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## PGMS Partners In Professionalism

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JEFF MCMANUS, CGM

PRESIDENT’S MESSAGE

LEARN, LEAD, SERVE WITH ABUNDANCY MINDSET

“A RISING TIDE LIFTS ALL BOATS.”

- John F. Kennedy 1963 speech

Recently a PGMS member reached out to several other members in search of some established Standard Operating Procedures they might share with him. Almost instantly the members began to respond with attached SOPs and other relevant documents for his use. After a few days, he responded, “Thank you for the great responses, suggestions and examples. This not only helps, it has inspired me to do a more detailed SOP than I had planned. It’s great to know, when you get thrown a curve ball, that we have a network and friendships at PGMS that we can reach out to. Thank you all again, I truly appreciate it.”

Don’t you love the power of plenty? Sharing goes a long way in creating an abundance mentality. It would be easy to ignore a request for a copy of our SOP or any other process that makes life better. It would be so easy to hold onto what we have and not share it because we “don’t have the time”: or, “they can come up with their own….we did.” But that is the wonderful thing about PGMS. We know that doing that, would create a scarcity mentality and PGMS is an organization about knowledge, skill and resources aplenty.

Those that don’t share, usually find it hard to cheer others on to success. We have all probably been confronted by the person who doesn’t want to train anyone to do their job because they’re afraid they will lose their status or their job to the person they train. The reality is, those that share, give and train become invaluable to the greater organization. They cultivate learning and growth both personally and professionally.

Great leaders learn, lead and serve. They grow themselves, their people and their organization. They create an abundance mindset for others to succeed. Recently, one of our staff members told me that he felt one of his roles was to help other employees be successful. “I realize that I may be training my future boss and I want them to be really good at what they do.” That’s an abundance mindset. He saw his knowledge and skill as an organizational resource that becomes.

PGMS is the living example of serving others. Those that choose to ask “What’s in it for me?” miss the true value of helping elevate our industry and PGMS is going to have a great event in Tacoma, Washington July 22 - 23 visiting PGMS member, Joe Kovolyan, CGM. Joe will share many great things about his campus, but where Joe truly excels is how he includes his team and others in the process of anything he does. Joe is a grower, a grower of people. I hope to see you there in July and let’s learn and serve together.

Are you doing something interesting at your workplace? I would be honored to hear about it. Please email me at jmcmuanus@olemiss.edu and let me know what you’re excited about. I will return that honor to you…..for, when the tide rises, all ships are lifted.

Thank you for your abundance mindset – for learning, leading and serving with PGMS.

What are you learning and sharing with your team to grow their skills, knowledge and attitudes? I have found the more I teach and train our team for professional and personal success, the better and easier my own job becomes. PGMS is going to have a great event in Tacoma, Washington July 22 - 23 visiting PGMS member, Joe Kovolyan, CGM. Joe will share many great things about his campus, but where Joe truly excels is how he includes his team and others in the process of anything he does. Joe is a grower, a grower of people. I hope to see you there in July and let’s learn and serve together.

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Thank you for your abundance mindset – for learning, leading and serving with PGMS.

Jeff McManus, CGM
PGMS President
PGMS SCHOOL OF GROUNDS MANAGEMENT
SUMMER CONFERENCE

School of Grounds Management Summer Conference
July 22 – 23, 2019 | Tacoma, WA

Here is a sneak peek at what you can expect at the School of Grounds Management Summer Conference. Stay tuned for more details.

SPEAKERS

Bob Kief
Associate Vice President for Facilities Services
University of Puget Sound

Lynda Wightman
Industry Relations Manager
Hunter Industries

Blair Coates
Coates Landscape Supply

Gwen Stahnke
Instructor of Turfgrass Management/Agricultural Sciences
Walla Walla Community College

TOURS

University of Puget Sound
Point Defiance Park
Chambers Bay Golf Course
Seymour Conservatory at Wright Park
Cheney Stadium

PGMS SCHOOL OF GROUNDS MANAGEMENT CERTIFICATE PROGRAM

Designed to provide grounds professionals with the hard-to-find opportunity to gain knowledge, ask questions, and network with their peers, the PGMS® School of Grounds Management offers goal-oriented education and experience to expand knowledge in four (4) core-competencies:

HUMAN RESOURCE MANAGEMENT

Sessions cover a variety of important topics dealing with human interactions that affect grounds professionals at all levels.

BUSINESS AND FINANCIAL MANAGEMENT

Sessions focus on up-to-date fiscal advice and experiences that enable managers along with their teams to continue as the service providers of choice.

TECHNICAL MANAGEMENT — HORTICULTURE

Sessions cover a variety of emerging issues and trends pertinent to the living environment.

TECHNICAL MANAGEMENT — NON-HORTICULTURE

Sessions focus on the sharing of ideas and strategic input for managing and maintaining landscape infrastructure that enhances the living environment.

REQUIREMENTS

To complete the School of Grounds Management, a total of 24 credits must be earned, with a minimum of 4.5 credits earned in each core competency. Additional credits required to accumulate the 24 credits can be earned by participating in field trips associated with PGMS or by attending additional core competency classes. Documentation confirming attendance will be available at the end of each session. There is a one-time $25 fee to participate in the School of Grounds Management. To enroll, please select the “School of Grounds Management” option on the registration page.

PGMS SCHOOL OF GROUNDS MANAGEMENT
SUMMER CONFERENCE

SPEAKERS

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TOURS

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Point Defiance Park
Chambers Bay Golf Course
Seymour Conservatory at Wright Park
Cheney Stadium

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Here is a sneak peek at what you can expect at the School of Grounds Management Summer Conference. Stay tuned for more details.
2018 Green Star Grand Award Winner

VILLANOVA UNIVERSITY URBAN UNIVERSITY GROUNDS

Villanova University, located on the outskirts of Philadelphia, PA is over 175 years, founded in 1842 by the Order of Saint Augustine. Today, the University is comprised of five colleges: Liberal Arts and Sciences (Villanova College), Engineering, School of Business (formerly known as the College of Commerce and Finance), Nursing, and the School of Law. These are the setting for an experience that develops the heart and mind, and creates an atmosphere where students can ignite change.

