



98TH ANNUAL REPORT

1 MARCH 2024 – 28 FEBRUARY 2025

Postal Address:
33 Beauchamp Street
Kyneton VIC 3444
www.vgcsa.com.au
email: ceo@vgcsa.com.au



OFFICE BEARERS & COMMITTEE

President	Shane Greenhill	Sorrento Golf Club	01/03/2024 – 29/04/2024
President	Adam Lamb	Commonwealth Golf Club	29/04/2024 – 28/02/2025
Vice President	Jeff Powell	Ballarat Golf Club	01/03/2024 – 28/02/2025
Treasurer	Adam Lamb	Commonwealth Golf Club	01/03/2024 – 29/04/2024
Treasurer	Nicholas Douglas	Cranbourne Golf Club	29/04/2024 – 28/02/2025
Secretary	Tay Wilson	Koorringal Golf Club	01/03/2024 – 28/02/2025
Committee	Shane Greenhill	Sorrento Golf Club	29/04/2024 – 28/02/2025
Committee	Geraldine O'Callaghan	Sandringham Golf Links	01/03/2024 – 28/02/2025
Committee	Keegan Powell	The Sands Torquay	29/04/2024 – 28/02/2025
Committee	Clint Raven	Yarra Yarra Golf Club	01/03/2024 – 28/02/2025

STAFF

Mary Napier	Chief Executive Officer	VGCSA Inc	01/03/2024 – 28/02/2025
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LIFE MEMBERS

John Bayliss	Retired
Vic Bunt	Retired
Richard Forsyth	Director of Courses - Royal Melbourne Golf Club
Michael Freeman	Course Superintendent – Huntingdale Golf Club
Peter Frewin	Former Superintendent
John Geary	Former Superintendent
Steven Hewitt	Course Superintendent – Thirteenth Beach Golf Links
Ray Keane	Retired
Bill Powell	Retired
Colin Winterton	Retired

PRIZES & AWARDS

Shaun Page – Southern Golf Club	2024 Powell Trophy / Envu Prize – VGCSA Championship A & D Class
Alex Dosen – Anco Seed & Turf	2024 President's Shield - Trade – Stableford
Hamish Buckingham – The Metropolitan Golf Club	2024 Toro Cup – A & D Class - Stableford
Zachary Amer - Port Fairy Golf Links	VGCSA 2024-25 Golf Turf Apprentice Award
Colin Foster – Barwon Valley Golf Club	VGCSA 2024 Superintendent Recognition Award
Nadeem Zreikat – Colin Campbell Chemicals	VGCSA 2024 Trade Recognition Award



VGCSA PRESIDENT REPORT

In my first term in office as President, I present to you the 98th Annual Report of the VGCSA. The period from March 2024 to February 2025 reflected a growth in all activities, allowing the Association operations to remain in a steady position and achieve a surplus rise in comparison to the VGCSA 2023-2024 financial year. It has been a great privilege to serve as President during my first year. The unwavering support from the committee members, Association and trade members, as well as our CEO, Mary Napier, has made this experience both fulfilling and highly rewarding.

Meetings

Held at Huntingdale and Metropolitan Golf Clubs, the March Education meeting commenced the annual program with a healthy attendance of 137 members. This event has always proven to be very popular, and even more in 2024 with an increase of over 45 attendees when compared to March 2023 meeting numbers. A promising start to the year gave hope to a return to normalcy in contrast to past challenges between 2020 and early 2023. Meeting feedback indicated a high level of satisfaction in relation to course tours and talks, club venues and meeting schedule, along with a majority rating the course tours' educational content to be relevant to very relevant.

The April 97th Annual General Meeting at Yarra Yarra Golf Club replicated a similar scenario to April 2023 whereby the event received numerous late cancellations due to sudden commitments or short staffing. These led to a final attendance of 86 members. Meeting survey results once again showed a high level of satisfaction, particularly to the course and club venue. Important factors of the Annual General Meeting also included an emphasis on networking, social golf and meeting new colleagues, and being part of an Association.

The VGCSA Course Staff Education meeting held at Southern Golf Club in early June attracted an attendance of 90. Based on previous year feedback, the meeting format reintroduced the themes of career transition and professional development, presenting a panel session with Superintendents Tom Hogan, Andrew Anderson and Course Foreman Tom Lyon. Morning sessions also included a live webinar with US agronomist Adam Moeller. The meeting was very well received with the majority of attendees being satisfied to very satisfied with all educational components, sessions and course walk.

