



**Colorado Association
Of Lawn Care Professionals**

News

January, 2014

2013-2014

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Dave Cromley (left) of Helena Chemical Co. and Chuy Medrano of Co-Cal Landscape both received Distinguished Service Awards from the Rocky Mountain Regional Turfgrass Association on Wednesday, December 11 during the opening session of the Turf Show. See their biographies on page 3. Congratulations to both of you!

President's Message

Tom Lynch

Happy New Year and glad tidings to all! The holidays are over and believe it or not we're only nine or ten weeks away from a new growing season to begin! Are you ready? This is the time of year to finish those off season chores and projects. If you're like me maybe it's time to start.

This is also a great time of year to learn about the latest happenings in the green industry. CALCP is sponsoring a symposium on Emerald Ash Borer Friday, January 10th at the Ramada Inn at 120th & I-25. There is still space available. ProGreen is coming up February 11-14 and remember CALCP's Spring Training Conference at the Ramada Inn March 4 & 5.

2013 is in the books. Hoping you all have a great and prosperous 2014!

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When Did You Decide to Hold that Grudge?

By Leslie Boomer



I love the image to the left... it points out in a silly way the choices we often make when we decide to hold a grudge, and that's what it is – *a decision – and an important one at that.*

Just last week I had one of those uncomfortable conversations with someone I'd been fairly certain had some issue or another with me. But I was truly clueless as to what it might have been because he'd never chosen to address me directly with what was bothering him. Rather than having an open conversation in a timely manner, he just started stonewalling and ignoring me whenever we'd meet, and that was that. I made some efforts to speak to the guy, but no deal. Eventually I just chalked it up to his quirky personality and moved on. As a result, when he called to "clear the air" I was just a little stunned to find out that, yes, there was a grudge being carried, and it was because of something I had said two years ago – two years! Oh for Pete's sake, who has that kind of energy to spare when life is so short? What a waste!

Well, it got me thinking about how insidious carrying a grudge can be. Think about it; the longer you carry something, the heavier it gets, right? When you imagine the days, weeks, months and then years that grudge was carried around, you can feel how excruciatingly heavy that grudge must have become. How does that negative effort not bleed over into other areas of your life? Honestly, for the most part, I had moved on. But I know that in this situation, others within the group suffered fallout from his bitterness. How unfair. As I'm reflecting on this, I'm connecting the dots and realizing how holding a grudge can impact a workplace culture – particularly if it's a boss who's carrying that type of heavy load.

I'm looking at this through the lens of emotional and social intelligence, knowing that when *one* person is feeling resentment toward a member of the team, at some level *everyone* is feeling it and reacting to it. Ultimately, this will impede the performance of the team as a whole. Emotions are contagious! If they are negative, the harm they do hampers success. If they are positive, they enhance success. But more than that, when the culture is positive, people are more secure and happy – and that's all good for company performance.

To wrap this up, I'll say just a little more. I believe all that's been communicated here is of tremendous importance for any organization. However, I think it's also important to look at it through another lens, as I believe there is much more to see.

We are but a few days past the celebration of Christ's birth so I can't help but tie this message into the sentiment of the season. Forgiveness is fundamental to emotional and social health. And regardless of your faith tradition, it is likely foundational to what you believe is good and right with the world. In the spirit of the Christmas Season I encourage us, one and all, to first consider clothing ourselves in forgiveness when we're deciding what to wear each day. After all, *it is a decision and an important one at that.*

Blessings, peace and joy to all – may your burdens be light!

Article from Pro-Motion Consulting on December 30, 2013.

Chuy Medrano is a PLANET (Professional Landscape Network) trailblazer, a person who has made significant and long-term contributions to the green industry. He is a great example of starting at the bottom and rising to the top. Born in Mexico, he came to Denver in 1970 with only a 6th grade education and started working as a laborer for Environmental Care (which is now Valley Crest Landscape). He became superintendent and was in charge of Spanish Training for Environmental Care and traveled all over the USA. Over the 28 years he worked for Environmental Care, he did every job and became acquainted with Tom Fochtman who was with the same company but based in California. They decided to become partners and co-owned CoCal Landscape from 1992 to 2011 when Tom retired and Chuy bought the company. Chuy has built an incredibly successful company employing over 200 employees in the Denver area. Chuy became a founding member of PLANET's AEF (Academic Excellence Foundation), which provides annual scholarships to landscape industry students to help secure the future of excellence in landscape. In 2010-11, Chuy helped found the National Hispanic Landscape Alliance and became the first president serving for 2011-2013. NHLA is an organization focused on educating and giving a voice to the more than 500,000 Hispanic landscape workers in the United States. In February 2012 Chuy was nominated for the White House Cesar Chavez award. He has been married for 37 years and has 3 grown children and 2 of his 10 grandchildren all of whom work for CoCal.

