



MANAGEMENT FORUM

JANUARY/FEBRUARY 2020 | VOLUME 44 NUMBER 1



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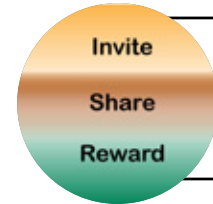
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Tell your colleagues why you enjoy PGMS and they can register for \$100! Details on Page 23



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PGMS Partners In Professionalism

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Gold



Silver



Bronze



PRESIDENT'S MESSAGE




Early last year, I found myself faced with the imperative to develop a plan of action to find a new job. My plan included PGMS® in many ways.

One of the first things I did was to review and update my resume. Knowing I would need solid references, I contacted several PGMS® members and received their permission to list them as references. I was grateful that we had developed not only professional relationships, but also personal ones, by attending conferences and meetings together over the years.

Once word got out that I was looking for work, several PGMS members gave me job leads. One person in particular made it her weekly mission to search the on-line job sites for any leads in grounds management and forwarded them to me. She understood what it was like to lose a job in grounds management since she had gone through the same experience herself a few years earlier.

As my job search continued, there were times I felt isolated and discouraged. When I got to that point, it always seemed that I would receive a phone call or e-mail of encouragement from a PGMS® member. I appreciate how that timely encouragement kept me focused during my job search. A member even made it his mission to contact me two or three times a month just to encourage me and to let me know he and his wife were remembering me in their daily morning prayers.

As 2020 begins, I am grateful to start a new year full of opportunities to serve not only as the President of PGMS®, but now also as the new Grounds Manager of University of Texas - El Paso. Both of these opportunities are due in no small part to my fellow PGMS® members. Happy New Year!


Gerry Dobbs, CGM
PGMS President

PGMS® IS LOOKING FOR A LOCATION FOR OUR 2021 SUMMER CONFERENCE!

PGMS' School of Grounds Management Summer Conference brings education and exclusive tours to a new city each Summer.

Interested in hosting PGMS®? Complete the proposal form at <https://pgms.org/get-involved-with-pgms/>.



The Forum Newsletter is published six times a year by the Professional Grounds Management Society
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CALENDAR OF EVENTS

Submit your events to us at info@pgms.org.

SEPT 21



PGMS® NC Branch Odd Fellows Cemetery Outreach

Winston Salem, NC

More information can be found at <https://pgms.org/>.

JULY 14 - 15



PGMS® School of Grounds Management Summer Conference

Washington, D.C.

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HISTORY

HOW WE BECAME PGMS®

Throughout its more than 100-year history, PGMS® and its predecessor organization have been marked with remarkable purpose and resilience, even in difficult times. Always, there were several strong reasons for being: providing broad-based leadership in the “Green” movement, professional education, and networking with fellow professionals.

Gardeners and seed men held meetings in almost every county as early as 1898, usually at beer gardens in conjunction with flower shows, which were then very popular. In 1902 and 1903, respectively, meetings were held in the Smith and McNeil Hotel and the Grand Union Hotel in New York City. The first reading of by-laws was in the Gardener’s Chronicle, the official publication of the then fledgling National Association of Gardeners, PGMS’ direct predecessor organization. The first N.A.G. conference was held in 1905, where, according to the Chronicle, “nearly a thousand gardeners came together for mutual improvement, and not just from New York but from 18 states.”

The N.A.G. grew steadily from 1905 to 1911, and on July 22nd, 1911 in New Jersey, the organization received its official certificate of incorporation. From the beginning, it established Branches, which grew steadily. In 1911, the organization started a school garden movement and began advertising the gardening profession. In 1921, a campaign was waged to combat the signboard along the highways. Many years later, the Society gave its “Gold Medal Award” for the same effort to First Lady Ladybird Johnson.

In 1926, the Society sponsored the planting of 13 trees in Independence Square in Philadelphia in commemoration of the then 150 years of American Independence, and as living monuments to the 13 original states. In 1928, the nearby West Chester, PA Branch hosted the conference, which had 468 registrations, a record at that time. The following year, the annual conference was held in Canada, with the banquet, counting 652 in attendance, designated as “International Night.” An emotional highlight of the evening was the announcement of the International Peace Garden. Following three more years of hard work and many dollars, the garden was dedicated on July 14, 1932.

The years just prior to World War II saw a very stable organization. Following the war, attention was paid to rebuilding the Society, as the membership had been severely depleted, and members were steadily added through considerable effort.

On January 1, 1949, the first issue of the organization’s Professional Gardener publication was sent to members. Meanwhile, the Peace Garden was growing well, and the Society had purchased 2,000 roses for it, and numbers of other organizations were stimulated

to donate money and time to help with the effort. In 1953, the national office was moved to Mineola, New York, and in 1957, a bronze plaque was erected at the Peace Garden in the Society’s name.

In 1960, the word “professional” was added to the organization’s name, and N.A.G. became the Professional Gardeners

Association. In 1970, the name Professional Grounds Management Society officially replaced the National Association of Gardeners.

Another big change took place in 1976, when the office of the Executive Director was established, with that year’s President, Allan Shulder, taking on the task on a part time basis. He would later become the Society’s first full-time Executive Director in 1985.

By the early 1990s, membership topped 1,200, with members in all 50 states, Canada, and several countries worldwide and became about equally diverse between independent contractors and on-staff grounds professionals. In 2000, another change occurred with the hiring of an association management firm, the Joseph E. Shaner Company (acquired by Stringfellow Management Company in 2017), to assist the Board of Directors with the operation of the Society.

Indicative of its leadership, in 2007, PGMS® became associated with the Sustainable Sites Initiatives and is working to advance sustainability in grounds management programs. In 2014, PGMS’ Landscape Management and Operations Accreditation program recognized its first accredited campus, the University of Delaware (2-star).



professional grounds management society®



PGMS® School of Grounds Management 2020 Summer Conference

July 14 - 15

Registration Opening Spring 2020

Mount Vernon | U.S. Botanic Gardens

American University

Smithsonian Garden Tour | U.S. Capitol Grounds

Thursday, July 16 – Optional DC Branch Field Day (separate registration)

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DENISON UNIVERSITY UNIVERSITY & COLLEGE GROUNDS - SMALL

Founded in 1831 Denison University holds a storied place on the landscape of American higher education. The Mission Statement says " The Denison Grounds Department's commitment towards customer service, and open lines of communication, will be adhered to with a heightened regard to detail. Our goal is to establish exceptional customer service in order to provide the campus community with a safe and pleasant environment. Our approach to grounds maintenance, and our ecological areas, will have a simplistic program. This program will offer a proactive approach for maintaining our environmental stewardship, as well as maintaining the function of the campus landscape's aesthetics."



