you have a stress-free summer and a good transition. ...

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Executive Director's Report

By Marc Connerly • Executive Director • GCSASC / Hi-Lo Desert GCSA

It has almost become cliché to state, "I hope you are staying safe," but at the same time, it feels tone deaf not to acknowledge the circumstances facing all of us. So, at the risk of sounding cliché, I do hope that you are staying safe and finding your way through this as best you can.



I want to bring you up to date on a number of activities at the association level. First, you will notice that the current issue of Sea to Sand has a fresh new look, and we hope you like it! With the outstanding assistance and design expertise of our publisher, Dan Hernandez, we've added a more colorful, vibrant cover photo, included a Table of Contents, completely refreshed the look of the interior contents (including a textured look to the pages), and made additional design tweaks. In the coming months, we will be making additional enhancements, including the addition of more member photographs, publishing monthly member surveys and survey results, and adding some fresh, new content. We are excited about this new direction for the magazine, and we welcome your feedback and ideas.

Both association Boards continue to meet regularly by phone, and discussions continue about how and when we can schedule the many events that the associations typically conduct throughout the year. As you might imagine, we are still uncertain when large events may resume, but we are keeping our fingers crossed that we will be able to schedule meetings and tournaments for the months of September through December (possibly even a July or August election/oversee meeting for Hi-Lo). As soon as we have a more clear idea, we will alert the membership via email, social media and the association websites.

What we can tell you at this point is that the GCSASC S & R Tournament, scheduled for June 22 at El Caballero Country Club, has been postponed, and we are trying to find a date that they can accommodate that event in the last three or four months of the year.

Additionally, I am in the process of communicating with DPR, trying to determine whether we can offer online sessions that will qualify for DPR hours. I hope to have more information on that for you very soon.

On a final note, association staff has also begun a grassroots phone campaign, calling as many members of both associations as we can for the simple purpose of letting you know that we are here for you, and asking how we can help. If you receive a call, please feel free to let us know how the association can serve and assist you now and into the future. If we miss you, please don't hesitate to pick up the phone and call me at (916) 214-6495, or email me at mconnerly@connerlyandassociates.com.

Now, more than ever, we are ready to go the extra mile to help you however we can!

Wishing you health and well-being,

Marc Connerly



FROM THE BUNKER

By Craig Kessler • Director • Governmental Affairs
SOUTHERN CALIFORNIA GOLF ASSOCIATION

LEAD TIME

A compound noun, otherwise known as two words that when taken together have one meaning – in this instance a specific meaning that refers to the time between the beginning of a process or project and the appearance of its results. It's used in many contexts, but I use it here in its common journalistic application – the time between the submittal of copy and its appearance in print. With Internet, E-mail, and social media it's not the issue it used to be, but it's an issue for traditional magazine publications like this one.

And I lead with it here to explain why this story about COVID-19 and its impact upon the golf industry is not like the myriad other stories I have written in recent weeks on web sites and blogs about COVID-19, many of which had half-lives of hours. It is about a much longer-term aspect of COVID-19. It's also about a very positive one that is easy to overlook amongst all the negative coverage. It's hard to be positive about a pandemic that has killed thousands of persons, destroyed thousands of businesses, and caused great harm to those businesses able to survive to the other side of the pandemic curve.

But here goes my "silver lining" story from a palette of otherwise very dark hues.

California Governor Gavin Newsom determined from the start of the COVID-19 crisis to approach it differently from virtually every other state in the union. He decided that one-size-fits-all crisis management didn't fit a state of 40 million persons, the 5th largest economy in the world, 80 microclimates, urban-rural extremes, and vastly different public health systems with different capacities to treat critically ill patients. He determined to employ a federated model in which the state would establish a set of minimum standards that all counties would have to meet but could exceed to the degree to which their particular circumstances required in order to ensure that their public health systems would not be overtaxed by a pandemic curve so steep as to make it impossible to have enough beds, medical equipment, and ultimately enough medical professionals to treat critically ill patients, both ill with COVID-19 and all the other medical emergencies that don't take holidays during pandemics.

It caused confusion to be sure. Public confusion, that is. But it didn't confuse the public health officers in California's counties

who understood better than a central authority in Sacramento what they needed to do or in some cases not to do in order to keep their populations on the manageable side of the COVID-19 crisis. The term academics apply to the philosophy behind Governor Newsom's approach is subsidiarity. It just means that the level of authority closest to any situation is the default authority, reposing the burden of proving otherwise on the proponent of a larger/higher level of authority. The lawyers among you may recognize this as a rebuttable presumption. The conservatives among you may be surprised that someone with Gavin Newsom's "liberal" pedigree has taken what amounts to a traditionally conservative approach to the issue that may well define his 1st term.

