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# LooseLeaf

Colorado Nursery & Greenhouse Association

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THE ANNUAL  
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ISSUE**





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To create opportunities for horticultural and associated industry professionals to collaboratively grow their businesses through fellowship, education, advocacy and certification.

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# Welcome to the Annual Lists Issue

## MESSAGE FROM THE BOARD

By Dan Wise, CCNP  
CNGA Board President



Lists—I love them! No matter what part of the green industry you are in, lists are the key to keeping things organized and moving forward. Some days, it seems like everyone's job revolves around either making a to-do list for a crew, or scratching tasks off of a list. (In our company, we use the lovingly named "Never-Ending List.") In this industry, we often are doing tasks that only come up once a month, once a quarter, or even only once per year... without a good system of lists, important details can fall through the cracks.

This magazine issue is filled with another type of list we love in this business—new ideas! Plants in short supply and ideas on alternatives, customer service tips, design ideas, and labor solutions are just a few of the lists that can help you solve issues in your organization. One thing I hear over and over again about the green industry is how open people are to sharing ideas (and their lists) and successes with each other – whether they are competitors, customers, or from a different part of the industry all together. Borrowing and adapting creative solutions has helped all of us become better in some way.

Another list you'll find in this issue introduces you to CNGA's annual award winners. We are very fortunate each year that we

have these worthy individuals who promote professionalism and give back to the green industry. We honor Horizon award winners, who are relative newcomers to horticulture, yet are up and coming professionals; Person of the Year, awarded to those who have made extraordinary contributions in the past year; and the Hall of Fame Award to those who have given back over the course of their distinguished careers for the betterment of our industry (though all the winners I have known are far from ready to hang it up!).

We recognize these outstanding people every year at our CNGA Industry Celebration. If you haven't attended the Industry Celebration, or if you haven't been for a while, I would encourage you to add it to your "MUST-DO" list for next year. It's a lively time to socialize with your peers and honor outstanding members of CNGA. It's also a great time to support the Colorado Horticulture Research and Education Foundation (CHREF). There are lots of great silent auction items to bid on (and win!), and an always entertaining live auction of the now famous "Gus the Gnome."

So, my fellow CNGA members, get out your pad of paper, and sharpen your pencil—spring is here and it's time to make a fresh, wait for it... list! 🍀

*"In this industry, we often are doing tasks that only come up once a month, once a quarter, or even only once per year... without a good system of lists, important details can fall through the cracks."*

## CNGA calendar

To get more information about CNGA programs and events, visit the Events page at [coloradonga.org](http://coloradonga.org), or contact the office by phone: 303.758.6672, fax: 303.758.6805, or email: [info@coloradonga.org](mailto:info@coloradonga.org).

### Member BBQs:

Thursday, July 26, CPS Distributors, Westminster, Colo.  
Thursday, August 16, Eaton Grove Nursery, Fort Collins, Colo.  
Thursday, August 30, Harding Nursery, Colorado Springs, Colo.  
Thursday, September 7, Payne's Nursery, Santa Fe, N.M.  
Thursday, September 21, Durango Nursery & Supply, Durango, Colo.

### Colorado Certified Nursery Professional Seminars

Colorado Springs, Colo.  
Tuesday, July 24 – Perennial Seminar – Britton Nursery  
Tuesday, July 31 – Shrubs Seminar – Heidrich's Colorado Tree Farm  
Tuesday, August 7 – Trees Seminar – Harding Nursery  
Tuesday, August 14 – Design Seminar – Location TBD  
Tuesday, August 28 – Exam

### Plant Walk

Thursday, August 23, High Plains Environmental Center, Loveland, Colo.

### CHREF Golf Tournament

Monday, September 17, The Pinery Country Club, Parker, Colo.

### Women in Horticulture Luncheon

Thursday, October 11, Lakewood Country Club, Lakewood, Colo.

### Fall Workshop

Thursday, October 25, Wheat Ridge Recreation Center, Wheat Ridge, Colo.

### O&M Leadership Retreat

Friday & Saturday, November 2 & 3

### Colorado Certified Nursery Professional Seminars

November/December, CNGA Offices, Lakewood, Colo.





## CNGA— HERE FOR THE MEMBERS

By Allison Gault, MBA, CAE  
CNGA Executive Director

# Preparing for Plant Something 2018

It's hard to believe it's already April and the season is in full swing! We know that you're busy, so the articles in this *LooseLeaf* issue are intended to be quick, easily digestible and provide some useful tricks and tips. This issue is meant to be shared with everyone in your company, so make sure to place it in a spot where others can read it.

Due to your busy schedules, we have a bit of a break in CNGA member events, but we're working hard at getting the 2018 Plant Something Program up and running. We've expanded the program and are partnering with the Denver Botanic Gardens and other public gardens around the state. We will still have our award-winning program and contest, and will add on a theme and recommend specific plants to consumers. The intent of the theme and recommended plants is to provide some education, highlight a variety of plant material that will build biodiversity, and have another way in which we can quantify the success of the program.

*“For the 2018 Plant Something Program, we are partnering with the Denver Botanic Gardens and other public gardens around the state, adding a theme, and recommending specific plants.”*

The theme for 2018 is Low Maintenance Plants, and the plants we have selected are:

- ▶ **Annual:** Begonia, Whopper series (Ball) and Big series (Benary)
- ▶ **Perennial:** Heuchera sanguinea (purple, variegated and apricot)
- ▶ **Shrub:** Viburnum lantana ‘Mohican’
- ▶ **Grass:** Morning Light Miscanthus (up to 7,000 feet elevation)
- ▶ **Ornamental Tree:** Autumn Brilliance Amelanchier
- ▶ **Shade Tree:** Catalpa speciosa (up to 6,500 feet elevation)

Stay tuned for more information about the program. We'll be reaching out to our retail members regarding displays soon! 🌱

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**LET'S GROW TOGETHER**



# Creating Comfortable, Beneficial Landscapes

Interview with John Navant, CCNP, Head Horticulturist for Water World & the Parks Dept.

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### What role does horticulture play in your operations?

It's important at all of our parks, but especially so at Water World, which is my main responsibility. We have two 100-foot long greenhouses where we grow and hold plants. This includes annuals and perennials as well as a large collection of tropical plants and topiaries, which we place outside for the enrichment of the park experience throughout the season from Memorial Day to Labor Day.

We also grow our own hanging baskets, raised planters and movable planters that we utilize throughout Water World. We maintain a variety of annual beds, and over time, I've been converting some of the beds to perennials, which reduces costs and helps our budget go further for other plantings and landscape care. Through better soil management, fertilization programs and water-wise practices, we continue to provide a beautiful landscape while effectively managing our budget.