Deeds Field-Piper Stadium currently serves as the home field for the Denison football, field hockey, men's lacrosse, women's lacrosse and men and women's outdoor track and field teams. Mother nature showcased her winter attributes in early spring at the main steps at Deeds Field. These areas are maintained within the level 2 APPA Grounds Standards



The Academic Quad renovation was an ambitious project inspired by the research of Emeritus Professor of Psychology Harry Heft, whose field of interest includes environmental psychology. The new structures define the space as a special area in the Academic Quad that is both welcoming and flexible for event programming. Heft noted, "The park-like beauty of Denison University's campus is highly valued by all; but as student research in my classes over many years has found, there are not many public outdoor areas on campus that support social, intellectual and civic engagement. The new plaza in front of Slayter Student Union is designed explicitly to meet that need for a public square to encourage community dialogue and as a gathering place to develop and sustain new relationships among students, faculty, and staff."



AT WORK

Application of 500lbs of Mycorrhizal to 15 yards of compost tilled in with a windrow machine. This ensures that it mixes evenly and adds oxygen to aid in the microbial breakdown. Mycorrhizae are symbiotic relationships that form between fungi and plants. The fungi colonize the root system of a host plant, providing increased water and nutrient absorption capabilities while the plant provides the fungus with carbohydrates formed from photosynthesis. Mycorrhizae also offer the host plant increased protection against certain pathogens.



CHALLENGE

Challenge: This area is Curtis Quad. This area is the last impression on the Admission tour. Notice the corn hole table, the messy and unkempt grassy lawn along the foundation, and ventilation pipes sticking out of the bricks without any screening plants. At the end of the day, this is not the message they want to display for parents and prospective students to see.

Solution: Renovate the beds and add new foundation beds for a clean and welcoming appearance.



BEAUTY

This is a level 3 area with a grove of crabapple and Norway spruces that sits behind the red oak. Using pine straw is not only cheaper but makes these tree grove islands stand out with a clean appearance. The acidity from the pine straw helps aid keeping most of the weeds out and also encourages flowering for deciduous plants. We maintain these areas within the level 3 APPA Grounds Standards



KEVIN MERCER, CGM
Grounds & Landscape Manager

DENISON UNIVERSITY

Winner of the First PGMS® Sustainability Award



1,600 gallons of compost tea are brewed per week in the growing season. A combination of food and yard waste with red wiggerler worms is used. The worm castings are taken and organic supplements are added depending on what application the compost is used for i.e. flowers, lawns or sports fields. This helps keep the carbon fertility process going strong and aids in getting biggest bang for the buck when we applied with organic fertilizers.



The grounds team will slit seed 17 acres of annual wildflowers every spring to promote pollinators, beneficial insect and help support our local ecological system. The school is a proud member of Bee Campus USA and Tree Campus USA. The wildflowers consist of (Blue Cornflower, Painted Daisy, Plains Coreopsis, Orange Cosmos, Chinese Forget-me-not, Rocket Larkspur, Baby's Breath, Poppies, Indian Blanket, Sunflower, Rose Mallow, Baby Snapdragon, Scarlet Flax, Arroyo Lupine, Baby Blue Eye and None-so-pretty).



Ecological or naturalized areas are becoming a standard today for most new and retrofitted college landscapes. Annual wildflowers are sown every year into all level 2 areas grow zones. These areas put on a show of colors and promote pollinator habitats. Certification was obtained in February 2019 through National Wildlife Federation Certified Wildlife Habitat and Bee Campus USA. Honey bees are social insects. In the wild, they create elaborate nests called hives containing up to 20,000 individuals during the summer months. Colony collapse disorder (or CCD) is a phenomenon in which worker bees from a beehive or European honey bee colony abruptly disappear. The cause or causes of the syndrome are not yet fully understood, although many authorities are making progress. These areas are kept free of any pesticides.



Good soil testing protocol for campus lawns, beds and sports fields is important. This uses a complete base saturation soil test, to determine what may be out of balance chemically. As the soil chemistry becomes balanced the soil opens, physically allowing more air and water to move through the soil profile and creating obvious advantages in terms of water movement. This is encouraged by applying black gypsum in early spring to leach out the excess sodium due to winter salting from the soil profile. This provides a much better environment for beneficial soil micro-organisms to proliferate and do what they do best, which is to make nutrients available to the plant. Additionally, it builds soil humus which makes for better water holding capacity. Lastly, and perhaps most importantly, it can help fight off pest problems. Joe Jackson enlightened the grounds crew about the use of signage in things being done to promote sustainability.

Connect with PGMS on Social Media



<https://www.instagram.com/PGMS-Official/>



<http://www.facebook.com/Professional-GroundsManagementSociety>



<https://www.linkedin.com/groups/4173565/profile>



<https://www.youtube.com/user/PGMSheadquarters>

CONGRATULATIONS TO OUR NEW CERTIFIED GROUNDS TECHNICIANS

Trevor Laliberte
CGT 193

TDL Landscaping, Inc.
Woburn, Massachusetts

Mandy Rothmeyer
CGT 194

Carnegie Mellon University
Pittsburgh, Pennsylvania

Interested in Getting Your CGM® or CGT® Certification?

The Certified Grounds Manager (CGM®) program, developed and offered by PGMS®, is the premier program of its type in the Green Industry. With certification, your presentations, requests for funds and equipment, and recommendations carry more weight. For those interested in becoming a CGM there is a very specific prescribed procedure. Details are posted at pgms.org/certifications/certified-grounds-manager.

The Certified Grounds Technician (CGT®) certification is for those applicants who are directly involved with performing the day-to-day tasks of grounds maintenance. The CGT test consists of 40 questions based on the overall grounds maintenance field and 10 questions (multiple choice) based on your region. Details can be found at pgms.org/certifications/certifiedgrounds-technician.