But my hope here is that the superintendents among you will recognize that it is the approach the golf community has been advocating with respect to water issues for years, particularly in the Coachella Valley, where it's hard to determine whether Sacramento's ignorance exceeds its hostility or its hostility exceeds its ignorance. One-size-fits-all does not work for water, which is why golf is so encouraged that the Sustainable Groundwater Management

Act (SGMA) is structured the same way as Governor Newsom has structured the state's COVID-19 response – Sacramento guaranteeing only that each Groundwater Sustainability Plan (GSA) create a plan that credibly purports to achieve stasis, leaving the details of the plan to the locals, and intervening only to the extent to which the "Plan" fails as a function of credible data.

We'll be well served to remember this when we descend into our next drought. We got a second year on last year's hefty precipitation down payment when heavy March rains and unprecedented April rains and snows graced us just as COVID-19 cursed us. But chances are we'll descend into drought before Newsom's run in the Governor's office is over, and even if we don't, there are future governors to remind of the wisdom behind subsidiarity as a governing principle.

SCGA has penned thousands of words and scores of reports about COVID-19 and its impact upon golf in general and SCGA's golf clubs and facilities in specific.

GCSAA has performed the same service for golf course superintendents. The same goes for the PGA of America and its Sections across the nation. Some of us have been involved in state and local responses to be sure, but also part of national efforts. We have worked our specific lanes well. We have worked in unison to create a strong unified voice for golf. We will continue to do so well after the current crisis passes. COVID-19 has changed our world in ways we have yet to imagine. We are ready not just to respond to those changes; we are ready to overcome and persevere. ...

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FROM THE FIELD

By Jeff Jensen • GCSAA Field Staff • Southwest Region

I hope this finds you and your family safe and healthy. As we continue to wade through the COVID-19 epidemic, many of our clubs in Southern California are going to be needing financial assistance to continue operations.

The Coronavirus Aid, Relief, and Economic Security (CARES) Act, passed by Congress and signed by President Trump on March 27, enables golf businesses to obtain relief for disruption to business operations.

While there isn't enough room in this column to cover all assistance, **two Small Business Administration (SBA) programs stand out for eligible facilities:**

1 SBA 7(a) Paycheck Protection Program (PPP)

The maximum loan amount from PPP through June 2020 is \$10 million and is based on a formula tied to average total monthly payroll costs for a specified period. Up to eight weeks of payroll and other costs will be forgiven if the business retains its employees and their salary levels. Principal and interest are deferred for up to a year and all borrower fees are waived.

Loans are retroactive to February 15 and the bill allows for rehired employees to be included in the loan forgiveness reduction if they are rehired by June 30, 2020.

Costs which are defined as "payroll costs," and which are therefore eligible for forgiveness, include compensation, healthcare benefits, paid sick and family leave, severance, mortgage interest, rent, and utility payments, among other items. Uses of the loan not eligible for forgiveness include employee compensation above \$100,000 and payroll taxes.

The loans will be made through the SBA's network of 7(a) lenders and will be open through June 30, 2020. This program can also be used in coordination with other COVID-19 financing assistance measures established under the CARES Act or any other existing SBA loan program.

Eligible firms for PPP include small business concerns, as well as businesses with 500 employees or less, veterans, and 501(c)(3) non-profit organizations meeting certain SBA standards. For more info on PPP, click here.

2 SBA Disaster Assistance Loans

SBA's Economic Injury Disaster Loans (EIDL) offer up to \$2 million in assistance with an interest rate of 3.75% for small businesses and 2.75% for non-profits. The loans may be used to pay for expenses that could have been met had the disaster not occurred, including payroll and other operating expenses.

The CARES Act included \$10 billion in funding to expand the EIDL program. This includes a provision allowing **an advance grant of up to \$10,000 to small businesses** and nonprofits within three days of applying for an EIDL loan. The advance EIDL grant does not need to be repaid, even if the grantee is subsequently denied an EIDL, and may be used to provide paid sick leave to employees, maintain payroll, meet increased production costs due to supply chain disruptions, or pay business obligations, including debts, rent, and mortgage payments. ➤

SBA Disaster Assistance Loans

Eligible firms include small business concerns as well as the following businesses with 500 or fewer employees: tribal businesses, sole proprietorships, and independent contractors. Additionally, most private non-profits of any size are eligible.



Thanks for your support of GCSAA during this time of crisis. If you need any assistance, please feel free to reach out to me or a member of the GCSAA staff. Stay safe and be careful out there! ...

A business that receives an EIDL by June 30, 2020 as a result of a COVID-19 disaster declaration is eligible to apply for a PPP loan or may refinance their EIDL into a PPP loan. In either case, the emergency EIDL grant award of up to \$10,000 would be subtracted from the amount forgiven in the PPP. For more info on EIDL, click here.

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THE 'LONG GAME' OR SHOULD I SAY THE 'FORGOTTEN GAME'?