### How does your work enhance the park's environment?

Our landscapes support a rich diversity of wildlife. We participate in two programs that highlight these efforts. We are a Gold Member of Audubon's Habitat Heroes program. In addition to a resident pair of great horned owls, our parks also support many other bird species, animals, fish, and even some reptiles. We are also registered with the Monarch Watch program and are committed to sustaining and growing habitat that supports monarch butterflies and other pollinators. Besides our natural park population of native milkweed plants, I've introduced other milkweed varieties that provide additional habitat.

### What's one of your biggest challenges?

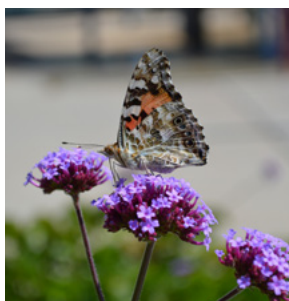
While it comes down essentially to the quality of labor, the main challenge I face is getting our workers to understand how to water properly. With so many different types of plants, my staff needs to know specific watering details to maintain the proper plant health. It requires vigilance on my part as well as steady communication and training. I want to be prepared and proactive should we be faced with the emerald ash borer or Japanese beetle, though we haven't experienced either yet—knock on wood.

### Do you receive feedback from park visitors?

Absolutely. Our landscape and other park features create a comfortable and appealing setting, which is especially appreciated by parents as they watch and wait for their kids. It's an easy place for them to kick back and we often receive emails that compliment us on the park's beauty. They even inquire about the plants, wanting to know their names and if they will grow in their own yards. On one occasion a small child's temper tantrum quickly dissolved when their parents placed the child in front of a beautiful arrangement of flowers!

### How does CNGA help you do your job?

I consider CNGA to be the 'middle child' of our family of horticulture professionals. The association helps keep the veteran membership connected to all of the 'up-and-comers,' providing knowledge and experience. CNGA also assists younger professionals on their career paths, something that is so beneficial to organizations like ours and other members throughout the state. It's a great resource for the entire industry. 🌿



Next time you visit Water World, you'll see beautiful plantings throughout the park. Look for the wonderful animal topiaries, which are maintained and overwintered in the on-site greenhouses.





## MEMBER PROFILE

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# Growing Hardy Plants for the West

Interview with Lynn Payne, NMCNP, Sunland Nursery Company President

## How did Sunland Nursery get started?

It was 66 years ago that my parents started a retail nursery business in Santa Fe. For many years we relied on outside suppliers, receiving plants from different states at different times and always with a degree of uncertainty as to availability and delivery schedules. That dependence became more critical as the business grew. In the late '90s I took advantage of an opportunity to buy a wholesale nursery operation near Las Cruces, which would become Sunland Nursery. It was a good decision as our retail operation is a good customer for Sunland and we can count on a dependable supply. It allows us to produce plants that are typically hard to find.

## What is your market niche?

We grow plants that are exceptionally hardy for southwestern and intermountain environments. Because our climate is very dry, yet with enough cold temperatures, we have few problems with diseases. We specialize in a large variety of Zone 4 plants, including many native species. We're experiencing solid growth in our native plant sales and even get requests for natives that aren't yet ready for commercial production. Colorado is our largest market due to the number of businesses that use our plants and the fact that our plants have proven well adapted for Colorado's tough climate. We also sell to independents in New Mexico, Texas, Oklahoma, Wyoming, and Utah.

## What are some of your most popular plants?

It's interesting that our product mix today has come full circle to what it was 20 years ago. Plants like upright junipers and pyracantha are doing very well for us now, even though some years back they weren't very popular. We're also seeing strong sales in anything that has color, like our perennials, roses and flowering

shrubs. Our container plants are evolving to include more than just annuals—we're seeing increased demand for perennials, evergreens and flowering shrubs. Of course, our native plants have always been strong and continue to sell well.

## How are you dealing with a tight labor market?

We used to have a sizeable labor pool that mostly came from Mexico. Since that source has all but dried up, we focus on keeping our existing labor as long as possible. To do that, we've increased their wages and provided year-round employment. Currently we have about 40 full time people and treat them like family. Although this approach has probably impacted our bottom line to some degree, it is working for us and we have less turnover as a result. Plus, each year we build an increasingly experienced and capable staff.

## What advice would you give to CNGA members?

My best advice would be: Participate. From ProGreen, where you can meet numerous suppliers all in one place at one time, to the Owners & Managers Leadership Retreat, I urge all members to get out and get to know your fellow members. They are always willing to share their experiences, and as a result, you can learn how to avoid mistakes that they've already made. That can be a big advantage to any business owner. If you're not participating in the CNGA community, simply put, I think you're making a huge mistake! 🌱



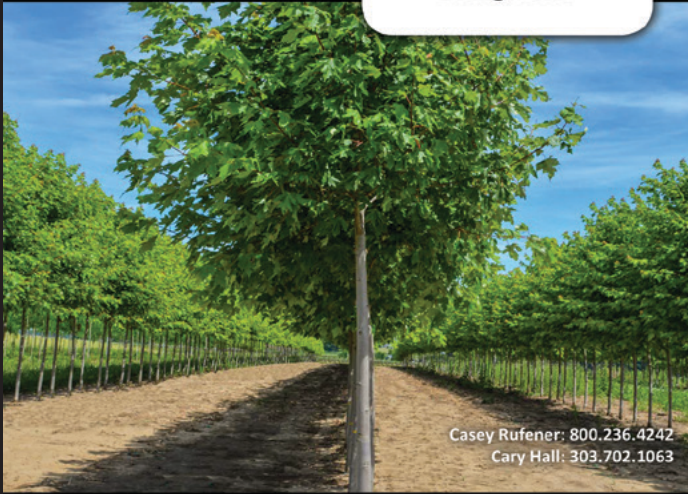
Sunland is seeing increased demand for native plants and a resurgence of sales for upright junipers. The nursery's irrigation water comes from wells and is stored in a 30,000-gallon holding tank.



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# Worth the Wait

## Transforming the Checkout Experience

By *Lindsay Squires Chrisp*, Tagawa Gardens, Events & Community OutReach Coordinator



**About the contributor:**

Originally a Nebraska farm girl, Lindsay Squires Chrisp is the Events & Community OutReach Coordinator at Tagawa Gardens in Centennial, Colorado. In this vibrant setting, Lindsay is grateful to use her passion for people, community, and nature by planning nearly 130 educational classes, multiple family-friendly events, and other community learning opportunities each year.

As springtime days lengthen, garden center shoppers wait in longer checkout lines, shifting from foot to foot behind full carts. A mother with a stroller coaxes her restless children to be patient. Two friends readjust their grip on heavy hanging baskets. A businessman checks his watch, hoping to make a quick purchase.