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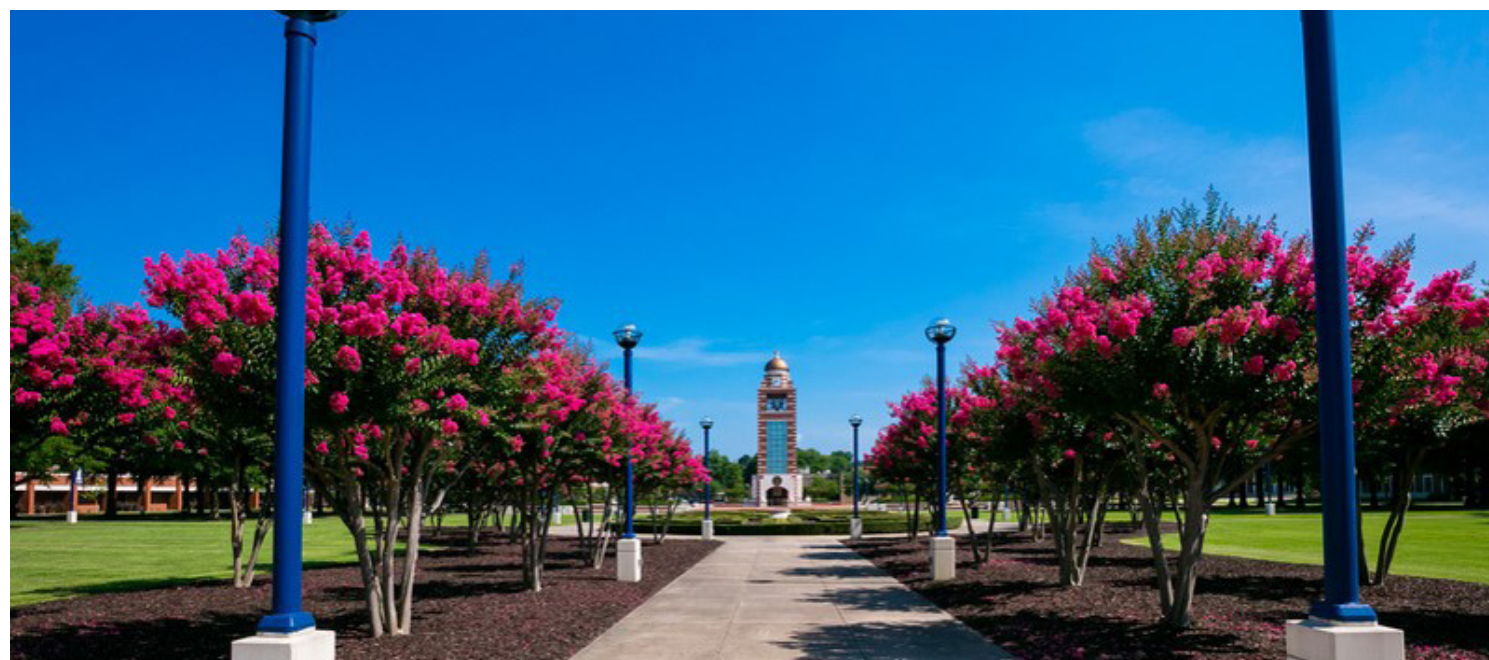
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2019 Green Star Grand Award® Winner



UNIVERSITY OF ARKANSAS - FORT SMITH UNIVERSITY & COLLEGE GROUNDS - SMALL

The University of Arkansas-Fort Smith (UAFS) is a public, co-educational, four-year university located in Fort Smith, Arkansas. It is one of 13 campuses that constitute the University of Arkansas System. The university campus occupies 168 acres of an award-winning, nationally recognized arboretum that has 1,182 GPS-inventoried trees representing 81 species.



This butterfly garden was planted in April 2019 by 3 student organizations pulling together because they simply wanted it. The garden club, green team and Pi Kappa Phi all pitched in their efforts, time, and money to solely fund the 900 square foot area. The grounds team used the sod cutter to remove the old turf, installed weed fabric, and then helped teach and advise the students as they planted. It was wonderful for the grounds team to work with so many student organizations, allowing projects like this to come to life.



The park is lined with landscape and trees. It is also where there is a dedicated veterans memorial each year with a tree planting honoring their service. Last year we soil was flown in from France for the WWI remembrance and honored veteran speakers as that age group is starting to disappear. This picture was taken after historic rain falls and flooding in the Fort Smith area, but the team was still able to maintain control.



AT WORK

Watering trees and landscapes properly to look their best is important to the grounds department. It saves the school money by not wasting water or accidentally letting them dry out and die. There are over 75 flower pots on campus and they are hoping to replace them with reservoir style pots in the near future. Each crew member has specific tasks on campus they are responsible for. This helps with accountability and growing the team by finding strengths in each individual.



BEAUTY

The loblolly pine trees in the background are a signature tree to campus. When they did an addition to the Library they removed an entire line of loblolly pine trees and the school and local community were in an uproar. As the grounds crew manages and plans effectively they are better able to abate these issues and help build an even stronger community. Communication with all is key to understanding, especially when you change/alter the landscape.



SAFETY

Safety and training go hand in hand at UAFS. The grounds crew is trained in CPR and first aid by a Certified CPR trainer, are forklift and aerial lift certified, and continue to receive more training in-house and from hired professionals. They receive more than just weekly safety training, they go through rigorous truck and trailer courses, tree care operations, irrigation certifications and any other opportunities that present as a need for the campus.



Drainage has been a huge issue all over campus. Each winter work on several areas is completed. The intramural field was very interesting because a drainage system was installed, irrigation adjusted, over seeded with rye grass and it was still not enough. Every time it was mowed, tracks were left, stuck in muddy areas, and didn't get the results desired. To help the situation, two automowers weighing in at only 30 lbs. each were purchased. Now "Charles" and "Maria" mow the intramural field with ease. They don't leave ruts or worry about the heavy rains we receive each spring. Finding unique solutions to our problems have helped us propel work efficiencies and we can focus on more important tasks.