During the early spring, this beautiful Saucer Magnolia (Magnolia x soulangeana) frames John Barry Hall where Villanova’s ROTC program performs the daily flag raising ceremony.

This is just one of the dozen rain gardens and two dozen storm water management sites on campus. By partnering with the Civil and Environmental Engineering school, they were able to create not just beautiful gardens with environmental benefit, but a location for research and design practice for students. In addition to these sites, the campus also features a wetland that receives 41 acres of run off, research is also being performed at this location.

One of the most beautiful times of the year on Villanova’s campus is around the holidays. The campus sparkles with Christmas lights at night and features many Christmas trees that pop up just for the season. Over 70 wreaths are put up on campus. Thanks to the crew’s hard work, students, faculty, staff and the community are able to get into the holiday spirit and enjoy what the season has to offer.

Move-in Day is an exciting day for students and staff. It can also be a tough day for the grass and other areas surrounding the residence halls. The Grounds Department has collaborated with Public Safety and the parking office to try to keep cars off the grass and tree drip lines. Being proactive about some of the more problematic areas before move-in and beginning to rope-off certain areas has made a big difference for the fate of grass and plants.

Throughout the year, our horticulture supervisor, Hugh Weldon, delivers walking tree tours around campus. He talks about the many different types of trees on campus, the care we take, the prevention measures we take to prevent invasive species spreading, and more. Attendees walk away with knowledge of horticulture and local species that they can plant in their own yards, as well as, different pests and diseases that trees can get. Villanova is also a bee protective habitat and one of only 15 universities in Pennsylvania that has the dedication of Tree Campus USA. In addition to not spraying neonicotinoids, as these are recognized to be linked to the declining honey bee populations worldwide, the Grounds Department strives to continue limiting use of pesticides and chemicals used on-grounds.

Villanova University has many buildings that date back to the Civil War. One of the oldest is Austin Hall, our admissions building. Not only is it a welcoming beacon for students who hope to embark on the next four years of their life, but it’s also a great place to enjoy the beauty of campus. The Black-Eyed Susans (Rudbeckia) here soften the walls of the hall and provide a serene area to sit, read, talk, and simply appreciate the marvels of nature.

JARED RUDY, CGM
Superintendent of Grounds
PGMS: What advice do you have for aspiring CGMs?

Buchler: If you want your certification you should go for it, you really have nothing to lose. The committee works with you through the whole process. Either way the experience you gain from it is worth it.

To read the full interview: https://pgms.org/2018/12/05/pgms-announces-milton-buchler-iii-cgm-177/.

PGMS: Why did you want to become a CGM?

Lazinsky: The reason I wanted to become a CGM is to add value to my team, my organization, and our industry. I feel that we must continue to grow our knowledge and collaborate with other professionals in the industry. With the advancements in technology, our industry is constantly changing. I feel we need to be proactive and adapt with changes in the industry, using them to our advantage. I look forward to collaborating with other landscape professionals and CGMs.

To read the full interview: https://pgms.org/2018/11/13/pgms-announces-nathan-lazinsky-cgm-175/.

PGMS: What are your favorite aspects of working in the green industry?

Jagodzinski: My favorite aspect of working in the green industry is pretty simple, I have been afforded the opportunity to create beautiful landscapes on a vast canvas. By developing a plan and executing that plan, you get to see that canvas change over time which is pretty incredible.

To read the full interview: https://pgms.org/2018/11/20/pgms-announces-vincent-jagodzinski-cgm-176/.

PGMS: What inspired you to pursue a career in the green industry?

Cropp: Being able to work in an industry where you can see instant progress or outcome and how small steps unfold into a larger scale is very rewarding. We work across many properties and it is rewarding to go back and see all the progress that our team has made.

To read the full interview: https://pgms.org/2018/12/31/pgms-announces-brian-cropp-cgm-178/.

PGMS: How did your mentor help you along the way?

Gaidin: My mentor was able to help me mold my presentation into something that was more comprehensive. Working outside in the element is much different than putting together a presentation. He encouraged me to really dig deep and go through every aspect of my program, to explain it to someone who hasn’t been to my site, or may not know all the details I need to be successful.

To read the full interview: https://pgms.org/2019/01/09/pgms-announces-michael-gaudin-cgm-179/.
GREEN INDUSTRY CONFERENCE
Submitted by: Ed Harman, CGM

On Thursday January 3, more than three hundred Grounds Professionals met at Delaware Valley University for a day long conference featuring a variety of educational speakers and industry vendor displays. Morning and afternoon breakout educational sessions discussed landscape pest and disease updates, the latest in IPM techniques and BPMs for regional native plants and trees. Several sessions were offered in Spanish including pesticide recertifications and IPM strategies.

During session breaks registrants enjoyed snacks and visited with green industry vendors. Vendor markets included seed and fertilizer, landscape equipment and nursery growers. Lunch in the DelValU Dining Hall was co-sponsored by Scarlet Oaks Nursery and New Moon Nursery, registrants enjoyed a sandwich buffet with salads and homemade cookies.

Following lunch PGMS raffled several goodie bags containing pruners, saws, industry books, and ArborDay coffee samples. PGMS sponsored the afternoon Networking Session where registrants, vendors and PGMS members discussed events and topics of the conference. Pennsylvania pesticide applicator credits were available as were ISA (International Society of Arboriculture) and Pennsylvania PCH credits. The entire conference is co-sponsored by Penn State Extension (Bucks County), PGMS Philadelphia Branch, and the Pennsylvania Landscape and Nursery Association (PLNA).