By Megan Zeiger • Agronomist / PCA • Wilbur-Ellis



It's the cautionary instruction you've been told since birth, "don't forget the sunscreen!" Unfortunately, most of us don't take it as serious as we take eating healthy or exercising daily. Could it be because we don't understand the difference in sunscreen, or that the fallout from baking our largest organ under a flaming ball in the sky is quickly peeled and forgotten? Whatever your reasoning is for this life-long neglect, hopefully this provides clarity and shifts higher priority to the situation.

The skincare industry is no doubt convoluted and at times difficult to navigate. However, it's truly no more difficult than understanding chemical compounds in the soil & plant health. Let me explain!

Sunscreens are broken into two groups known as "physical" and "chemical" sunscreens. Lucky for you, you can ignore the myths that one is better than the other. What's more important is finding which type works best for your skin sensitivity and allergies. All sunscreens are tested at the same density which is 2 milligrams/cm². As the sunscreen molecules relax and change, they don't absorb UV as well, resulting in the need to re-apply aka "the forgotten task".

We seem to believe the thin coating we hastily smeared on before jumping on a mower will last all day in 100°F heat, sweat, and dirt.

Thankfully, proper application isn't difficult, just not common knowledge. To achieve the recommended 2 milligrams/cm² of sunscreen, take a nickel size amount in your non-dominant hand. With your dominant hand dip your finger in the sunscreen and apply dots of it to your forehead, the tip of your nose, both cheeks, chin, and don't forget the neck.

NOW, THIS LAST PART IS THE KEY TO PROPER UV PROTECTION! DO NOT begin just smearing it in haphazard circles. Rather, gently press the sunscreen into your skin. This method will give you the highest success in an even application across your entire face.

Though sunscreen provides protection as soon as it's applied, waiting 20 minutes allows it to dry as even as possible. Repeat this process every two hours or until you are indoors.

UV protection isn't complicated, but like spraying your greens it is precise. Ensure your team is educated yearly about sun protection and proper sunscreen application. If possible, print off written and visual instructions that are placed next to a bottle you've made available to team members.

Advocate for sun safety like you would with any of your other protocols and Don't let cancer get under your skin. ...

MY NEW JOB TITLE, "COACH"

Have you ever tried to herd cats? What about a pack of 6 year old girls?

By Jarred O'Barr • Superintendent • Aliso Viejo Country Club



This year I signed up, for the first time, to coach my daughter's 6U coach-pitch softball team. I knew, or thought I knew, what I was getting myself into. I was reluctant to volunteer. I am assuming that most parents were, as there was a big shortage of coaches. Sign #1.

The first step was to meet the parents and players. I got a few volunteers for assistant coaches and field prep. What a relief that was! The second order of business was to choose a team name. Our color was Red (my daughter's favorite color, of course). Red Fireballs was a fan favorite, except for my daughter, who insisted that we were the "Red Fireballs, White Snowflakes" (sure honey, we (you) can call us that).

Practice number one was interesting. The girls ranged in age from just-turned 4 to about-to-turn 7. Skills ranged from "never seen a ball" to "all-star in the making". So, first things first. Run the bases. Assuming they had been watching reruns of the Little League World Series, I set them off. AND called them back. Major fail. We somehow make it through the first practice. Phew!

Next up is game day. You see, they only give you one, yes, ONE, practice opportunity before opening day. We pump the girls full of donuts and brace ourselves for the next 60 minutes. The other brave dads and I charge the field. We survive the first inning, and the second, and then the third. Before we know it, we have made it to the glorious 60 minute mark.

Each week the practices got easier and the games ran smoother. There were less tears and more confidence. Progress is being made. And, before I realized it, my outlook on this new job title had completely changed. I cannot describe to you the pride that I felt every time one of those girls would hit the ball. The pride that I felt when my own daughter didn't miss a pitch the whole game. Our season was abruptly ended early, but I will forever cherish my first year as "Coach" and I look forward to the many seasons to come. ...



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Back2Golf

Guidelines for Opening Up Golf

Golf's allied organizations and key stakeholders in We Are Golf — including GCSAA — officially unveiled Back2Golf, a plan that outlines operational guidelines to facilitate the responsible return of golf in the time of the COVID-19 pandemic. Created in consultation with the Centers for Disease Control and Prevention, golf leaders and medical experts, Back2Golf adheres to nationally established protocols and best practices and details a three-phase approach for golf's careful reopening that focuses on prolonged social distancing and enhanced sanitization practices. Get more information on Back2Golf.



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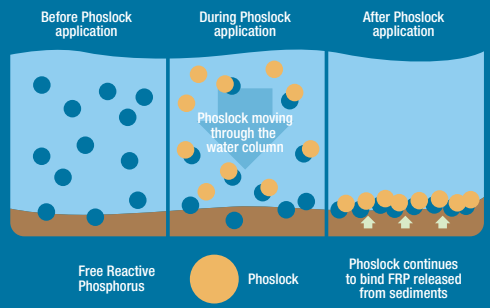
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