MATT RICH
Grounds Manager

2019 TECHNOLOGY TRENDS

The dangers of giving up too much human control

Written by: Anthony Gondick

IT Business Strategy Manager

Kawasaki Motors Corporation, Engines Division

“ #WHENIWASYOURAGE: WE HAD TO OPEN ALL DOORS BY OURSELVES. NONE OF THEM KNEW WE WERE COMING. ~NEIL DEGRASSE TYSON, 2014 ”

As someone who's spent the last 25+ years in technology, I can't be called a luddite. Rather, I consider myself a "symbiote technologist" – advocating a responsible human living using technology. Others are warning of the dangers in using technology too much but consider we may have reached the point of no return.

Each year technology powerhouses attempt to outdo one another in performance, innovation, and artificial assistants. They create the most advanced products of the age, only to surpass it less than 12 months later. Those yearly improvements continue to shape modern society into accepting less control over their daily activities and personal information. All while providing opportunities for devices to make personal decisions - effectively turning their lives over to the device. Several technology trends are enabling this transition from human to device:



Trend #1: 5G cellular networks

New 5G cellular networks are being built and theorized to reach speeds of 10gigabytes per second - 10x faster than current technology and not susceptible to usual impediments.

At those speeds, larger files and information can be quickly and easily shared (i.e. high definition 4k movies downloaded in seconds), leading towards Trend #2.

Trend #2: Augmented Reality

With more accessible online information than ever before, the capacity to overlay even more real-time data onto active real-world pictures is more attainable. We can display more immersive augmented information to construct deeper views of our surroundings. Artificially created content is becoming indistinguishable from the real thing. But to be able to understand and accurately display that data requires more computational power and Trend #3.



Trend #3: Machine Learning/Artificial Intelligence/ Autonomous Things

We are in what's being called the 4th Industrial Age with machines capable of sophisticated learning. Automation of mundane tasks and machines developing advanced behavior is all possible due to the improvements in technology. The ability to understand and mimic human behavior more concisely and taking complex arrays of quantum data to solve impossible equations is now the reality. Where does this machine learning come from?

Trend #4: Internet of Things

A final interconnected trend is the Internet of Things, where computational ability is incorporated into tiny components and placed into a wide variety of products. Microwaves, water faucets, household appliances, vehicles, and even lawn equipment are all coming with the capability of knowing their location, can collaborate wirelessly, and can behave as if controlled by humans. How have these interconnected advancements taken us too far to see the challenge ahead?

The Dangers in Moving too Fast

As devices become quicker and smarter, society must see the likely outcomes of giving up and removing our decision-making abilities. We endanger ourselves by accepting short-term technology gains without reviewing the long-term consequences. We face a crossroads where we either lose total control over our daily decisions or enable a symbiotic relationship with our technology.

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Industry News

KUBOTA CARES POWERING AND EMPOWERING THOSE WHO MOVE THE EARTH

Kubota now offers discounts and rebates on select equipment to members of the Farmer Veteran Coalition (FVC). The offer is an extension of our existing partnership with FVC called "Geared to Give" that works to identify and provide financial and equipment support to those who have served their country and are now serving their communities through food and farming.

All 1,100 authorized-Kubota dealerships will honor discounts on select Kubota products to verified members of the Farmer Veteran Coalition. Not a member? All veterans from any branch of the U.S. military can apply for a free FVC membership on Farmvetco.org. FVC members just need to show proof of membership to their local dealer upon purchase. Discount rebates range from \$100 to \$500 across various product lines, and is in addition to most current Kubota promotions. For more information on product discounts and rebates, find a local Kubota dealer.

DOOSAN BOBCAT NORTH AMERICA AWARDS \$7,500 TO REGIONAL SCHOOLS FOR STEM PROJECTS

(WEST FARGO, N.D. – December 2019) Doosan Bobcat North America has awarded 15 grants totaling \$7,500 to North Dakota elementary and middle school classrooms for projects focusing on science, technology, engineering and mathematics (STEM).

This is the sixth year Doosan Bobcat has awarded "Doosan Discovery Grants" to accredited schools in communities where the company has offices or production facilities.

Grants were awarded to the following North Dakota schools:

- Cheney Middle School, West Fargo
- Hankinson Public School, Hankinson
- Independence Elementary School, Fargo
- Liberty Middle School, West Fargo
- Lidgerwood Public School, Lidgerwood
- Milnor Public Schools, Milnor (two grants awarded)
- Rita Murphy Elementary, Bismarck (two grants

- awarded)
- St. Mary's Academy, Bismarck
- Sunrise Elementary, Bismarck,
- The Innovation School, Bismarck
- Wahpeton Middle School, Wahpeton
- Wing Public School, Wing
- Wyndmere Public School, Wyndmere

These selected schools and classrooms can use the grants to help with a variety of projects supporting STEM initiatives. Designing robots and rockets, learning how to code, and creating a hydraulic arm are just a few of the hands-on projects planned by grant recipients.

Projects will be completed during the 2019 – 20 academic school year and will be designed to improve, advance and enrich student learning. This one-time grant will help students apply STEM concepts they are learning in school to solve problems, using some of the same technologies and tools utilized in the workplace.

"Our goal is to help grow and support students' STEM-related aspirations any way we can," said Stacey Breuer, director of corporate communication and public affairs. "By awarding Doosan Discovery Grants we help bring STEM to life in the classroom and provide students with resources to help them reach their full potential. These students are our future innovators who will move our communities and businesses forward."

KAWASAKI'S GIE+EXPO DISPLAY PROVIDED EDUCATION AND A CHANCE TO GIVE BACK

GRAND RAPIDS, Mich. (Dec. 19, 2019)---With an existing broad line of engines found in the chassis of more than 40 industry OEMs, Kawasaki used this year's indoor display at October's GIE+EXPO to highlight two about-to-be-released new powerplants and educated attendees about key parts of the company's development process. And, to top things off, visitors to the display got to participate in the donation of more than 103,000 meals to food-insecure families.

The new engines slated for 2020 release included the FX1000V EFI and the FT730V Carbureted units, which were given prime position at GIE and attracted attention from all facets of the industry. While detailed information won't be released until a later date, the company did post the horsepower ratings for the FX1000V EFI, rated at 38.5HP.