PHILADELPHIA BRANCH REPORT

On Tuesday, November 6 30 Professional and student members of PGMS were fortunate to visit Longwood Gardens, Kennett Square PA. On display throughout Longwood were extensive displays of fall plant materials and color schemes otherwise known as the Chrysanthemum Festival. The group toured several of the gardens’ features including the Bell Tower, Grotto, Outdoor display Fountain and a thorough tour of the Conservatory and its greenhouses. A brief lunch took place in the Café, a certified green dining room. Following lunch the group met with Shawn Kister, a twenty year veteran at Longwood, who is the Director of Horticulture and Grounds.

Shawn explained the magnitude and processes to prepare this public garden for 1.6 million annual visitors. He gave very relevant insights to the hours of preparations that the entire organization embarks to prepare for each season with the Thanksgiving thru New Years holidays being their busiest. Shawn explained various garden features, a 200,000 flowering bulb installation, the 100 million dollar restoration of the outdoor fountain display and other accomplishments. High praises and appreciation were given by all in attendance.

A tremendous thank you to Shawn, his staff and the entire organization at Longwood Gardens for an immaculate garden experience. Photos from the members give only a slight glimpse at the grandeur of Longwood Gardens.
The North Carolina Branch of PGMS met at the Manor House at Tanglewood Park home of the RJ Reynolds family. There were 15 members who braved the snowstorm to attend the meeting hosted by Chris Weavil and the Forsyth County Parks Department. Members were from UNC, UNC-Charlotte, Wake Forest, Harrah’s Casino, Bartlett, Forsyth County Parks and Duke University.

A talk on Weed Control for Landscape Beds was given by Forsyth County Cooperative Extension Horticulturist, Leslie Peck. A Pesticide point was available for all members who attended.

PGMS has become a Partner member of the Sustainable Urban Forests Coalition (SUFC). Learn more about SUFC below.

The Sustainable Urban Forests Coalition (SUFC) is the nation’s only network of nonprofits, businesses, associations, foundations and others working to advance sound, effective urban forest policy and practice. The broad and growing SUFC membership represents urban planners, educators, arborists, landscape architects, public works and utility associations, air and water quality experts, foresters, scientists, health professionals, tree care companies, landscape and nursery associations, conservationists and community advocates.

The SUFC mission is to convene and mobilize this diverse network of national organizations to foster thriving communities through healthy urban and community forests. The Coalition works collaboratively to:

- Advocate at the national, regional, local, and neighborhood levels to increase tangible support for urban forests.
- Leverage resources and knowledge among a growing team of organizations promoting healthier, more resilient communities.
- Educate broad audiences about the value and need for healthy trees in our cities, towns and suburbs.

To learn more about SUFC visit [http://www.urbanforestcoalition.org/](http://www.urbanforestcoalition.org/).

The Charleston RiverDogs field gets a lot of traffic. And not all of it is baseball driven. But 2017 Single A Sports Turf Manager of the Year Mike Williams kept his field going and growing — even after an unfortunate accident with a contaminated sprayer that almost killed his rye grass. With the help of John Deere equipment and local dealer support, he was able to make it through the season. And snag a much deserved honor.

See all the action at booth #812 at the STMA Show or visit [JohnDeere.com/Sportsturf](http://JohnDeere.com/Sportsturf).
BLOOMINGTON, Minn. (November 13, 2018) — Toro has announced this year’s winner of the annual Toro Super Bowl® Sports Turfgrass Training Program. Wilson Morgan, who majors in crop, soil and environmental sciences at Auburn University, was selected to assist the grounds crew in field preparations for Super Bowl LIII at Mercedes-Benz Stadium in Atlanta, Georgia.

Since 1967, Toro has partnered with the National Football League (NFL) to provide equipment and expertise to help prepare the game field and multiple practice fields leading up to the biggest professional football game of the year. In 2003, Toro and the NFL established the Super Bowl Sports Turfgrass Training Program. Developed to recognize one student each year who has shown exemplary leadership in turfgrass management, the program encourages emerging professionals to further grow their knowledge base by assisting the grounds crew for this high-profile game. Morgan will work alongside NFL field directors Ed Mangan, George Toma and the Super Bowl grounds crew at Mercedes-Benz Stadium on turfgrass maintenance, logo painting, field preparation for media day, halftime preparation and field cleanup.

“I’ve had some excellent mentors in my life who helped me discover my dream of one day becoming a football field manager,” said Morgan. “I’m so grateful for this amazing opportunity to learn from the best of the best, and apply what I learn to my future career.”

Morgan plans to graduate from Auburn University in the spring of 2020. He is currently a member of the grounds crew for Auburn University, and has been responsible for helping maintain all athletic fields on campus — specifically during the baseball and football seasons. Additionally, Morgan was an intern on the Miami Dolphins grounds crew at Hard Rock Stadium in Miami Gardens, Florida, during the summer of 2018.

To be considered for the program, entrants had to undergo a comprehensive application process. Due to Morgan’s ambition to pursue a career in turfgrass management, and the leadership he has shown among the student workers as part of the Auburn University grounds crew, he was selected from a large pool of talented candidates. Applicants must be enrolled in at least the second year of a two-year turfgrass program, or in at least the junior year of a four-year turfgrass program.

“We’re thrilled that Wilson Morgan will be part of the Super Bowl Sports Turfgrass Training Program this year at Mercedes-Benz Stadium in Atlanta,” says Boyd Montgomery, CSE, CSFM, regional business manager for sports fields & grounds, North America at Toro. “Wilson has shown outstanding leadership skills in his current role at Auburn University, and we hope this experience helps contribute to a good foundation as he works to finish up his education and start his career as a sports field management professional.”

The game will take place on February 3, 2019, and Morgan will be on site helping to prepare the field during the week leading up to the Super Bowl. 

* Super Bowl is a registered trademark of the NFL.

TORO ANNOUNCES WINNER OF 2019 SUPER BOWL SPORTS TURF TRAINING PROGRAM

One lucky student to experience once-in-a-lifetime opportunity with Super Bowl LIII grounds crew
Before You Retire

THREE THINGS YOU NEED TO DO BEFORE YOU RETIRE....