The VGCSA Country meeting took place at the end of July with 135 members travelling to Cobram Barooga Golf Club for the two-day event of golf, educational seminars and trade presentations. The meeting was highly rated throughout all components with commendable feedback noting calibre of presenters being 'excellent' and 'truly world class', among other very positive comments on subject matter, program activities and schedule. Ratings also emphasised the meeting's success in creating an environment for networking, exchanging turf talk with colleagues and making new connections.

The September Education meeting was the final activity for the 2024 program calendar, with 83 members in attendance at Latrobe Golf Club. This was a pleasing increase to September 2023 numbers of 58 attendees. The morning sessions included a live webinar with Dr Shawn Askew, Professor at Virginia Polytechnic Institute & State University, and a course walk with Superintendent Nathan Turner. Overall feedback was positive with all survey participants finding the educational topics relevant and worthwhile.

The success of VGCSA meetings and activities rely upon valued relationships with host clubs; connections with high calibre professional speakers; and the growing sponsor interest from VGCSA trade members. The Association wishes to acknowledge each and every one involved in our ongoing event programs.

Training

The VGCSA incorporated five workshops in the 2024 activities program. These included three Toro Turf Equipment Management training sessions in April and May - covering Sprayer maintenance and Cutting units early to advanced; plus two early to advanced Irrigation training days facilitated by Tees & Greens, Rain Bird and Toro Australia. Enrolments were healthy with nearly all classes reaching full capacity. Both workshop streams also received positive feedback, however, we do encourage more students to participate in future surveys to assist the evaluation.

Financials

The Association has remained in a consistent secure position with this year's activities presenting both an increase in expenditure and revenue in relation to the initial budget forecast. As a result, the Association reached a higher surplus to the previous year as aforementioned. Further details can be viewed in the Audit and Treasurer Report.



Trial Research

The VGCSA Creeping Bentgrass trials continued at Cranbourne Golf Club in 2024 with the final trial report being published in the Summer/December *ON COURSE* Quarterly issue. Thank you to Turfgrass Agronomists John Neylan and Amy Dingles who conducted the trials. Throughout 2024, John Neylan has also been facilitating the ERI project and mentorship program, allowing a selection of Assistant Superintendents to acquire trial work and reporting skills. This project is due for completion in 2025. Additionally, the VGCSA Wetting Agent trials commenced through STRI Australia in mid-October and are expected to conclude in the first half of 2025.

ON COURSE: Victorian Golf Course Superintendents Association Quarterly

The 2024 VGCSA magazine production included one winter 48 page edition; one spring 44 page edition; and two 40 page publications in autumn and summer. Special thanks to all our contributors across the year who provided topical articles and content. In keeping VGCSA members connected and abreast of industry news and innovations, we value the ongoing cooperation from host club Superintendents and sports turf education staff, golf turf industry experts, and course members from across the regions.

Enews

As an adjunct to the *ON COURSE* Quarterly, the VGCSA monthly member enews remained consistent in delivering content throughout 2024, giving a chance for members to catch up on news, events, special features and stories of interest. Initially launched in 2020 as an important communication medium during COVID, the VGCSA enews has continued its purpose to regularly connect with members over the recent years.

Membership

2024 showed a significant increase in membership numbers in comparison to previous years, with the Association achieving its highest numbers to date. Further information will be provided in the Membership report below.

Sponsorship

September marked the VGCSA 2025 annual sponsor packages launch. This was met by an eager demand for sponsor placements at VGCSA meetings, resulting in all meeting packages being filled within a week while other trade companies expressed interest to be put on a waiting list. Advertising avenues include the VGCSA *ON COURSE* Quarterly, enews and trade e-bulletins. Although print advertising targets were not met by end of February, digital advertising booking sales have depicted a growing demand in the past two years. In 2024, other sponsor opportunities have included the Centenary Book project and the Professional Development Support package. While there has been a positive response to both initiatives so far, we urge more trade sponsors to become involved and support these notable projects in 2025.

Scholarship

The VGCSA in partnership with John Deere Ltd and Brandt Pty Ltd delivered a one-week residency for three successful scholarship candidates - including the VGCSA 2024 Apprentice of the Year - in April/May 2024 at Te Arai Links and Tara Iti Golf Club, New Zealand. As part of the partnership, the VGCSA additionally coordinated a reciprocal week-long exchange in October, allowing three New Zealand candidates to undergo work experience at three Melbourne sandbelt golf clubs. Due to the scholarship's ongoing success, a third application round opened in December 2024. The winning candidate Charles Borella, Foreman at Thurgoona Golf Club, will visit Tara Iti Golf Club and Tieke Golf Estate in April/May 2025.