According to Karen Howard, director, dealer sales support and marketing, "they represent another stage in a continuing roll-out of new engines that are developed to fit the needs of the OEM community, our dealers, and landscapers."

Kawasaki's team members concentrated on helping attendees understand four key characteristics of the brand's positioning: Uncompromising, Perfecting, Service, and Precision.

These were communicated in ways both educational and fun.

Among the displays were two that actively involved visitors. One allowed them to hold different parts of engines and then use their fingers on a touch-sensitive table video display to graphically move parts in and out of a complete engine. The other let them see how Kawasaki utilizes 3D printing as a culminating step in the R&D development process; a handheld scanner provided the first step— followed by a unique 3D printer demonstration— as an example of how production part quality is created.

And, after making their way through areas of the display addressing the four key characteristics, visitors were provided a Kawasaki hat and signed a donation recognition card signifying a \$5 donation in their name made by Kawasaki to FEEDING AMERICA, the nation's largest domestic hunger-relief organization. It works through more than 200 local food banks in the U.S.

The cumulative donation to FEEDING AMERICA will provide 103,000 meals to those in need. This is the second year that Kawasaki has partnered with the charity to help reduce the incidence of food-insecurity and exceeded last year's initial effort which raised enough funds to provide 88,000 meals.

As it does at each GIE, Kawasaki gave attendees an opportunity for hands-on experience with a number of different Kawasaki-powered units.

A major highlight of the outdoor display was the learning experience attached to Kawasaki's new wireless KEI diagnostic tool for use with its growing line of EFI engines, the newest of which is the FX1000V EFI, which was shown indoors.

Kawasaki Engines, a division of Kawasaki Motors Corp., U.S.A., distributes gasoline engines for landscape, industrial, and consumer markets. The division is headquartered in Grand Rapids, Mich. It sells to and services customers through a network of more than 40 OEMs, 15 distributors, and more than 7,500 independent dealers throughout the United States, Canada, Australia, select countries in Central and South America, and the U.S. Trust Territories of the Pacific, including Guam.

HEALTHY HIVES 2020 HOSTS SYMPOSIUM AT AMERICAN BEEKEEPING FEDERATION CONFERENCE

Healthy Hives 2020, a multi-year, \$1.3 million research initiative of Bayer and Project Apis m. to improve honey bee health, today conducted a symposium at the annual American Bee Federation (ABF) conference in Chicago.

ST. LOUIS (January 8, 2020) – Healthy Hives 2020, a multi-year, \$1.3 million research initiative of Bayer and Project Apis m. to improve honey bee health, today conducted a symposium at the annual American Bee Federation (ABF) conference in Chicago.

The symposium, moderated by well-known pollinator researcher Dr. Steve Sheppard of Washington State University, featured presentations on Healthy Hives 2020 projects, a panel discussion exploring ways to help solve problems facing commercial beekeepers, and interactive project demonstrations for ABF attendees.

"The Healthy Hives 2020 research program has made significant progress toward finding new and innovative ways to improve honey bee health," said Danielle Downey, executive director of Project Apis m., which administers the program that was funded by a grant from Bayer Crop Science in 2016.

During the symposium, Healthy Hives 2020 organizers also introduced a new video featuring several researchers and other prominent members of the beekeeping community discussing their work, and the positive impact that the program has had on the industry.

The three-hour symposium featured four 15-minute presentations on current projects, including two new efforts from the University of Maryland and Washington State University that were funded in 2019. Presentations included:

Screening for Novel Miticides - Jody Johnson, Ph.D., with Steven Cook, Ph.D., Cullaborate, Inc./ USDA Agricultural Research Service Bee Research Laboratory, Beltsville, Md.

Developing and Testing a Formic/Oxalic Polymer for Varroa Control - Edmund Stark, Ph.D., Michigan State University St. Andrews, Midland, Mich.

A Practical Guide for Indoor Storage of Honey Bees - Brandon Hopkins, Ph.D., Washington State University, Pullman, Wash. Mites: Does Size Matter? - Dennis vanEngelsdorp, Ph.D., University of Maryland, College Park, Md.

Attendees at the symposium were also able to view a number of interactive demonstrations of several Healthy Hives 2020 projects, including:

- A Potential Botanical Miticide - Jody Johnson, Ph.D., with Steven Cook, Ph.D., Cullaborate, Inc./ USDA Agricultural Research Service Bee Research Laboratory, Beltsville, Md.
- The Formic/Oxalic Acid Polymer Varroa Treatment - Edmund Stark, Ph.D., Michigan State University St.

- Andrews, Midland, Mich.
- How Bee Integrated Partners Beekeepers and Farmers - Julie Shapiro, Keystone Policy Center, Keystone, Colo.
- How Commercial Beekeepers Use Smart Hive Technology - Joseph Cazier, Ph.D. and James Wilkes, Ph.D., Appalachian State University, Boone, N.C.
- Indoor Storage of Bees: Get Your BMP Guide - Brandon Hopkins, Ph.D., Washington State University, Pullman, Wash.
- How Does Nosema ceranae Alter the Bee Gut Biome? - Quinn McFrederick, Ph.D., University of California, Riverside, Calif.

Since 2016, the Healthy Hives 2020 initiative has funded 12 research projects, including:

- Getting to the Root of a Deadly Bee Virus - Stephen J. Martin, Ph.D., University of Salford, Manchester, England; Randy Oliver, commercial beekeeper, Grass Valley, Calif.
- Giving Honey Bees a Nutritional Boost - Arathi Seshadri, Ph.D., Colorado State University, Ft. Collins, Colo.
- Keeping Track of Hive Health, Smartly - Joseph Cazier, Ph.D., James Wilkes, Ph.D., and Ed Hassler, Ph.D., Appalachian State University, Boone, N.C.
- Can Old-World Bees Improve New-World Pollination Performance? - Steve Sheppard, Ph.D., Washington State University, Pullman, Wash.
- Data-Driven Beekeeping - Brandon Hopkins, Ph.D., Washington State University, Pullman, Wash.
- Understanding the Bugs within the Bees - Quinn McFrederick, Ph.D., University of California, Riverside, Calif., and James Nieh, Ph.D., University of California, San Diego, Calif.
- New Ways to Fight an Old Foe - Jody Johnson, Ph.D., Cullaborate LLC, Baltimore, Md.
- Slow and Steady Could Win the Race to Control Varroa - Edmund Stark, Ph.D., Michigan State University St. Andrews, Midland, Mich.
- Good Genes May Help Bees Fight Disease - Olav Rueppell, Ph.D., University of North Carolina, Greensboro, N.C.
- A Diversified Portfolio is Good for Business - and Bees - Julie Shapiro, Keystone Policy Center, Keystone, Colo.; Mike Smith, Conservation Technology Information Center, West Lafayette, Ind.
- Mites: Does Size Matter? - Dennis vanEngelsdorp, Ph.D., University of Maryland, College Park, Md.
- A Practical Guide for Indoor Storage of Honey Bees - Brandon Hopkins, Ph.D., Washington State University, Pullman, Wash.