Written by: John Van Etten, CGM, Past President of PGMS

NUMBER ONE

A plan is always the first part, just as we were working our way up in management as we grew professionally, we planned for success. It is also a good idea to plan an exit strategy. The best advice I give to our daughters, son-in-law, or any young person is: it is never too early (or too late) to plan for retiring. In my career, I worked 20 years in the grounds/ hospitality business and 20 years in landscape, nursery and tree care industry. There was never an opportunity for a pension, so I knew planning for and funding my retirement was mostly on me. If your fortunate to have a pension – that is great – but you may want to augment this as well – stay tuned. I would recommend that you put 5% of your income and also perhaps 5% of your contributions into personal retirement plans. Initially I contributed to 401K contributions, and my plan to increase to the matched percentage as soon as you can. I waited for my next raise, figured my bills and my raise percentage maxed out my plan, so it was if I didn't get a raise that year. The word sacrifice comes to mind. I also always had the farmers mentality of making hay while I could. So, I worked two jobs a lot as well as freelanced. (during my entire career) This was everything from – designing, consultation, writing, laboring, etc... My extra work would fund vacations, toys, home improvements as well as other investments. This double duty seems extreme – but having a goal to retire early should be your motivation – for me, I retired at 53! Just as you slowly built up your 401k contribution, the next step is to start your own IRA accounts and making additional investments. I used mutual funds, developed a stock portfolio, invested in a large utility company that would allow me to buy percentage of shares each month, it started with an automatic deduction of $25 a month and was adjusted higher over time as I could afford. I would also reinvest any dividends into buying more shares of funds or stocks.

NUMBER TWO

Leave your mark! As you excel as a Professional Grounds Manager, it is great to look back at your achievements. When I think about my crowning moments, I think about two Green Star Grand Awards, two Green Star Honor awards, several industry awards, Audubon International awards, and Presidents Award to name a few. The years of commitment to improve the path of success for fellow Ground Professionals through branch, committee and executive service to PGMS and our membership. Writing for Trade journals, The Forum and sharing our experiences to help other fellow managers succeed at their jobs and being a mentor. I feel if you ask each PGMS member what being a member means to them – you’ll likely get similar answers! For me – PGMS was a vehicle, a spring board of potential opportunities to improve myself as a manager. PGMS membership will only benefit you as a manager if you engage yourself to take advantage of a plethora of opportunities, not only the programs but networking with fellow members. I earned my CGM, I applied for awards. I attended conferences and took advantage of every educational class I could to make me a better manager. I brought supervisors, foreman and even my companies’ owner to the classes, GIE and every educational opportunity that was available. Now we have an amazing Accreditation Program – with a great format, another opportunity to excel and create awareness and substantiate the significance of the Grounds role in your establishment’s success.

Staff development is something we can all do that benefits every part of your establishment. Investing in people by training, mentoring and sharing knowledge is so significant to your and their personal growth – it is amazing. My last job prior to retiring was on Mackinac Island in Michigan’s Upper Peninsula. My staff was entirely Jamaican, it turned out I was the only rookie on the crew. From day one, I actively worked with and shared my knowledge with my staff. Most of my crew were on staff for three to five years. My foreman’s first question was if I treated the golf course with chemicals yet? From that point on, I took the time to teach, explain and reinforce everything we did as a team. My guys knew what dollar spot looked like, chickweed, sedges, plant diseases, how to properly perform maintenance and why we did what we did. They were supplied the proper tools, they proudly wore

By now you’ve heard enough about investments to hopefully confirm you’re on your way to planning the future or you are starting to make your plan tomorrow. The sooner the better. Again – no one has the time or values the importance of planning to actually do it today, so use a planner and just remember the earlier you plan the earlier you can retire! The old adage is: “if you have a job you truly love, you’ll never work another day in your life!” I count myself fortunate to say 50% of my career, I absolutely loved my job. I also love my free time and adventure too!!

Overfund it, borrow against it or withdraw and use the money. This is where discipline comes in: join it, watch it, participate and forget about it as an option to use prematurely!

Balance – life is all about balance, though I won't under score the importance of planning for the future – I will point out that we need to also live while we’re making a living. That is to say enjoy life, your family and all the experiences that go along with life! For me, taking extra work or a second job, it enabled me to do things I couldn’t afford to do with just one job. As part of my planning, I was fortunate to have saved money from my first few jobs and be able to only pay rent for a year before we bought our first house. The financial gurus say never to consider your home as a component to investing, but if you time the markets right and are fortunate to sell in appropriate markets you can have some solid financial gains this way. I believe they say this because it is a factor of luck and timing. If the timing isn’t right, it can be very costly. Another goal was to pay 1 or 2 extra mortgage payments a year to help reduce my principal.

Continued on following page...
their pruners on their belt and were valued for their professionalism. I can’t say they ever got use to me working in the same ditch shoveling up a leak alongside them – but they respected me for working side by side with them. I learned from my crew, I taught them and we shared ideas, I can honestly say this crew was the best I had ever worked with. They worked hard, they were proud and they were valued. Two years after my retirement I still get “yeah mon” calls – even just this morning!! Most of my fondest successes were the very staff that left my employment to advance their careers in Grounds at other businesses. I never lost them as our industry gained more true Professionals in the ranks, that’s leaving a mark!