How might garden centers make this wait worthwhile by providing a seamless transaction process? Checkout is a defining moment that can enhance a positive shopping experience or diffuse a guest's frustration.

About five years ago, Tagawa Gardens realized that it needed to significantly improve its transaction time and better accommodate a multi-generational shopping experience. During peak season, slow-moving lines can lead to abandoned shopping carts, stinging online reviews, and lost customers.

After a complete overhaul of Tagawa Gardens' register area, these key improvements transformed the checkout experience:

- ▶ Positioning the registers so that each cashier directly faces the approaching guest
- ▶ Widening the check-out aisles for guest comfort and accessibility
- ▶ Introducing cordless scanners to increase the mobility of cashiers



- ▶ Installing touchscreen computers to eliminate time-consuming manual input
- ▶ Integrating manufacturers' barcodes when possible
- ▶ Creating a touchscreen button for high volume items, such as plant packs and hanging baskets

While these changes have proven to be wonderfully effective, the check-out process is only as helpful as the caring cashier behind the counter. Tagawa Gardens Cashier Supervisor, Sherry, facilitates training with only two cashiers at a time in order to maximize individual learning.

New cashiers are also shown a full cart of products, including obscure items that may not have individual tags. These cashiers are then tasked with putting away all items, which familiarizes them with the garden center and equips them with broader product knowledge.

Throughout the training process, Sherry emphasizes to her cashiers the importance of these simple actions:

- ▶ Remaining at one's register and immediately acknowledging the approaching guest
- ▶ Proactively assessing merchandise on a guest's cart and developing a strategy
- ▶ Preparing a shopping bag or placing a plant tray on the counter as the guest arrives
- ▶ Grouping merchandise according to plant type or item
- ▶ Making each guest as comfortable as possible during the transaction

Returning cashiers are a tremendous asset. Experienced staff comprise a training community for new cashiers who are still learning the process.

Tagawa Gardens' new register configuration also allows two cashiers to be positioned at adjoining registers. By strategically pairing cashiers during the busy season, a new cashier can benefit from the immediate support of an experienced cashier.

"Create a sense of connection. Believe me, it pays off!" Sherry said, referring to the helpful camaraderie among her cashier team.

Spring register lines will continue to grow, but for hardworking cashiers and garden center staff, the best guest to serve is always the one right in front of you. Improved technology and flow indisputably elevate the guest experience, yet a kind-hearted cashier may create the lasting impression that makes a customer for life. 🌱



# Creating Successful Customers through Upselling

THE ANNUAL  
**LISTS  
ISSUE**

By *Diana Mundinger, CCNP, General Manager, Eagle Crest Nursery*

During the training meetings at Eagle Crest Nursery, the subject of upselling or add-on sales comes up most weeks. We talk about the fine line between pushy “used car lot” sales tactics and making suggestions on products to allow customers to be more successful with their plant purchases. Nothing worse than finding beautiful plants for the porch planters, getting home excited to plant only to realize there is no potting mix to get the job done. Suggesting planting mix at the register will save the customer time and frustration, but will also, of course, add to the sale and profit for the nursery: win-win.



Often just having a short conversation about the project the customer is working on will prompt ideas for additional products to suggest. So, let's not call it upselling but rather insuring customer success. A successful gardening customer is a repeat customer who is sure to tell their friends of their good experience. We can accomplish this with creating impulse opportunities, inspirational displays, educating staff, etc.

A few ideas on ways to increase sales through helping customers be successful:

- ▶ **Don't clutter the register area, but place the top few grab-and-go items nearby.** These impulse items should not be the very cheapest inventory items since this is valuable space, but should be the \$10 to \$20 must-haves such as gloves, an organic fertilizer, or our favorite snips.
- ▶ **Place very seasonal items front and center temporarily.** Going to dip below freezing tonight? Get the frost cloth close.
- ▶ **Create beautiful, inspirational displays with a theme.** An end cap with plants that attract hummingbirds is just one idea for the perennial yard. Be sure plants are all blooming, signage is informative, and perhaps some tie-in products like hummingbird feeders are included—not too many items (again, no clutter!).
- ▶ **Keep displays stocked.** It is always a challenge to convince sales associates that an emptied display is a successful display and not just a chore requiring them to replace items that were sold.
- ▶ **Make sure salespeople get to know products and try them out.** It's so much easier to sell something that you have had success with yourself. Our annual and perennial staff members are given and wear a brand of gloves we sell. Guess which gloves fly off the shelf? The Felco pruners on the hips of the nursery staff show customers it's the best tool because the professionals use it.
- ▶ **Avoid product repetition.** Do you really need to stock four brands of Neem oil? A wall of insect repellents just confuses and frustrates new gardening customers and seasonal employees, too. Customers should know we scoured the country and narrowed down the products and plants we offer based on our professional experience. These products make it easy for our customers to have gardening success in our unique mountain environment.
- ▶ **Train staff on which products have natural tie-ins.** Landscape fabric...gotta have anchoring pins. Trees...how about root stimulator? Annuals...need water soluble fertilizer? Pea seeds...don't forget the inoculant. Again, don't be pushy but make helpful suggestions. If your POS System has the functionality, you could set it up to remind cashiers to make these suggestions when these items are purchased.
- ▶ **Place product suggestions next to the plants and not just in the store hard goods area.** For instance, display tomato supports in the greenhouse next to the tomato plants, or houseplant-appropriate pottery in the houseplant area.
- ▶ **Create informative self-selling signage.** We all know how difficult it is to spend much time with each customer on a busy spring weekend. A perennial sign recommending companion plants or a poster with low-light houseplant suggestions can add sales when staff is occupied.
- ▶ **Create a welcoming environment where customers want to linger.** Our products make this easy. A friendly, smiling staff is also essential. It is well known that the longer a customer stays in the store, the more they are likely to find an unexpected treasure and spend more. Make your store their happy place. 🌱



**About the contributor:** Diana Mundinger, CCNP, is the General Manager of Eagle Crest Nursery in El Jebel, Colo., which is halfway between Aspen and Glenwood Springs in the Roaring Fork Valley. She has been with Eagle Crest 16 years. She invites all to come visit and promises not to try to sell you anything (but you might not be able to help it!)



Photos courtesy of Eagle Crest Nursery



# Landscape Design for Small Spaces

By **Troy Shimp**, Senior Designer, Lifescape Colorado



**About the contributor:**

Troy Shimp graduated from CSU with a degree in landscape horticulture, and has been working in landscape design and construction in the Denver metro area for 20 years. Troy is a Senior Designer at Lifescape Colorado, a nationally recognized landscape architecture design/build/maintenance firm that has been in business since 1976. Lifescape focuses primarily on the single-family residential market, but also works in the commercial and multi-family unit market. The company's mission is to create and maintain sustainable outdoor spaces that enrich the lives of clients and enhance the natural beauty of the community while conserving the planet's resources.