All Healthy Hives 2020 grants are reviewed by a steering committee comprised of representatives from across the academic, regulatory and commercial sectors of the beekeeping industry. The steering committee is chaired by Dr. Steve Sheppard. Other members include:

- Gloria Degrandi-Hoffman, Ph.D., research leader, Carl Hayden Bee Research Center, U. S. Department of Agriculture
- Don Parker, Ph.D., manager, integrated pest management, National Cotton Council
- Dick Rogers, principal scientist and entomologist, Bayer Bee Care Program
- Dave Westervelt, retired Florida state apiarist
- Randy Verhoek, commercial beekeeper, Harvest Honey Inc.; Steering Committees of Honey Bee Health Coalition and The Bee and Butterfly Habitat Fund

For more information on Healthy Hives 2020 projects and researchers, you can download the free e-flipbook, Research for Tangible Bee Health Solutions at <http://research.healthyhives2020.com/>.

Healthy Hives 2020 is one of several Project Apis m. initiatives. For more information on these programs, please visit <https://www.projectapism.org/>.

Healthy Hives 2020 is an initiative sponsored by the Bayer Bee Care Program, continuing its nearly 30 years of supporting bee health. For more information on Bayer's bee health initiatives, please visit: <http://beehealth.bayer>.

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JOSH MEYER DIRECTOR OF BUILDINGS, GARDENS + GROUNDS, TUDOR PLACE HISTORIC HOUSE AND GARDEN



Tell us about your background and how you chose a career in the green industry. Growing up in coastal Maine, I grew a deep appreciation and fascination for a well designed space that could meet the needs of users, fit seamlessly into its surroundings, and have a respect for surfaces and materiality. I admired the work of designers who could create a space that looked naturalistic or blend into a historical context. I was lucky to find this appreciation early in life, and pursued a degree in landscape architecture at Temple University. I took my interests in history and ecology to focus on historic landscapes and properties. I've zig-zagged through many industries including public horticulture, higher ed facilities, museums, public sector, and consulting firms.

Where are you currently working? I work at Tudor Place Historic House and Garden in the Georgetown neighborhood of Washington, DC. It's the family home of Martha Washington's granddaughter, who married into the prominent Peter family of Georgetown. As a historic house, museum, and garden it was shaped by the family for five generations from 1805 to 1983 and carries the mission of bringing people closer to their own stories and the American story. We're on 5.5 acres and have both formal European-style gardens and a pastoral English-landscape lawn supported by a collection stately trees, many of which are heritage and champion caliber. The grounds are open free to the public.

What is your current job title and what are your primary responsibilities? In my role as Director of Buildings, Gardens + Grounds, my primary job is to preserve the fabric of the property as prescribed by guiding documents such as our cultural landscape report, family wills, NPS easement and collection policies. I also wear other hats and oversee facilities, security, historic preservation, and building projects.

What are your biggest challenges? Hiring and retaining engaged personnel who take pride in the campus and their work areas.

What enticed you to become a member of PGMS®? I've heard great things about the D.C. Branch of PGMS® over the years, and was excited to get involved when I moved to the area last year. Tudor Place hosted one of their meetings last spring.

What is the greatest satisfaction that you derive from what you do at work? I never get tired of developing and maintaining conditions for successful storytelling through the landscape.

What PGMS® benefits would you rate as most important to you? The networking opportunities are fantastic. It's a great way to talk shop, get help with troubleshooting, as well as to connect with industry experts.

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PGMS® Landscape Management and Operations Accreditation

The PGMS® Landscape Management and Operations Accreditation program is a dynamic evaluation tool designed to be used by facilities and organizations that have a landscape services or grounds component. Through peer expertise, the program evaluates strategic grounds management principles and practices that produce and guide the delivery of properties to an attractive, healthy, sustainable and high quality state, states PGMS®. The accreditation focuses on three categories: environmental stewardship, economic performance, and social responsibilities. The program has four levels of accreditation (1, 2, 3 and 4-star.) It is designed to not only recognize excellence but to provide a means by which facilities can measure growth and improvements in meeting the goals of best practices. The PGMS® Landscape Management and Operations Accreditation verifies and recognizes an environmental management systems approach applied to a grounds management template. For more information visit <http://pgms.org/accreditation/>.

Are There Different Levels of Accreditation?

The PGMS® Landscape Management and Operations Accreditation program has four (4) levels of accreditation. It is designed to not only recognize excellence but to provide a means by which facilities can measure growth and improvements in meeting the goals of best practices. Accreditations will be awarded to deserving applicants based on a 200 point evaluation system and on a four-star recognition system.



What Are the Steps for Accreditation?