Education

TAFE nominations for the VGCSA Golf Turf Apprentice of the Year were received in November 2024, upon which four candidates were invited to present to the VGCSA interview panel in early February 2025. The selection outcome appointed Zachary Amer from Port Fairy Golf Links as the winner of the VGCSA Golf Turf Apprentice Award. Nominated by The Gordon TAFE, Zachary will represent Victoria as State finalist for the 2025 ASTMA/Toro Graduate of the Year. He will also be visiting New Zealand as the second recipient of the VGCSA - BRANDT - JOHN DEERE Scholarship residency in April/May 2025.

Committee & Staff

I would like to extend my sincere congratulations to the following committee members for their continued dedication and commitment to the Association: Executive Officers Jeff Powell, Nicholas Douglas and Tay Wilson, along with committee members Shane Greenhill, Geraldine O'Callaghan, Keegan Powell (celebrating his first term) and Clint Raven.



I would also like to acknowledge Mary Napier, our CEO, as 2025 marks a significant milestone - Mary's 10th anniversary with our Association. Her unwavering commitment to ensuring the smooth operation of our Association has been fundamental to its strength and success.

As we bid farewell to some valued members, I would like to take a moment to recognise Clint Raven, who will be stepping down from the committee. Clint has been a member since 2021 and has consistently brought a sense of light-hearted humour and valuable ideas to our meetings. We are grateful for his contributions.

Additionally, we say goodbye to Shane Greenhill who has been an integral member since 2013 and served as President from 2020 to 2024. Shane's leadership has been instrumental in strengthening the professionalism of our Association. Through his extensive network, we were able to secure high-profile presenters for our meetings. Shane has devoted a tremendous amount of time and energy to our Association and I am particularly thankful for his guidance and support during my first year as President.

The departure of these two committee members will bring a healthy changeover opportunity, introducing new ideas and fresh enthusiasm. This transition will help ensure that our Association continues to deliver valuable meetings and print content, ultimately providing our members with meaningful opportunities to gain insights and knowledge.



ADAM LAMB
VGCSA Inc. President (Honorary)



VGCSA TREASURER REPORT

I am pleased to present the financial report for the period of 1 March 2024 to 28 February 2025 in my first term in office as VGCSA Treasurer.

Financial Position

The VGCSA always aims to prepare a conservative budget forecast at the start each financial year as a precautionary measure. While this approach is effective in theory, an introduction of additional activities across the year inevitably affected budgetary outcomes. When comparing to the Association's initial budget targets, various expenditure categories across the annual period were greater than projected such as VGCSA meetings, scholarship expenses, administration and marketing. With an annual marketing expenditure total at \$7,591, it is worth mentioning that the majority cost component applied to the production of the VGCSA "This is my Career" industry video. This has been a positive initiative for the Association and Victorian golf turf industry, with the video serving as an ongoing valuable educational and promotional tool in the years to come.

Overall, expenditure was offset by the increase of activities and, in turn, revenue - where notable variances included meeting sponsorship at \$37,432; meeting attendance at \$76,908; membership at \$44,619; introduction of the VGCSA Centenary fund at \$11,818; and scholarship funding at \$14,626 - of which \$4,545 will fund the 2025 project.

The Association maintained a solid financial position with a recorded net surplus of \$13,314 as at 28 February 2025, thus demonstrating an overall rise to the prior year surplus noted at \$9,332.

Honorariums and Committee expenses across the year amounted to \$10,697, being a modest increment higher than the forecasted budget of \$10,000. This category encompasses all committee and staff expenses in relation to governance and strategic planning meetings throughout metropolitan and regional areas, along with the annual committee appreciation dinner. Additionally, in 2024-25, committee expenses included VGCSA representation at the Victorian Golf Industry Awards dinner and NSWGCSA Rube Walkerden Day.

Awards and gifts amounting to \$3,664 across the financial year included the annual VGCSA Superintendent and Trade Recognition Awards; golf prizes; meetings; and donation to the Beyond Blue charity. A component of scholarship partnership funding also attributed to the Golf Turf Apprentice winner work experience residency at Tara Iiti in New Zealand.

In comparison to the previous year scholarship expenditure of *\$6,329 for two residency candidates, this year's overall scholarship expenses totalled at \$15,433 and incorporated all travel, accommodation and meal allowance costs for six recipients who participated in both the New Zealand residency week and Melbourne exchange visit. *When referring to the Annual Audit Income and Expenditure statement, members are to note this amount had been incorporated into the meeting expenses category in the 2023-24 report.