Photos courtesy of Lifescape Colorado

Small spaces in the landscape such as courtyards, patios, or terraces provide a fantastic opportunity to add flair and create a custom-tailored oasis for the individual homeowner. Many homes being constructed nowadays have small courtyard or patios spaces that, if designed correctly, will add enjoyment for the homeowner as well as value to the home.

When dealing with small spaces where every inch counts, it is important to make selections carefully. Some questions to consider as you design the space would be:

**Does the area allow room for hardscaping?**

If so, consider sand set stones or gravel for a more relaxed feel, or maybe the space calls for a cleaner look where pavers, concrete or decking is more appropriate. Be sure to use materials that are cohesive with the existing architecture of the home.

**How will the space be used?**

Is it a small space that is more of a vignette to be viewed from inside the home or is there room for entertaining? Be sure any furniture is scaled correctly for the given area, and remember to leave room for circulation within the space while furniture is in use.

**What is the focal point of the space?**

In small spaces this is key. Options could be a small fountain, a piece of art, a fire feature, or a standout ornamental tree such as a Japanese maple or Magnolia tree.

**What are the proper plant selections?**

Are there any existing plants that can be worked into the new scheme? Plan for future plant size to make sure it will be appropriate in the long run. Take seasonal interest into consideration, work in

evergreens or ornamental grasses so interest doesn't fall flat in the colder months. Adding containers is also a great way to mix things up throughout the year.

**What is the sun exposure?**

Is there a need for shade due to the space being bright or exposed? Consider an ornamental tree or shade structure. Alternately, if it's a shady space bring in some light and add dimension with bright pops of color in furniture cushions or pillows, or use brighter, variegated-leaf plant material.

**Are there neighbors to be considered or views to screen?**

Water features can assist as a noise barrier and an evergreen planting or artful wooden or metal screen can offer year-round privacy.

Additional considerations for taking advantage of a small space would include:

- ▶ Create pedestrian flow by using walkways that lead from one area to another. Using the right proportions, paths and open spaces will create a sense of scope and spaciousness.
- ▶ Embrace the smallness of your space by making it cozy. A border of tall, lush shrubs with a well-placed cafe table and chairs can create a soft peaceful sanctuary with a feeling of nature.
- ▶ Creative use of outdoor lighting can enhance your small space to seem larger. Vertical lighting draws the eye up, and take the focus off the width of the space while adding nighttime interest.

Small places are an easy way to add a wow factor to any landscape. Take the time to think through it carefully and make it something special to be enjoyed for years to come. 🌿



Photos by Dan DeGrush





# Trends in Landscape Architecture

By Josh Orth & Scott Curry, Norris Design

Landscape architecture continues to evolve through better stewardship of our resources, technology and innovative ideas. The list below represents some of the trends that Norris Design is seeing and implementing.

**Operating Costs** – Consideration of economic sustainability is more visible in landscape design. Relationships are forged early between suppliers, designers, contractors, and owners to create cost models that better represent installation and long-term maintenance costs. Advancing technologies such as smart controllers, BIM (Building Information Modeling), and asset and management tracking software function as the tools that build accountability into this system, thus ensuring cost projections are sustained beyond installation.

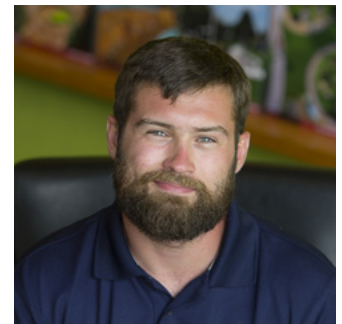
**Water Conservation** – Landscape architects have long been on the forefront of creating regionally appropriate designs, which seek to reduce water use in the landscape. Setting water-use goals earlier and recognizing the dynamics of water management in an establishing system help reduce development costs (tap fees and sizing).

**Green Roofs** – In Denver this trend is now mandatory and will require fine tuning of the policies. Landscape architects are more engaged with multiple trades when collaborating on over-structure amenities. This is a driver for producing BIM-compatible deliverables. The Green Roof Initiative will also lead to new trends within the nursery

industry to supply the growing number of green roofs and to deliver plant material well-adapted to the conditions of a green roof.

**Communication** – Emerging technologies are becoming more commonplace. This allows for improved collaboration with the entire team. There are a variety of programs that build relationships between contractors, suppliers, designers, and stakeholders. Leveraging the technology allows the entire team to understand costs, inventories and expectations, predict trends, and proactively identify barriers that can limit success of a project. Representing a design more clearly before it is built also adds value to the client-designer relationship. Three-dimensional visualizations (fly-throughs, photo simulations, 3D models) demonstrate what to expect at various project stages and give a better understanding of the overall vision.

**Urban Agriculture** – More focus is placed on activating all parts of a property. Adding agricultural elements, coupled with educational components, provides huge value to spaces by expanding the available amenities. Structuring a plan around working farms, using container or community gardens, providing rotating pasture lands, and developing plant and seed palettes that are productive for pollinators create more social awareness for farm-to-table programs and strong connections between our food and how it fits into land development. 🌱



#### About the contributor:

Josh Orth (top) and Scott Curry work for Norris Design, a global leader in landscape architecture, planning and branding. Josh is a landscape architect involved with a variety of projects from concept through final closeout. He incorporates innovative approaches with conventional processes to yield sustainable, higher quality landscape solutions. Scott is a landscape designer who focuses on construction administration and irrigation design for a multitude of different project types and sizes. He is passionate about the built environment, water resource management and creating high quality, usable spaces for the public to enjoy for generations.

Photos courtesy of Norris Design





# Popular Annuals & Perennials

By **Matt Johnson**, Sales Representative, *McHutchison Horticultural Distributors*



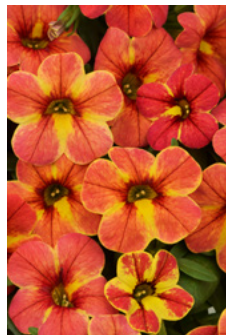
### About the contributor:

Matt Johnson is a Sales Representative at McHutchison Horticultural Distributors, providing the best and most service-oriented wholesale distribution of plants and related products in North America. After growing up in his family's floral and greenhouse operation in the Upper Peninsula of Michigan and graduating from Michigan State University, Matt worked as a garden center manager at Bachman's in Minneapolis and then as a manager of a wholesale floral operation in Milwaukee. He and his wife Dana relocated to Colorado, where he is now McHutchison's rep for the territory consisting of Colorado, New Mexico, Montana, Utah, and Wyoming.