1. Organization requests information/application from PGMS®
2. PGMS® sends accreditation package to applicant
3. Organization completes site survey questionnaire and submits formal application to PGMS®
4. Application review by Accreditation Committee
5. Initiate scheduling of site visit by PGMS®
6. PGMS® identifies site evaluation team
7. PGMS® confirms site visit with applicant
8. Evaluators conduct site visit and prepare report
9. Accreditation Committee reviews report for needed clarifications
10. Accreditation Committee approves or denies accreditation

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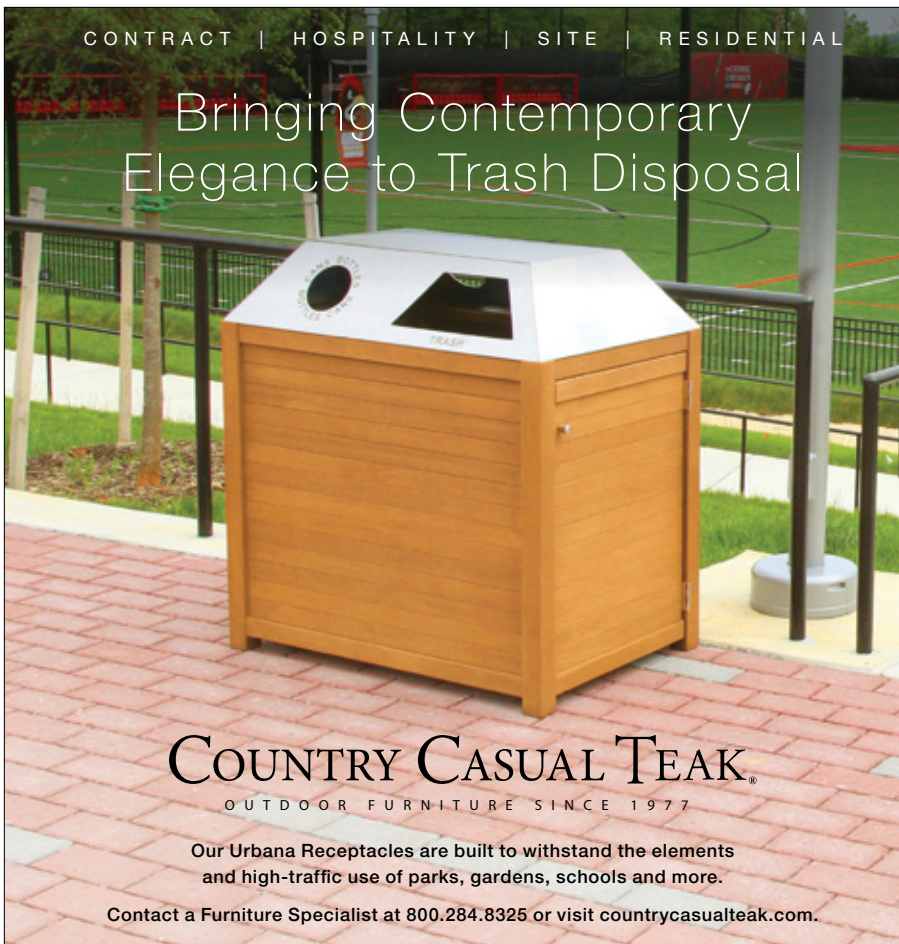
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2020 PGMS MEMBER-GET-A-MEMBER CAMPAIGN



Invite
Invite fellow grounds professionals to join PGMS

Share
Share how your PGMS membership has benefitted you

Reward
The more members you recruit, the more rewards you can earn!

Member-Get-A-Member Campaign

"PGMS® ALLOWS ME TO BROADEN MY KNOWLEDGE TO BE A BETTER LEADER, SET A GOOD EXAMPLE, AND HOPEFULLY, BECOME A MENTOR TO THOSE AROUND ME AND TO OTHERS WHO CHOOSE TO GO INTO THIS FIELD."

- **Donna Hibbs, CGM, KCN**
PGMS® member since 2015

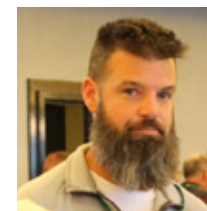
Join other PGMS® members in spreading the word about our Society. From **January 7 - February 29, 2020**, **invite other grounds professionals to join PGMS for \$100!** Have them fill out the online application at <https://pgms.org/2020/01/07/2020-member-get-a-member/>.

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 2020 Member-Get-A-Member Prizes

1. All-expenses paid trip (up to 4 nights hotel, airfare, and conference registration) to the 2020 School of Grounds Management and GIE+EXPO.
2. All expenses paid trip (up to 2 nights hotel, airfare, and conference registration) to the 2020 School of Grounds Management Summer Conference in Tacoma, Washington.
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.



"The yearly convention is a great experience of detailed and diverse learning. The quality of extensive learning opportunities are unmatched in any other single site event I have attended throughout my career. The friendships and networking have created opportunities for life." **Roger Conner, CGM**, Senior Grounds Superintendent at Duke University and PGMS® members since 2003.



"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**, PGMS® President and PGMS® member since 2000.

WELCOME

PGMS® New Members

New Members since November 20, 2019

Guangpei Anderson
Rice University

Sheri Becker
Cross Keys Village - The Brethren

Joe Boon
Arkansas State University

Kevin Brown
SSC Service Solutions

Eric Calhoun
Smithsonian Gardens

Mario Casanova
University of California - Davis

Ben Clark
New England College/SSC Service Solutions

Levi Clemen
University of Puget Sound

Patrick Connor
EBay

Ernesto Equiza
Texas A&M International University

Alfredo Gomez
The Village School and British International School

Micah Hale
Texas A&M University/SSC Service Solutions

Phil Hancock
University of Puget Sound

Krista Keisu
George Washington University

Richard Krasner
Richland School District

Maria Lopez
Rice University

Marc Mataya
Leaf Burrito

Jennifer Mitchel
SSC Service Solutions

Kyle Peeler
Arkansas State University

Cosmo Roman
Texas A&M San Antonio

Gary Schum
Christian Brothers University

Ian Scott
Davey Resource Group

Brian Small
Cross Keys Village - The Brethren

Justin Smith
Arkansas State University

Nathan Vanderworker
Corban University

Deshaun Walker
Rice University

Brad West
SSC Service Solutions

Jay West
Davey Resource Group

Edward Williams
Savannah College of Art & Design

Eric Willis
Prairie View 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.

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PHILADELPHIA BRANCH UPDATE

Update Submitted by: Dan Bangert

Tuesday, September 24, members of the Philadelphia chapter of PGMS® were invited to tour Harmony Hill Nursery, in Downingtown Pa. Members were given an exclusive tour of the tree growing nursery by owner, Chris Uhland. Chris has a tremendous background in the industry, and with all of the credentials he has earned, he is a great resource that appreciates collaborating with everyone in the trade. As we all know, we are better when we work together!!!