**NUMBER THREE**

Leave a legacy – set the bar! One of my favorite old quotes goes something like this… “the most selfless act one can do is, to plant a tree!” As grounds professionals we understand the relevance of this statement – in our lifetime we typically won’t get to enjoy the splendor and beauty of a mature tree but we take great solace in knowing people in the future will! Though often times what we do, creates value and aesthetic here and now it can be short lived. Planting trees and seeds ensure our legacy. Me and many of my past teams have planted the trees, built long lasting and sustaining landscapes, hardscapes and to my credit, designed and built two hedge maze gardens. Some of my seeds were helping people grow professionally, and educating upper management and owners to realize the significance and importance of well-managed, beautiful, sustainable landscapes. The pinnacle of my PGMS career was to join with NALP (then PLANET) on a Day of Remembrance, as we came together to provide a day of service to the military men and women interred at Arlington National Cemetery. Every year I proudly read about our joint involvement in this very important service. Passing on our knowledge, expertise and reinforcing to management the importance and significance of Grounds Professionalism goes a long way to support our legacy. When I left Mohonk Mountain House after 17 years, my boss told me that I had set the bar high for the next grounds manager, but they knew how important and significant that was to this historical landmark property.

**SUMMARY**

The saying goes; Man plans, and God laughs – definitely rings very true! Life is dynamic, it is ever changing, ever flowing – go with the flow, have a plan, leave your mark and create your own legacy! I do miss working and teaching, but as you may of heard rumored - when you retire, you are so busy – you can never figure how you can be short lived. Planting trees and seeds ensure our legacy. Me and many of my past teams have planted the trees, built long lasting and sustaining landscapes, hardscapes and to my credit, designed and built two hedge maze gardens. Some of my seeds were helping people grow professionally, and educating upper management and owners to realize the significance and importance of well-managed, beautiful, sustainable landscapes.

John Van Etten, CGM was the 103rd President of PGMS. In November 2016 John retired from Mission Point Resort, Mackinac Island, Michigan as the Grounds Superintendent. John is a definitely an outside person engaging in many outdoor adventures from single engine flying, hunting, fishing, backpacking and camping! In February 2019 – at the young age of 55, John is embarking on a lifetime goal of thru hiking the (AT) Appalachian trail from the southern terminus at Springer Mountain, Georgia to the northern terminus of Mount Kathadin, Maine. If you want to join John vicariously through his meanderings – follow him on Instagram or friend him on Facebook – JC Van Etten. John will be blogging his way north on the trail!
Tell us about your college. The College of Wooster is struggle with deferred maintenance, for grounds related fields without automatic irrigation as well. We also the watering is done by hand and we have two athletic an automatic irrigation system on our golf course. All the growing season is also a challenge. We do not have
Like many grounds managers, the weather is always a conversation. Winter is always challenging, but the growing season is also a challenge. We do not have an automatic irrigation system on our golf course. All the watering is done by hand and we have two athletic fields without automatic irrigation as well. We also struggle with deferred maintenance, for grounds related improvements.

Tell us about your background and how you chose a career in the green industry. I graduated from The Ohio State University Agricultural Technical Institute with a degree in landscape installation and landscape maintenance. My work experience started in Smyrna, Georgia, working for Gibbs Landscape Company. While working for Gibbs, I gained experience in landscape installation and landscape maintenance. Working for them allowed me to understand and appreciate team work, professional image and the demand for excellence. Then I was honored to work for the Cleveland Indians in 1997. I was fortunate that I was able to experience the MLB All Star Game and then in October the World Series while I was there. Working on a field of that caliber will never be forgotten. It had always been a dream to work on a professional baseball field. As a child, when my family would go watch the Indians play I always wanted to get there early enough to watch the grounds crew get the field ready before the game and when the game was over watching them "put the field to bed". While growing up playing little league baseball, my father was always highly involved with our little league association. One of the things he enjoyed doing was taking care of the fields. This led to me taking care of the fields when I was in high school. Which began to shape my career path. After working in Cleveland, I was offered a job at Wooster. I took the job as a stepping stone for the next adventure. Being from the Wooster area, I was not sure where my path was going to take me. Twenty years later, I call Wooster my home. I have been the Director of Grounds since 2004. My role has changed over the years, and my passion for the industry continues to grow.

PGMS offers many benefits to its members. What would you rate as most important to you? When I joined PGMS 12 years ago, I was interested in being a part of a national organization with many things to offer. The national recognition, networking and personal certifications all played an important role. Over the 12 years we have won three Green Star Awards, awarded a 3-star Landscape Management & Operations Accreditation, 2 staff members have earned their CGT and I have completed the CGM exam. This was one of the most fulfilling things I have done in my career. The networking that PGMS offers, puts you in communication with some of the top professionals in the green industry.

What do you like to do in your free time? I love to enjoy the outdoor country living with my wife and two boys. Living in the country has its benefits, we like to fish, hunt and ride ATVs. I also enjoy landscaping around our house and teaching my boys the green industry. I am active in our community's youth flag football and baseball programs. Along with my family, I really enjoy being around friends.

Can you briefly tell us about your job? As Director of Grounds at the College of Wooster I am responsible for the management of the daily operations of the campus grounds, athletic fields, 9 hole public golf course, project management and waste / recycling services for the campus. I work with 11 full time employees and 4 part time employees. All make significant contributions as a member of the Grounds Department for campus beautification all year long. Along with the day to day operations, I am also a member of our campus’s sustainability committee, emergency response team and our hazardous waste response team. As a department we also are involved with a Religious Studies class on campus called “Just Work”. The class focuses on students working on campus and having staff members take the class along with the students. Community outreach is also a priority; we participate in a couple different youth work programs with in the City of Wooster.

Like many grounds managers, the weather is always a topic of conversation. Winter is always challenging, but the growing season is also a challenge. We do not have an automatic irrigation system on our golf course. All the watering is done by hand and we have two athletic fields without automatic irrigation as well. We also struggle with deferred maintenance, for grounds related improvements.

Tell us about your college. The College of Wooster is in northeast Ohio, between Cleveland and Columbus. The City of Wooster has a population of approximately 27,000 people. The college is a private liberal arts college with 250 acres in the middle of town. Wooster offers an excellent, comprehensive liberal arts education, cultivating in a rigorous senior project, in which each student works one on one with a faculty member to conceive, organize and complete a significant research project on a topic of the student’s own choosing. The College of Wooster is America’s premier college for mentored undergraduate research. Founded in 1866, the college enrolls approximately 2000 students.