Photo courtesy of PAC Elsner / Westhoff  
[www.pac-elsner.com](http://www.pac-elsner.com) / [www.westflowers.de](http://www.westflowers.de)

## Award-Winning Annuals

There are so many annuals to choose from; below are some of my favorites to add to your collection this season. Westhoff has many great annuals series—seven varieties won "Best of Show" this year at the Colorado State University Trials. Add some of these to your outdoor living space this season, and you will enjoy their flower power all summer long!



### Chameleon Calibrachoa 'Indian Summer Improved'

These plants are the first of their kind and a must-have in your summer flower planters. Offered in many vibrant colors, they continually change color throughout the season, reacting to the amount of sunlight. Their color remains bold, and they thrive in both container and landscape plantings.

Substitutions/Alternative Options:

- ▶ Calibrachoa 'Candy Shop' – a bold and bright bicolor series with many great colors to choose from that will make you feel like a 'kid in a candy shop'
- ▶ Cuphea hyssopifolia 'Floriglory' – flowers in bright hot sun, lots of 'flower power' with this series, sure to brighten up garden borders



### Crazytunia 'Blue Ice'

A winning petunia series that is catching consumers' eyes at the garden center, 'Blue Ice' is bright purple and white patterns with a unique frost look that adds nice texture. This series has a wide variety of colors to choose from, that hold their colors and patterns all season, making them great for your hanging baskets or combination planters.

Substitutions/Alternative Options:

- ▶ Verbena 'Voodoo' – works well in combinations alongside petunias, a series with unique starburst patterns in the flowers and many bright colors
- ▶ Portulaca 'Colorblast' – the new standard to for drought-tolerant color in the garden



### Lobelia 'Hot - Waterblue'

Even through the heat of the summer, this lobelia continues to thrive. At trials, it has performed beautifully in baskets and mixed containers, but can also be stunning accents or borders in the landscape. Add this to the garden this summer and enjoy the blue and white flowers all season.

Substitutions/Alternative Options:

- ▶ Scaevola 'Scalora' – great blues and purples to add to the garden, flowers thrive in the heat of the summer season



### Darko Deep Red Geranium

Consumers at retail are attracted to the dark leaf form and how striking the bright colors pop off the leaves. More compact than your typical zonal geranium, they make great companions to your favorite bedding plants in the garden. An impactful improvement to this garden staple, you'll be pleased to enjoy this CSU award-winning annual in your garden and patio planters this summer.



## Perennials with Pizazz

Perennial gardening is a great way to grow your garden each season, adding new colors and textures, which you can enjoy more as your plants mature year after year. Below are a few varieties which you'll surely enjoy this season!



### Salvia 'Spring King'

This early flowering Salvia has triple the 'flower power' than other varieties on the market, and has a nice compact growth habit. Its habit is clean and easy for growers and makes a bold color statement in the garden, creating a nice border in your perennial garden.

Substitutions/Alternative Options:

- ▶ Agastache aurantiaca 'Kudos Silver Blue' – hardy, flowers all summer
- ▶ Lavandula x intermedia 'Phenomenal' – a classic for the perennial garden, offering a wonderful fragrance



### Gaillardia SpinTop – 'Orange Halo'

My favorite variety in the SpinTop series is another early flowering perennial. This compact gaillardia brings a nice sunflower-like look to the garden, adding yellows, oranges and reds to your perennial mix. It's a drought-tolerant plant that will thrive in our full sun, warm summer days and last through the fall.

Substitutions/Alternative Options:

- ▶ Delosperma cooperi 'Jewel of Desert' – a great performing spreading perennial, blooming in dry sunny areas
- ▶ Monarda didyma 'Balmy Purple' – attracts hummingbirds and bees, pollinating your plants and keeping the garden blooming all season 🐝

Photos courtesy of Colorado State University

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# The Best Substitutes for Popular Trees

By **Derek Meusch**, CCNP, Arbor Valley Nursery



**About the contributor:**

Derek Meusch, CCNP, has been in the green industry since 2007, working at a nursery in Fort Collins, Colo. He is currently a Sales Associate in Brighton, Colo. at Arbor Valley Nursery, one of the Rocky Mountain region's largest wholesale providers of quality trees, shrubs and perennials, growing and sourcing material from over 30 states and Canada. Derek received his Colorado Certified Nursery Professional certificate in 2015, and continues to be involved with the Colorado Nursery and Greenhouse Association through various events. He enjoys all things horticulture, outdoor activities and spending time with his wife and three kids.

Photos courtesy of Arbor Valley Nursery

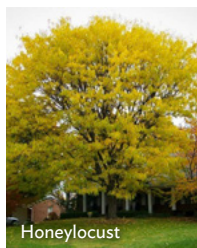
You bid, but can we supply?

A constant struggle in this industry is the ability to supply what our landscape architects, designers and contractors are requesting for various jobs. Unlike a typical warehouse, this supply chain takes years to accumulate enough plant material to meet the current demand.

Shrubs, perennials and grasses have a much faster finish time and are grown constantly through the season to meet market needs. Trees are much more difficult to turn into a finished product in the timeframe we all desire. Through customer communication, we are able to solve these problems by substituting one variety for another.

The following provides a list of trees in short supply and recommended substitutions. Some may not have the exact specifications we desire, but can still be utilized given height, spread and exposure requirement.

**Substitute Trees**



Honeylocust

**Kentucky Coffee Tree**  
(*Gymnocladus dioica*)

This shade tree has grown in popularity and offers a variety of seedless cultivars. Unfortunately, you will see this tree on most commercial designs making the ability to supply difficult.

Substitutions include:

- ▶ Skyline Honeylocust (*Gleditsia triacanthos* var. *inermis* 'Skycole')
- ▶ Thornless Honeylocust (*Gleditsia triacanthos inermis* sp.) – Proven varieties such as 'Shademaster', 'Skyline', and 'Imperial' are available in sufficient quantities.
- ▶ Elm – (*Ulmus* sp.) – Dutch Elm Disease-resistant cultivars are plentiful on the market. 'Accolade', 'Triumph', 'Valley Forge', and 'Princeton' fit the shade tree parameters.



Cleveland Select Pear

**Cleveland Select Pear**  
(*Pyrus calleryana* 'Cleveland Select')

Substitutions include:

- ▶ Ornamental Pear (*Pyrus* sp.) –

Cultivars such as 'Autumn Blaze', 'Cleveland Select', 'Aristocrat', and 'Redspire' offer a similar flower and fall color.