The *ON COURSE* Quarterly magazine publication expenditure was \$32,330, in comparison to the former year costs recorded at \$28,440. The increase was predicted, whereby a standard rise in design, print and mailing service charges are incurred annually. Print advertising revenue reaching \$26,739 depicted a decrease when compared to sales in 2024. This movement reflected a similar pattern to prior years where a component of trade demand has been steadily shifting towards digital advertising. As at 28 February 2025, the target quota of magazine advertising had not yet been reached, however, the VGCSA remains dedicated to produce a quality print publication with relevant content and articles of interest for members. The Association is pleased to have continued support from regular advertisers, along with new trade company bookings. These trade companies clearly recognise its value and extensive reach to VGCSA member audiences.

The Association's annual contribution of \$7,884 towards turf trial research included the VGCSA Creeping Bentgrass Trials conducted by John Neylan and Amy Dingle (SPORTENG) in collaboration with Cranbourne Golf Club; co-funding of the 2024 Si Trial Report facilitated by Phillip Ford PhD; and first stage delivery of the VGCSA Wetting Agent Trials (STRI Australia) due for completion in mid-2025.

In completing a successful year of operations, the Association moved to transfer the amount of \$40,000 from its Everyday transaction account over to the VGCSA term deposit account in mid-February 2025. The purpose was twofold whereby 1. the Association sought to optimise savings with the current interest rate at hand and 2. interest earned will assist towards future initiatives and projected costs entailed to execute the VGCSA Centenary Book project.

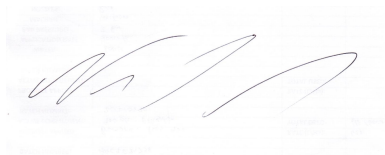


I would like to thank all VGCSA members for their ongoing support of our organisation. Without our committed members, we would not see this Association grow from strength to strength as we have done for many years.

I would also like to recognise the efforts of our committee members who give up much of their own time for the betterment of our industry, and thank former four-term President, Shane Greenhill, and Clint Raven for their service on this committee as they step down from the upcoming 2025-26 term of office. The Association is undoubtedly better for having both of these experienced Superintendents on board.

Finally, a big thank you to CEO Mary Napier. When offered the role of Treasurer last year, I was definitely nervous about all that the position entailed, however, Mary's amazing work ethic and assistance has made this an easy transition and I'm sure I speak on behalf of the rest of the committee when I say that we are so grateful for Mary's efforts each year.

Thank you

A handwritten signature in black ink, appearing to read 'N. Douglas', is written over a faint, light-colored circular stamp or watermark.

NICHOLAS DOUGLAS
VGCSA Inc. Treasurer (Honorary)



VGCSA MEMBERSHIP REPORT

Membership Category	1 March 2024	28 Feb 2025
Life	10	10
A Class (Superintendents)	125	126
D Class (Assistants & Ground staff)	92	117
E Class (Trade representatives)	115	114
G Class (Individual / Retired)	3	2
Honorary (TAFEs, other associations)	21	21

Membership Activity

In examining the March 2024 and February 2025 figures, total Association membership numbers increased from 366 to 390. The VGCSA member database recorded a high level of activity, particularly mid-year at the time of annual membership renewals. It was during the June to August period where new D class members were signed up to the VGCSA Club package, giving a highest recorded total in this category. As is common in each annual period, numerous members changed their employment in which case clubs or companies submitted new member applications in their place. Alternatively, individuals chose to rejoin as a VGCSA member at another club or company or resigned from the industry. Thus, in viewing the table below, it is to be taken into account the amount of activity that occurs across the period whereby, as an example, a recorded 64 individuals left employment at a club or company over the 1 March to 28 February annual period. Any discrepancy in data information is beyond our control as the VGCSA is reliant on member notifications to maintain accurate records.

Membership Fees

With no alteration to the member fee schedule since 2012, the Association initiated an incremental increase which took effect as from 1 July 2024. The revisions were in response to areas of continued rising operational costs, endeavouring to maintain effective management in delivering services and activities. Response to the revised fee schedule has been positive throughout, with no evidence of membership withdrawal since the new annual schedule launch.

The table below alphabetically lists club and company members who applied to join the Association across the 2024-25 annual period either as a first time new member or someone who had been appointed at new employment.