Tell us about your background and how you chose a career in the green industry. I graduated from The Ohio State University Agricultural Technical Institute with a degree in landscape installation and landscape maintenance. My work experience started in Smyrna, Georgia, working for Gibbs Landscape Company. While working for Gibbs, I gained experience in landscape installation and landscape maintenance. Working for them allowed me to understand and appreciate team work, professional image and the demand for excellence. Then I was honored to work for the Cleveland Indians in 1997. I was fortunate that I was able to experience the MLB All Star Game and then in October the World Series while I was there. Working on a field of that caliber will never be forgotten. It had always been a dream to work on a professional baseball field. As a child, when my family would go watch the Indians play I always wanted to get there early enough to watch the grounds crew get the field ready before the game and when the game was over watching them "put the field to bed". While growing up playing little league baseball, my father was always highly involved with our little league association. One of the things he enjoyed doing was taking care of the fields. This led to me taking care of the fields when I was in high school. Which began to shape my career path. After working in Cleveland, I was offered a job at Wooster. I took the job as a stepping stone for the next adventure. Being from the Wooster area, I was not sure where my path was going to take me. Twenty years later, I call Wooster my home. I have been the Director of Grounds since 2004. My role has changed over the years, and my passion for the industry continues to grow.

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For the sixth year in a row the PGMS North Carolina Branch is hosting an outreach project at the Odd Fellows Cemetery, a landmark in Winston-Salem, N.C. that has fallen into disrepair. PGMS is taking a systematic approach to brush removal and prevention to bring the cemetery back to a manageable state.

If you would like to volunteer on February 23 please e-mail David Davis, CGM. (E-mail address is dgdavis1979@gmail.com, please put in the subject line in capital letters “I want to volunteer for the Odd Fellows project.”)

TEXAS BRANCH MEMBER HONORED IN AMARILLO, TX

PGMS member recognized as a 2018 Amarillo Newsmaker for his landscape company’s efforts to beautify the City of Amarillo, TX.


Grafton Pease
Chesnut Hill Realty
Kayla Pierce
Central Oregon Community College
Curtis Robillard
University of Texas at Austin
Steve Rollins
University of Puget Sound
Travis Snotgrass
Indian State University
Scott Stevens
Scott Stevens
Edward Terron
Point Loma Nazarene University
Adam Thoms Ph.D.
Iowa State University

Know someone who isn’t a member? Help spread the word about joining PGMS! Membership details can be found on the PGMS website at www.pgms.org.
2019 PGMS MEMBER-GET-A-MEMBER CAMPAIGN

Join other PGMS members in spreading the word about our Society. From January 8 - February 28, 2019, invite other grounds professionals to join PGMS for $100! Have them fill out the online application at http://pgms.org/2018/01/03/2018-member-get-a-member-campaign/.

A growing PGMS means greater recognition of the grounds management profession, more resources and support for members, and a larger network of like-minded peers.

PGMS 2018 Member-Get-A-Member Prizes
1. All-expenses paid trip (up to 4 nights hotel, airfare, and conference registration) to the 2018 School of Grounds Management and GIE+EXPO.
2. All expenses paid trip (up to 2 nights hotel, airfare, and conference registration) to the 2018 School of Grounds Management Summer Conference.
3. 3 night stay in Gatlinburg, TN courtesy of Brandon Haley, CGM – Cabin is located minutes from Gatlinburg, Pigeon Forge, and the Smoky Mountains National Park. For details, visit: www.discoveradventurecabin.com/
4. $100 dollars

What our members are saying about PGMS Membership:

“PGMS allows me to talk with other grounds managers and discuss ideas and innovations as well as problem solve. It is a great bunch of people that make you feel welcomed from day one. We all know what others are going through.” Ryan McCaughey, CGM, CEFP Pennsylvania State University and PGMS member since 2015.

“PGMS is an organization that I am able to network with peers nationally to find solutions to problems that I have or to gain valuable information on industry trends.” Cary Avery, CGM, Associate Director at University of California - Davis and PGMS members since 2006.

“For me personally, PGMS acknowledges me as a professional and also has a certification that is meaningful to me as well as to others in the Facilities Management trades. I enjoy the fellowship of the other managers and I learn current information that is applicable in managing my staff and department.” Gerry Dobbs, CGM, Superintendent at Cordova Recreation and Park District and PGMS members since 2000.

WESTERN WASHINGTON BRANCH UPDATE

Update Submitted by: Bri Groeneveld

Tuesday, January 29, 2019
Member-Get-A-Member Campaign Meeting
Star Lake Greenhouse, Auburn, WA 9am-12pm

Enjoy coffee and donuts, courtesy of WinField United, along with a short presentation on PGMS, the Member-Get-A-Member campaign and membership benefits. This will be followed by a tour of the nursery, Star Lake Greenhouse, given by its owner. This event is free of charge for both members and non-members. Please RSVP to Bri Groeneveld at bgroeneveld@pugetsound.edu by Friday, January 18th, 2019 if you would like to attend.

Thursday, February 7, 2019
Member-Get-A-Member Campaign Meeting
Lewis and Clark College, Portland, OR 10am-1pm

Tour the beautiful campus of Lewis and Clark College, accompanied by an education session on compost recycling, both given by Lewis and Clark College's Assistant Director of Campus Grounds. Finish the tour with a Bellagio’s Pizza lunch, courtesy of Coates Landscape Supply. This event is free of charge for both members and non-members. Please RSVP to Mike Beaulieu at mbeaulieu@cocc.edu by Friday, January 18th, 2019 if you would like to attend.
Leadership Principles

HOW FIVE PRINCIPLES OF LEADERSHIP CHANGED ME AND MY TEAM

I wanted to start out by saying; I have been in the grounds maintenance industry a long time and trust me when I say, I have failed more than I have succeeded over the years. PGMS has assisted in my development as a professional in ways like Certified Grounds Manager certification and the Landscape Management and Operations Accreditation program. I have been mentor for some of the best within the PGMS organization, but more importantly, I have earned some lifelong friendships. I want to take this time and thank many of you for your leadership, support and years of service to make the PGMS a professional name within the grounds industry.