Along with the above varieties, large caliper trees (over 3.5 inches) are also in short supply. As the years pass, we believe that the production of these varieties will continue to grow and become readily available in the trade. All we can do as suppliers and installers is be patient, and wait for the supply to increase in the years to come.



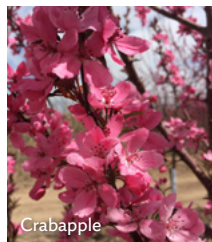
Ponderosa Pine

**Austrian Pine**  
(*Pinus nigra*)

A large evergreen with low water requirements; this tree has proven difficult to find given heavy commercial requests.

Substitutions include:

- ▶ Ponderosa Pine (*Pinus ponderosa*) – Frequently grown locally, this large evergreen can be prone to pine beetle in higher elevations.
- ▶ Bosnian Pine (*Pinus leucodermis*) – Smaller than the Austrian pine, this variety has been installed and implemented successfully in the trade.



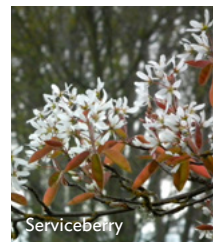
Crabapple

**Hawthorn**  
(*Crataegus* sp.)

This ornamental tree offers a size suitable for urban locations. Both single-stem and clump forms are dwindling in availability.

Substitutions include:

- ▶ Crabapple varieties (*Malus* sp.) – Smaller cultivars such as 'Coralburst', 'Sugar Tyme', 'Firebird', and 'Adirondack' are in good supply and fit size and flower specifications.



Serviceberry

**Serviceberry**  
(*Amelanchier* sp.)

A small to medium-sized ornamental tree, both single-stem and clump form are in short supply.

Substitutions include:

- ▶ Spring Snow Crabapple (*Malus* 'Spring Snow') – These white-flowering, fruitless trees are heavily produced in the local market. 🌿



# How to Hire a Key Employee

By **Martin Zahra**, Key Employee Search Consultant, Florasearch, Inc.

Hiring a key employee is one of the most daunting and important tasks an owner or manager faces. You can maximize your probability of success by following a simple interviewing, backgrounding and recruitment process.

**Prepare a job description** – What are the responsibilities and qualifications? Think it over, write it down, and keep it tight. A lazy job description creates a barrier to hiring, and your candidates may find it insurmountable.

**Candidates** – Candidates may come from job postings or networking. A professional search consultant may also be able to deliver “passive candidates” who wouldn’t have otherwise heard about your job.

**Interview: overview** – Your goal in an interview is to assess the candidate in terms of your hard-and-fast job requirements and your softer success factors. Together, these allow you to predict the candidate’s performance in the position.

**Interview: job requirements** – Geography, timing and compensation are the practical requirements for a person to do a job. Can the person do the job when and where it needs to be done, and can they do it within your budget?

**Interview: success factors** – Success factors are the subtler qualities that lend themselves to success in a position. Your job as a hiring manager is to predict how a person will perform in a position. Success factors are the data which allow you to make this prediction. A few sample factors include a candidate’s work experience, knowledge, relationships, ability to communicate, and P&L control. Write down the factors that will contribute to success in your position.

**Interview: open-ended questions** – The goal of the interview is to assess the candidate in terms of the position’s job requirements and success factors. After initial pleasantries, begin to ask open-ended questions designed to gather this information. Example questions include:

- ▶ What are the most crucial things you have learned from your previous jobs?
- ▶ What do you consider to be your three major work-related strengths?
- ▶ Why do you want this job?
- ▶ Why do you think you can do this job?

**Post-call** – As you end the call, give the candidate an indication of any possible next steps. Then, grade the candidate on each of your success factors and confirm that they meet your must-have job requirements.

**References** – As finalists emerge, check references with former employers.

**Background** – Run a full background check. The background check should square with all of your other information about the candidate. If it doesn’t, you need to ask why.

**Hire** – When the right person comes to the fore, hire them. Some companies keep the perfect candidate in limbo out of a misguided commitment to further job posting and interviewing. But, you cannot turn every stone in this world. When the right candidate is ready, make your decision and hire. If you don’t, someone else will. 🍀



**About the contributor:**

Martin Zahra is a key employee search consultant with Florasearch, Inc., which has helped companies in the horticulture industry hire key people since 1983. Martin is past Chair and current Vice Chair of the National Association of Executive Recruiters. He can be reached at [martin@florasearch.com](mailto:martin@florasearch.com). Visit [www.florasearch.com](http://www.florasearch.com).







## NEWS FROM THE CDA

By Laura Pottorff, CGG

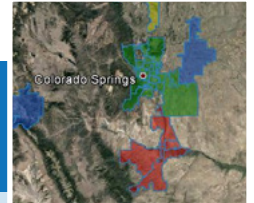
Nursery & Plant Pest  
Quarantine Program  
Manager, Colorado  
Department of Agriculture

# Implementing Multiple Strategies to Battle Japanese Beetle

Quarantine pests and laws associated with their movement turn out to be one of the most challenging issues for nurseries to address. Unfortunately, when a quarantine pest is forgotten, or not well known, it becomes even more of a risk. The Colorado Department of Agriculture (CDA) pledges to be more diligent in our role to protect the nursery and greenhouse industry from invasive pests like Japanese beetle. In turn, you must also do your part. Choose your source of plant material wisely.

Japanese beetle is spreading throughout Colorado's Front Range from Pueblo to Fort Collins. However, the pest is not equally abundant in all areas of the urban corridor, neither is it present on the Western Slope and on the eastern plains of Colorado. Nurseries, greenhouses, sod farms, and private property owners who don't have this pest, both within Colorado and outside our state, want to keep it that way. Colorado-grown nursery and greenhouse exports must still meet quarantine standards for any state where the product is sent.

GET THE LATEST



Check CDA's website for updated maps and information:

[colorado.gov/pacific/agplants/japanese-beetle-colorado](http://colorado.gov/pacific/agplants/japanese-beetle-colorado)

## Our Commitment to Preventing Beetle Spread:

- **Internal quarantine** – CDA, with your support, added an internal quarantine of 11 Front Range counties in 2017. A quarantine on nursery stock imported from infested states helps slow the progression of the insect and prevent new Colorado introductions. Nursery stock may only enter Colorado if treated with certain insecticides or certified to be Japanese beetle free. Expansion to include the Colorado counties of Pueblo, El Paso, Douglas, Arapahoe, Jefferson, Denver, Boulder, Broomfield, Adams, Weld, and Larimer helps prevent spread of the pest from known infested areas on the Front Range to locations in eastern Colorado and the Western Slope.
- **Focus on nursery stock records and quarantine enforcement** – Records inspections are now treated separately from traditional nursery stock inspections. With a continued influx of plants from areas not previously sourced, we continue to find stock from infested states without proper inspection and JB certification.
- **Law changes** – to modernize nursery rules, regulations and strengthen our states' commitment to managing invasive pests, the current legislative session is considering changes to allow:
  - Inspection of all Colorado nurseries based on pest risk, not on export.
  - Clarification of the definition of sell, broker and distribution of nursery stock. All businesses who are responsible for brokering or distributing nursery stock must also register and follow quarantine rules.
  - Limitation of the size of nursery stock exemptions. Beginning April 15, all nursery stock in containers of one gallon and larger must be certified JB free to enter Colorado or move from the internal quarantine area to protected parts of our state.
- **Biocontrol research** – Colorado is viewed by other states to be the leading edge of western Japanese beetle infestation. CDA is partnering with CSU and other western states to do biological control research on the Front Range.