Dave Cromley has been a "friend of the industry" for many years. He graduated from South St. Paul High School (Minnesota) in 1972 and later after coming to Colorado, began working in B & H Sporting Goods store in Boulder. He began working in the Green Industry for Tom & Pete Highland at Highland Brothers Landscape in Ft. Collins in the mid-80's and worked for them 10 years before they closed. Then he started at Helena Chemical Company in 1997 as a sales rep and has worked his way to Branch Manager starting in 2004. He has been actively involved in the following green industry associations and been a sponsor of their events: Col. Association of Lawn Care Professionals, The Col. Weed Management Association, The Associated Landscape Contractors of Colorado, The International Society of Arboriculturist-Rocky Mountain Chapter, The Col. Sports Turf Managers Association, The Col. Parks & Recreation Association, and attend ProGreen Expo—the premier trade show for the landscape industry since its inception in 1996. He has also served on the Board of Directors of the Turfgrass Foundation from 2007 til 2012 when it dissolved. He

served on the CALCP board from 1991 to 1993 and served as president in 1993. He has received several Industry awards including the Golden Gun Award from CALCP in 1993, Location of the year 2005, the Fertilizer Salesman of the Year and the Branch of the Year from Helena Chemical Co in 2009, and two Marubeni awards from Helena Chemical Co. for excellent performance in 2004 and 2007. He was married for 24 years and has 4 grown children.

Steve Blunt at Colorado Department of Agriculture has moved to a new position: Inspection & Consumer Services. Jonathan Handy is the new Pesticide Applicator Program Manager. Congratulations to both on these promotions.

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Spring Training Conference

The 26th Annual Spring Training Conference will be held March 4 & 5, 2014 at the Ramada Plaza Hotel at I-25 & 120th Avenue, Northglenn. The printed brochure has been mailed to all those who are licensed with the Colorado Department of Agriculture in categories 206, 207, 107, 109, 110, 302, and 304. All of these categories plus 2 credits in Laws & Regulations and the 5 core credits will be offered at the 2 day event, so attendees can get all of the credits they need to renew licenses without taking the tests again. If you have not received a brochure, please contact the CALCP office. The various category tests will be offered by the CDA at 6 locations around the state in addition to the office in Lakewood for \$30.00 per category. You must go online to schedule the tests at www.colorado.gov/ag/dpi to follow the instructions and wait for your acceptance email.

The featured speaker will be **Orvel Ray Wilson, CSP**, an award winning international keynote speaker and co-author of six books in the legendary *Guerrilla Marketing* Series, which has sold over 22 million copies in 62 languages. His topic of “**Are You Selling Your Company Short?**” should be a job saver for all attending. It is a rare opportunity that CALCP can sponsor such a well known speaker, so don’t miss this class at 8:00 a.m. on Tuesday.

Also added to the schedule this year is a class on Emerald Ash Borer, taught by Grant Jones of Davey Tree Expert Co. Now that EAB has been discovered in Colorado, you need to be aware of what to look for, how to plan for its management, and when to treat or when to destroy the tree and how.

There are 28 exhibitors planning to show you and discuss their latest products in the trade show happening throughout the STC in the atrium. Please plan to spend your spare time while not in class talking to them.

Also this year, the CDA will be taking photo ID’s for their new plastic ID cards for your licenses, so come prepared to get your mugshot!

Plan now to send all of your employees for the 16 hours of verifiable training that they need and check to see if you need any credits to renew your pesticide licenses. Registration deadline is February 28!

Calendar of Events

Jan. 10-CALCP Breakfast meeting on EAB at Ramada Plaza Hotel at I-25 & 120th Ave. Call 303 850-7587.

Jan. 16-CALCP Board Meeting at Helena Chemical Co. office at 14704 E. 33rd Pl, Unit J. Call 303 850-7587.

Feb. 11-14-ProGreen Expo classes at Col. Convention Center, Call 303 798-3664.

Feb. 12-14-Exhibitor trade show at Col. Convention Center during ProGreen Expo. Call 303 798-3664.

March 4 & 5-CALCP Spring Training Conference at the Ramada Plaza Hotel at I-25 & 120th Ave. Call 303 850-7587.

Todd F. Williams: The green industry has suffered the loss of a leader on Dec. 29, 2013 when Todd Williams, president of Terracare Associates, passed away. He worked tirelessly for the industry, was president of ALCC receiving their Lifetime Achievement Award and raising funds for student scholarships. He enjoyed skiing, golf and traveling.

Chuckles

The greatest reward for doing good is the opportunity to do more.

The best thing a man can put in his crop or his kids is his own shadow.

Humility is that elusive thing that, the moment you think you have it, you’ve lost it.

God put a tear in your eye so that you could see a rainbow.

Some debts are fun when you are acquiring them, but none are fun when you are retiring them.

You never know when you’re making a memory.

Today is the day to make memories.