I was reflecting back when I began working at Denison University in 2017, I noticed within the first couple of weeks our grounds team was happy and welcoming to me. I was curious what I initially did to earn their respect and decided to let it play out six more weeks. After two months the crew still maintained a cheerful attitude. They were helping each other and were becoming much more organized. They were even helping me out by mentioning areas on the campus grounds that were being missed and willing to do the extra work to get it looking right. I thought to myself “what is going on with this team?” and “how can I keep this motivation going within my crew?” I did not want to mess up this positive change.

I was puzzled and to be completely honest, I did not know why the grounds team was being so receptive, so I asked them “Why are you guys happy every morning?” I felt uncomfortable saying this to the crew, but they were happy that I asked them.

They said, “Kevin, when we come to work in the morning you don’t hand out our assignments right away and rush out the door, you sit and talk with us about anything except work.” I was surprised how a small thing like this could make a big impact; I was actually doing something called the human factor without even realizing it.

This excited me to do more to become a great leader by investing in myself. Here were the 5 top tips I read that top CEOs were using to make a positive impact in their organization.

1. Have an Open Mind to saying, “YES.” Replace the word “no” with yes as much as possible. The practice of saying “yes” instead of “no” is a productive path to progress, because it creates an environment where there are no right or wrong answers. Saying no is easy, but creates a negative atmosphere - save your “no’s” for times you really need them.

2. Human Factor: Most CEOs will tell you the number one complaint from employees is challenges with managers and coworkers. We all invest in professional and technical training to keep up with best practices, but how are we with our most important resources, our employees? When we engage our employees in non-work related conversations, we start to build steps towards trust which in-turn will build a staircase to take you to the next level.

3. Inspire: Encouraging employees to step out of their comfort zone is a daunting task and a rewarding process. They might make a wrong decision or two along the way, but failure is learning, and learning is powerful. Encouraging your employees to come up with new ideas and share them with your team in a think-tank session on rainy days. Asking and listening helps give others the confidence to move out of their comfort zone.

4. Recognition: This is not really a new concept, but it is still very effective. A simple hand written thank you card goes a long a way.

5. Professional Development: With this knowledge of success for my grounds team, I asked myself these three questions “Have I developed my employees within all the facets of the grounds maintenance organization? Have I invested in their futures and fostered growth to better themselves?” These questions challenge me.

These are great times for the PGMS. The current staff and the Board of Directors have the vision, passion and leadership to take the PGMS to the next level. I would like to leave you with a quote from John C. Maxwell “Leaders must be close enough to relate to others, but far enough away to motivate them.”

John C. Maxwell

My favorite thing about trees?
How much time have you got?

Steve Miller champions the trees, landscapes and property investments of the customers in his care. And he’s one of the many reasons we’ve become the premier scientific tree and shrub care company in the world.

Contact us today at 877-BARTLETT | bartlett.com
JOE MYERS
PHYSICAL PLANT MANAGER,
KANSAS STATE UNIVERSITY

Welcome to the Professional Grounds Management Society!
What enticed you to become a member of PGMS? I have been working for 25 years at Kansas State University and thought it would good to be a part of a more formal group of professionals that do the same type of work. I just attended my first PGMS conference and the organizers did a great job. I felt welcomed from the moment I got there.

Can you tell us about yourself and your decision to have a career in the green industry profession? I was born and raised in Kansas. Right out of high school, I started working with the Kansas Forestry Service. The Forestry Service job resulted in an opportunity to work with the National Park Service in Colorado. However, after a few years of serving there, I traveled to Florida to visit relatives. While visiting in Florida, I was offered an opportunity to become involved in a new golf course construction project which led to me being the Golf Course Superintendent and Construction Superintendent on a couple of different projects along the gulf coast of Florida. I eventually wandered back to my home state of Kansas and started my career at Kansas State University. I’m now approaching my 25th year at K-State.

What is your position and responsibilities at your organization? My title is officially the Physical Plant Supervisor, but I am referred to as the Grounds Manager. I report to the Vice President of Facilities and oversee the day-to-day operations and long-range planning of grounds maintenance on a 600 acre campus with about 200 acres of green space. Our department is responsible for mowing operations, chemical and fertilizer application, tree care maintenance, irrigation system maintenance, intramural field maintenance, artificial turf field maintenance, and snow removal. We also maintain the President’s residence which is located on campus. The collegiate sports fields are maintained by the athletic department. One other responsibility that we have is maintaining about 1 acre of green roof space. This has been a very interesting project. The plants used are Kansas natives and is part of the memorial stadium renovation project.

Have you had a chance to look into the certification programs and Green Star Awards? We were impressed with the professional certifications and would like to work with our front-line staff to become Certified Grounds Technicians. We are definitely interested in any sort of study guides for our staff. For myself personally, I’m definitely interested in become a Certified Grounds Manager.

What do you like to do in your free time? I have a small farm of about 40 acres that’s few miles north of the university. My wife and I built our own home on the land, so there’s always something to do there. However, what I really like to do is to spend time in our family’s mountain home in Colorado, fly fishing, bicycling and enjoying the down time.

Professional Grounds Management Society 2019 Scholarship Information

Studying horticulture or a related field? Know someone who is?

Apply for the opportunity to earn a PGMS Scholarship!

PGMS encourages the growth of students in the green industry and scholarships are available to students studying horticulture or a related field in their first year of college or above.

Requirements

1. A cover letter. Typed. Please include introduction, educational and professional goals, and intent for use of scholarship funds.
2. A current resume. Typed. Please include past employment history, awards, and certificates earned.
3. College or school transcripts.
4. Two (2) letters of recommendation. These should be from an instructor, employer, etc.
5. A letter from the PGMS member who is sponsoring the applicant.
6. The completed scholarship application. The application will be released December 1, 2018.