## Your Responsibility in Preventing Beetle Spread:

- **Always purchase nursery plants from Japanese beetle-free sources. Don't be complacent** – All nursery stock from the eastern and midwestern U.S. and the 11 Colorado county quarantine area must include certification documents that accompany the stock. These documents describe how that stock meets Colorado's quarantine. Check with the nursery before you order to make sure they meet quarantine. Remember that soil also carries the pest—fill dirt and soil from infested areas is even more risky than nursery stock!
- **Know where Japanese beetle is** – Check CDA's website for updated maps and information: [colorado.gov/pacific/agplants/japanese-beetle-colorado](http://colorado.gov/pacific/agplants/japanese-beetle-colorado).
- **Educate your clientele** – Explain how your nursery is managing this pest, and by doing so, your nursery is certified to be adequately mitigating the risk of Japanese beetle spread. 🌱



Photo Courtesy of Colorado Department of Agriculture



# How to Onboard & Train Employees into a Safety Culture

## SAFETY CORNER

From Richards, Seeley & Schaefer, Inc.



Once you attract and hire qualified job candidates to your open positions, having an onboarding and training process can help employees work safely and effectively. A continuous onboarding program will help orient employees not only to the functional details of employment, such as appropriate safety procedures, but also to the safety culture of the organization.

Employee retention strategies, such as onboarding and training programs, can also help protect the considerable time and expense invested in recruiting and hiring new employees. According to the Institute for Research on Labor and Employment at the University of California at Berkeley, the costs of replacing an employee are approximately 9 percent of an employee's annual wage. In addition to any lost productivity and institutional knowledge, those costs include recruitment, selection, the costs of learning on the job, and any separation costs.

### A Continuous Onboarding & Training Process

While some employers think of onboarding only for new employees, the process is also important for retaining and engaging employees over the full term of their employment. Existing employees, whether they are changing roles or returning to work after an injury in a transitional duty program, can benefit from an onboarding and training program that focuses on safety. This part of the process is important, as research shows that 28 percent of workplace injuries occur within the first year of employment.

"Employee engagement is an outcome of having good programs," says Nirmal Traeger, Vice President of Risk Control at Travelers Insurance. She also notes that further onboarding and training might be necessary if there is a change in operations at an organization, such as the implementation of new equipment or processes. "Continuous onboarding and training programs identify and respond to new requirements throughout the course of the employee's working life, including returning to work after a lost time injury."


### Orientation

The orientation process should include an overview of the general facility, job-related roles and the overall culture of safety. Employees can learn, for example, about the location of emergency exits, eye wash stations and safety data sheets, and become aware of safety-related procedures, such as how to report an injury or an unsafe condition.

### On-the-Job Safety Training

Whether for a new employee or someone new to a specific role or task, employers can provide useful training that promotes the organization's overall safety culture. These activities include on-the-job safety training and an orientation, which should include both skill-based and awareness-based training. This gives employees tactical knowledge and cultural awareness of why safety practices are important.

- **Skill-based training** demonstrates the actual hands-on procedures necessary to perform a specific task, such as operating a piece of machinery.
- **Awareness-based training** includes general policies, hazard recognition and expectations for maintaining a safe and healthy work environment.

If your business needs assistance in putting a safety program in place, please contact CNGA partner, Richards, Seeley & Schaefer. The RSS staff will provide you with the resources and contacts you need to facilitate a safety onboarding program for your facility. We have relationships with the Colorado Safety Association and with our insurance carriers' safety departments. Our insurance carriers will provide discounts when safety programs and protocol are in place at a business. Not only will your employees be safer, but your business will be more profitable in the end. 

Source: Travelers Insurance ([rss-insurance.com/onboard-construction-workers](http://rss-insurance.com/onboard-construction-workers))

CNGA publishes a weekly Safety Sense newsletter. If you are not receiving it, please contact Ben Northcutt at [bnorthcutt@coloradonga.org](mailto:bnorthcutt@coloradonga.org) to add your name to the email list.

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## CSU RESEARCH UPDATE

By James E. Klett, Ph.D.  
CSU Professor & Extension  
Landscape Horticulturist

# Some Superior Woody Plants to Consider for 2018

Research continues at Colorado State University on evaluating new woody plants for Colorado and the Rocky Mountain region. Currently we have more than 1,200 different taxa of woody plants that we evaluate yearly for growth rate and habit, flower and fruit characteristics, landscape features, hardiness, foliage characteristics, and disease and insect

resistance. The following seven woody plants performed extremely well during the 2017 growing season and should be considered more for use in Colorado landscapes, especially along the Front Range. Annual reports on the performance of each of these cultivars can be viewed at [landscapeplants.agsci.colostate.edu](http://landscapeplants.agsci.colostate.edu).



*Acer truncatum X Acer platunoides* 'JFS-KW202'<sup>PP21838</sup> – **Crimson Sunset® Maple**

This hybrid has more heat tolerance, and its growth habit is more upright and compact. The foliage color is deep purple during the growing season and maintaining a maroon to reddish bronze for fall color. It is hardy to zone 4, and reaches a mature height of about 30 to 35 feet and width of 20 to 25 feet. The glossy, heat-resistant foliage on this hybrid defies heat and humidity by maintaining its rich, deep purple color through the summer months.



*Carpinus caroliniana* 'CCSQU'<sup>PP11280</sup> – **Palisade® American Hornbeam**

This clone forms an upright, oval canopy with ascending branches and good density. The bark turns a sinewy gray color on mature trees. The summer foliage is a good green with yellow-orange fall color. It is hardy to zone 5, and matures to a height of about 25 to 30 feet and width of 10 to 15 feet. This clone brings a uniform street tree appearance to an otherwise variable species.