Chris pointed out different species grown at Harmony Hill and was very informative about the species selection process. Chris gave the PGMS® members a detailed account of the process Harmony Hill Nursery takes to produce a tree, starting from bareroot trees to the soil conditions and amendments performed at the nursery. Chris spoke about various industry topics including pruning, options for digging trees at different times in the year and answered the questions our PGMS® members had. Chris even discussed the dreaded spotted lanternfly and the measures Harmony Hill has taken to slow down the spread of this latest invasive pest to our area.


After the PGMS members were treated to pizza for lunch, Patrick from Harmony Hill Nursery, gave an outlook on the direction of the industry from the growers' perspective. Patrick let the members know how Harmony Hill Nursery takes care of the orders, distribution methods and how Harmony Hill can help the PGMS® members to improve our properties.

Thanks to everyone who attended, hope to see you all at the next meeting, until then, enjoy the motto of Harmony Hill Nursery:


Eat. Sleep. Trees.



Today's forecast: perfect conditions for growing your business.



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Thick, wet grass. Uneven terrain. No problem with our full commercial lineup and comprehensive fleet program with special discounts and free loaner units to keep you productive. The Z700, SZ Stand-On and W Series. Built to mow it all. And build your business.

Together we do more.

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Classifieds

Grounds Manager - College Campus/Athletic Fields

SSC

Position requires minimal supervision, working on a large campus with direct supervision of employees. Coordinate, supervise, and oversee all aspects of grounds / lawn care management and sports field management that are included in scope of work as defined by RVP of Grounds Management and or Regional support managers and job specifications. Develops, implements, and tracks budget and procurement process within established guidelines. Operate within established procurement protocols established by SSC SERVICES and client. Provide professional consultation or assume lead role in grounds / lawn care projects.

Grounds Manager University of Kentucky

The Grounds Manager is an essential position to our campus transformation and provides administrative and leadership direction to a department of approximately 85 staff in overseeing and maintaining the grounds, landscaping, facilities garage services, snow/ice removal operations and seasonal plantings for the University of Kentucky's renowned Lexington Campus and arboriculture program. To apply for this position, submit a UK Online Application at www.uky.edu/ukjobs and reference the following job number or use the Quick Link below: RE21418

Grounds Maintenance Supervisor City of New Carrollton

The City of New Carrollton is seeking a highly-skilled, self-motivated full-time Grounds Maintenance Supervisor to oversee, coordinate, and execute grounds maintenance projects. The Grounds Maintenance Supervisor will directly supervise a team of Grounds Maintenance Laborers and a Grounds Maintenance Crew Chief. For more information, visit: <https://newcarrolltonmd.applicantpool.com/jobs/>.

Grounds Manager George Washington University

The GWU campus facilities is hiring a Grounds and Pest Control Manager to provide leadership and oversight for all grounds, landscape and pest control operations on campus. Including leading a team of both union and non-union employees, fostering an environment for continuous improvement while performing related duties as assigned.

Landscape Specialist Whitman College

Perform advanced-level work in the maintenance and care of Whitman College landscapes. Make repairs to landscape associated systems and operate all landscape and grounds equipment as required. Possess advanced skills and certification in one or more specialties such as arborist, irrigation, fertilization, soil composition, and/or horticulture.

Groundskeeper University of Puget Sound

Responsible for all duties associated with landscape maintenance program on the university's 97-acre urban campus. Responsible for keeping the campus in safe condition during snow or stormy weather. Applies pesticides under the direction of the grounds supervisor, operates small and large sized power equipment as needed, and may be responsible to oversee student staff when they are working on particular tasks. Required to perform the job safely.

INTERNSHIP OPPORTUNITIES

Arboriculture Intern Winterthur Museum, Garden & Library - Winterthur, Delaware

The Arboriculture Intern will learn and apply fundamental arboricultural concepts and skills through active participation with Winterthur's arborists in various aspects of tree care throughout the Winterthur property, including pruning, climbing, and proper equipment usage.

Horticulture Internship Chevy Chase Club - Chevy Chase, Maryland

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.

Gardener Aide and/or Horticulture Aide (6 available)

Architect of the Capitol - Washington D.C.
Performs a variety of gardening duties such as raking, weeding, planting, weed-eating, mowing grass with a push mower.

Grounds Management Intern Winterthur Museum, Garden & Library - Winterthur, Delaware

The Grounds Management Intern will learn proper grounds management techniques and gain hands-on experience with a variety of equipment and turf situations by working closely with Winterthur staff.

Horticultural Urban Forester Aide Architect of the Capitol - Washington D.C.

Assist the Urban Forester with projects related to tree collections and projects that support cultural landscape records

Horticultural Turf Specialist Aide Architect of the Capitol - Washington D.C.

Assist with turf management such as preparing and renovating turf after large events. Application Deadline: January 24, 2020.

**Horticulture Internship
Mission Point Resort - Mackinac Island, Michigan**
Mission Point Resort's Horticulture Internship provides invaluable hands-on experience working within our 18-acres of award-winning grounds and gardens. Application Deadline: January 30, 2020.

**Horticulture Internship
Smithsonian Gardens - Washington, D.C.**
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.

Horticulture Intern (4 positions) Winterthur Museum, Garden & Library - Winterthur, Delaware

The Horticulture Intern will learn and apply excellent horticultural techniques while working one-on-one with horticulture staff and independently at times in order to preserve and maintain the historic design intent of the Winterthur Garden and Estate.

**Horticultural Turf Specialist Aide
Architect of the Capitol - Washington D.C.**
Assist with turf management such as preparing and renovating turf after large events.

Horticulture Intern (3 positions) 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 rose garden, a 5-acre native woodland, and a classroom vegetable garden.

**Masonry Aide
Architect of the Capitol - Washington D.C.**
Support a wide variety of tasks such as assist with gathering tools and equipment, measuring, raking sand, assisting with filling potholes.

Natural Lands Stewardship Intern Winterthur Museum, Garden & Library - Winterthur, Delaware

The Natural Lands Stewardship Intern will learn about and gain experience implementing proper land management practices while working closely with natural lands staff to preserve and maintain Winterthur's meadows, woodlands, waterways, and wildlife.

PGMS

MEMBERSHIP

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.

GET IN TOUCH

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