For more information on required materials and to submit the online application, visit www.pgms.org/scholarship. Application deadline has been extended until February 8, 2019.
Horticulture Internship
Smithsonian Gardens – Washington, D.C.
Smithsonian Gardens seeks a motivated and energetic interns interested in working in the gardens at the Smithsonian. Internships with Grounds Management Operations are designed for students who seek work-related experience in a public garden with a diverse workforce. Internships involve manual labor; exposure to adverse weather conditions (particularly heat and humidity); and exposure to dust and dirt. Internships that focus on the Smithsonian gardens operations include regular horticulture maintenance duties such as planting, watering, weeding, and pruning.

INTERNSHIP OPPORTUNITIES

Horticulture Internship - 2019
Chevy Chase Club - Chevy Chase, MD
Horticulture interns work alongside staff to complete various tasks that enhance and maintain the landscape and gardens. The areas of emphasis include an herb and vegetable garden, rose garden, native woodland gardens, herbaceous perennial borders, two acres of turf and an extensive collection of trees, shrubs, annuals and tropical plants.

Landcare Supervisor
University of Minnesota
This position supervises full-time Teamster and part-time student employees who perform landscape maintenance and construction activities on the Twin Cities Campus. All typical supervisory roles such as hiring, development, and performance management would apply. This position reports to the Assistant Director, Landcare in FM Central Services and may be required to assume some of those responsibilities in the Assistant Director’s absence. To apply online visit https://hr.myu.umn.edu/jobs/ext/328201.

Part time Grounds/Mechanic Assistant – Support Staff II
Washtenaw Community College
The Part time Grounds/Mechanic Assistant will provide primary support to the Fleet Technician Operator and assist in overall maintenance of fleet/utility vehicles, grounds equipment, and grounds operations. In addition, this position will assist with snow removal, maintenance and upkeep of the landscape and grounds of the college, and is subject to work in all types of weather conditions. To apply online visit https://jobs.wccnet.edu/postings/10240.

Groundskeeper Lead
Arizona State University - Polytechnic campus
Facilities Development and Management, Polytechnic campus, seeks a Groundskeeper Lead to lead Groundskeepers in the maintenance of grounds and grounds construction activities to provide for a visually inviting, safe and aesthetic environment for students, faculty, visitors and staff. To apply please go to www.asu.edu/asujobs/ click “External Applicant” under Jobs at ASU, enter Req Id # 48027BR.

Groundskeeper
Arizona State University - Tempe Campus
Facilities Management, Tempe campus, seeks a Groundskeeper to maintain grounds and participate in all types of grounds maintenance activities. To apply, please go to www.asu.edu/asujobs under Jobs at ASU, click “External Staff” and enter Req ID # 8476398R.

Arborsith Worker
Architect of the Capitol
The Architect of the Capitol, Capitol Grounds and Arboretum, is seeking a qualified individual to help grow and care for the trees of our nation’s Capital. Further details and to apply can be found by going to USA Jobs. gov and searching keyword “Architect of the Capitol”. https://www.usajobs.gov/

Groundskeeper
Arizona State University - College of the Holy Cross
The Facilities department is a service organization dedicated to support the College’s Mission and its various constituents in a proactive manner. We provide a wide range of services to efficiently operate, maintain and protect our facilities, grounds and infrastructure, in such a way as to create and sustain a clean, safe, functional and aesthetic environment conducive to quality learning, living and working, while preserving our College’s physical heritage for future generations. Apply online at https://holycross.interviewexchange.com/joboffersdetails.jsp?JOBID=328201.

Laborer
College of the Holy Cross
The Facilities department is a service organization dedicated to support the College’s Mission and its various constituents in a proactive manner. We provide a wide range of services to efficiently operate, maintain and protect our facilities, grounds and infrastructure, in such a way as to create and sustain a clean, safe, functional and aesthetic environment conducive to quality learning, living and working, while preserving our College’s physical heritage for future generations. Apply online at https://holycross.interviewexchange.com/joboffersdetails.jsp?JOBID=105332.

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Horticulture Internship
Washington National Cathedral – Washington, D.C.
This internship program provides instruction and hands-on gardening experience. Under the direction of the horticulture staff, interns will participate in the installation, maintenance, conservation, and preservation of the Bishop's Garden and the Cathedral grounds. Areas of emphasis include ornamental herb garden, herbaceous perennial borders, a hybrid-tea rose garden, a 5-acre native woodland, and a classroom vegetable garden. Proper horticulture techniques will be emphasized, including weeding, staking, pruning, watering, plant identification, and using IPM methods of insect and disease control.

Questions about becoming a member? Visit our website at www.pgms.org or contact PGMS at info@pgms.org.

Find up-to-date job listings on our website at www.pgms.org and click on Career Center.
The Professional Grounds Management Society (PGMS) is an individual membership society of grounds professionals advancing the grounds management profession through education and professional development.

Key membership benefits include: Annual conference and Green Industry Expo, bi-monthly newsletter, membership certificate, certification programs (Certified Grounds Manager and Certified Grounds Technician), free educational manuals, local branch meetings, “Who’s Who in Grounds Management” membership directory, site awards, free industry magazine subscriptions, etc.

The Society believes that there are four (4) essentials to remaining a professional in the industry:

1. Being a member of the appropriate membership organization or organizations.
2. Attending educational conferences in the field.
3. Reading industry publications.
4. Becoming certified at the level you wish to operate.

Other Key facts About PGMS:

- It is the only membership organization for institutional grounds managers.
- It is the only membership organization serving the breadth of the service arm of the Green Industry which professionals can join as individuals.
- It is the oldest individual membership organization for grounds professionals.
- For membership categories and to sign up as a member please click here.

We offer Green Industry Suppliers the opportunity to meet their marketing needs by becoming a PGMS Partner in Professionalism. For more information visit www.pgms.org/partnersinprofessionalism/.