Club	A Class	Club	A Class
Burnley Golf Course	Ben Giblett	Ranfurlie Golf Club	Andrew Anderson
Commercial Albury GC	David Warnaar	Red Rocks Golf	Daniel Walker
East Geelong Golf Club	Stewart Drayton	Rowville Lakes Golf Club	Mitchell Mahoney
Mallacoota G & CC	Aaron Donovan	Strathallan Golf Club	Brett Stuesser
Medway Golf Club	Niall Rogan	The Grange Golf Club	Rowan Daymond
Moonah Golf Links	Rick Lee	Wangaratta Golf Club	Julian Bau
Murray Downs G & CC	Paul Robinson	Waterford Valley GC	Tom Smith
Phillip Island Golf Club	Ryan Hall	Woodlands Golf Club	Sam Langford
Portsea Golf Club	Kyle Wilson		
Club	D Class	Club	D Class
Anglesea Golf Club	Michael Pearce	Ranfurlie Golf Club	Heath Grace
Ballarat Golf Club	Heath Doherty	Golf Club	Neil Harper
Ballarat Golf Club	Mark Firman	Ranfurlie Golf Club	Ben Hartley
Ballarat Golf Club	James Walker	Red Rocks Golf	Ashley Bennett
Barwon Valley Golf Club	Gavin Jolly	Rowville Lakes Golf Club	Kalani Cust
Clifton Springs Golf Club	Joshua Bowen	Rowville Lakes Golf Club	Benjamin Lees
Commercial Albury GC	David Perkins	Royal Melbourne GC	Will McCormack
Commonwealth Golf Club	Samantha Butler	Royal Melbourne GC	Jett Niewalda
Commonwealth Golf Club	Kerrod Tuckett	Spring Valley Golf Club	Joe Tormey
Commonwealth Golf Club	Tom Carroll	St Andrews Beach	Bradley Lewis
Cranbourne Golf Club	Liam George	The Sands Torquay	Brendon Brown



Deniliquin Golf Club	Ben Danckert	The Valley Golf	James Robilliard
Eastern Golf Club	Rowan Ingham	The Valley Golf	Steve Lester
Moonah Golf Links	Nathon Brown	Victoria Golf Club	Max Horell
Moonah Golf Links	Craig Christie	Victoria Golf Club	Sam McKenzie
Mt Derrimut Golf Club	Darren Russell	Warragul Golf Club	Jack de Haan
Murray Downs G & CC	Joshua Stanyer	Warragul Golf Club	Chris Leighton
Ranfurlie Golf Club	Scott Moroney	Warragul Golf Club	Shane Milroy
Ranfurlie Golf Club	Craig Szybkowski	Warrnambool Golf Club	Daniel Lumsden
Ranfurlie Golf Club	Kyle Craig		

Company	E Class	Company	E Class
Brandt Pty Ltd	Tim Magee	Husqvarna Australia Pty Ltd	Cameron Root
Brandt Pty Ltd	Chris Angwin	John Deere Ltd	Corey Clark
Brandt Pty Ltd	Paddy Skicko	Living Turf	Andrew Peart
Brandt Pty Ltd	Michael Whelan	McMahons Pty Ltd	Chris McMahon
Brandt Pty Ltd	Van Wall	Nuturf Australia	Matt Wrigley
Cadsult IDS	Troy Fiscus	State Wide Turf Services	Liam Ash
Dawn Mowers	Dan Codran	StrathAyr Instant Lawn	Adam Dunstone
ENVU	David Hurst	Toro Australia	Adam McBrien
EPAR	Terry Muir	Tree Range Arborists	John McKenna
Fieldquip Pty Ltd	Tim Magee	Trimax Mowing Systems	Thomas Love
Gabba	Mitchell Gaskell	Turfcare Australia	Luke Harris

Thank you to our many members who attended VGCSA meetings and the specialised workshops program, and contributed to our *ON COURSE* and enews publications. It was a productive year of successful activities and the Association aims to deliver even a better year ahead.

Finally, a special mention to Shane Greenhill for his steadfast enthusiasm as former VGCSA President and committee member over the years. Shane was already a fundamental part of the committee when I commenced my appointment at the VGCSA in 2015. As the years have rolled by, committee members have come and gone. As Shane completes his final office term on 29 April 2025, with a sense of forlorn I bid a fond farewell to the last of the original committee crew (according to my time here). I also wish Clint Raven all the best with appreciation for his contribution. Congratulations to Adam Lamb in his first term as President and thanks to the VGCSA officers and committee for their dedicated involvement.



MARY NAPIER
VGCSA Inc. Chief Executive Officer