*Carpinus betulus* 'Frans Fontaine' – **Frans Fontaine Hornbeam**

This clone has a narrow, columnar shape that is maintained with maturity. It has dark green summer foliage that turns yellow in the fall. It is hardy to zone 5, and matures to about 20 to 25 feet in height and 10 to 15 feet in width. The current season's growth curves inward toward the central leader.



*Tilia tomentosa* 'Sterling' – **Sterling Silver Linden**

This is a vigorously growing tree with a very neat and broad pyramidal shape. It has two-tone leaves, with dark green above and silver below that shimmer in the slightest breeze. The fall foliage color is yellow, and it is hardy to zone 5. It matures to about 40 feet in height and 30 feet in width. Thanks to the fuzzy (tomentose) texture of the leaves, they resist the feeding of insects and are more Japanese beetle resistant.





***Tilce cordata* ‘Corzam’ –  
Corinthian Linden**

This clone of Littleleaf Linden is the narrowest of the Littleleaf cultivars. It has smaller, thick, deep green leaves giving it a finer texture. The fall color is a good yellow. The white fragrant flowers are loved by bees, and bright green bracts contrast nicely with the dark green leaves. It is hardy to zone 3, and mature to about 40 feet in height and 10 to 15 feet in width. It can have aphid and Japanese beetle problems.



***Syringa reticulata*  
‘Bailnce’<sup>PP20458</sup> – First Editions  
Snowdance Lilac**

This tree lilac is excellent as a smaller, single-stem tree with dark green leaves. It has very large white panicle flowers in June into July. It has a more upright, spreading growth habit, maturing to about 15 to 20 feet tall and 15 to 20 feet wide. It is hardy to zone 4, and the large plumes of small white flowers smother the branches in early summer.



***Syringa reticulata* spp.  
Pekinensis – Pekin Lilac**

This lilac can be grown as a single-stem, smaller tree or larger, multi-stem shrub. It has an upright arching habit, which gets more open as it matures. The bark exfoliates and comes off in flakes or sheets, and adds a lot of winter interest. The showy, yellowish-white flowers appear in late May to June. It prefers a sunny location, and is hardy to zone 4, maturing to about 15 feet in height and 10 to 15 feet in width. It appears very adaptable to more alkaline clay soils.

A technical bulletin entitled ‘Dependable Landscape Trees’ from the Colorado State University Arboretum is a valuable resource, highlighting many of most dependable trees for the Rocky Mountain area. Recommendations in this bulletin are based on 15 years of data, collected from 1997 to 2012. It is available for \$19.95 plus shipping and handling and can be ordered online at [csuextstore.com](http://csuextstore.com).




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GRANITA™ Raspberry ice plant 2018

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- Laporte Avenue Nursery
- Little Valley Wholesale Nursery
- Loveland Garden Center
- Nick's Garden Center
- Paulino Gardens
- Suncapes

**COLORADO WHOLESALERS**

- Alameda Wholesale Nursery
- Alpine Gardens
- Arbor Valley at Country Lane
- Fort Collins Wholesale Nursery
- Gulley Greenhouse
- Kiyota's Greenhouse
- Little Valley Wholesale Nursery
- Welby Gardens

**NORTHWEST PROPAGATORS**

- Alpha Nursery
- Arrowhead Ornamentals
- Briggs Nursery
- Carlton Plants
- Highland Meadow Nursery
- Holden Wholesale Growers
- J. Frank Schmidt & Son
- JLPN Inc.
- John Holmlund Nursery
- Little Prince of Oregon Nursery
- Robinson Nursery
- Sester Farms
- Shooting Star Nursery, LLC
- Skagit Gardens, Inc.
- Speer & Sons Nursery, Inc
- Valleybrook International Ventures, Inc.
- Van Essen Nursery
- Walla Walla Nursery, Co.

**WEST ROCKIES PROPAGATORS**

- Apple Creek Propagators
- Blake Nursery
- Civano Nursery
- Glacier Nursery
- Mountain States Wholesale Nursery
- Perennial Favorites- Utah
- Split Mountain Farm



# 2017

## CNGA AWARD RECIPIENTS

Each year, the Colorado Nursery and Greenhouse Association accepts nominations for the Hall of Fame, Person of the Year and Horizon awards. These awards recognize the talent, leadership and up-and-comers in our industry. The CNGA Board of Directors reviews all of the nominations, votes on the recipients, and presents the awards at the Industry Celebration in February. This year, five CNGA members were recognized for their contributions.



### HALL OF FAME

#### **Kent Broome, Baxter Nursery**

The Hall of Fame Award is given to individuals who throughout their career have demonstrated leadership and commitment, and made contributions for the betterment of the industry as a whole. Kent has provided consistent and strong support of the industry and the association. He was instrumental in reviving the Grown In Colorado® trademark, as well as creating chapters and a stronger presence in New Mexico and Wyoming. He served on the CNGA Board of Directors from 2001 to 2011 and as the Board President in 2010 and 2011. He has been on the Japanese Beetle Steering Committee and ProGreen Board of Directors.



### PERSON OF THE YEAR

#### **Diana Reavis, Eason Horticultural Resources**

The Person of the Year recipient is an individual who in the last 12 months has made a positive impact on the regional horticulture industry through their involvement, actions or participation in the promotion of professionalism, creativity and involvement for the betterment of the industry. Diana was recognized for her passion for the industry and promotion of Colorado horticulture. Her history in production and passion for plants make her a great ally for her customers, supporting their efforts to bring great horticulture to consumers. Reavis is a member of the CSU Trial Garden Committee, volunteers for Plant Select, and was a key member of the local committee for the Perennial Plant Association Conference in 2017.



## CHREF Auction Sets Record at Industry Celebration

Nearly 150 people attended CNGA's annual Industry Celebration in conjunction with ProGreen EXPO in February. Not only did they enjoy a wonderful new venue at Rhein Haus Denver, they also opened their wallets to raise money to support the Colorado Horticulture Research & Education Foundation. Harmony Gardens was the successful bidder for Gus the Gnome, who fetched the highest bid ever! Thank you, Harmony Gardens Owner Todd Seufer!



## HORIZON AWARD

*The Horizon Award is given to individuals who have been in the industry less than five years, exhibit the qualities and high standards exemplifying CNGA, and have made significant contributions to a CNGA firm.*


### Sarah Wong, CCNP, Emerald Leaf

Sarah was recognized for her accomplishments at Silver Sage Garden Center and her drive to further her education and learn. She's involved with the association, became a Colorado Certified Nursery Professional (CCNP), and now volunteers to help others obtain their certification. She sits on the Communications Committee and writes articles for the LooseLeaf magazine.



## HORIZON AWARD

### Shannon Eversley, CCNP, & Alex Tisthammer Fort Collins Nursery

Shannon and Alex are recognized for their contributions and success as members of a three-person outdoor management team. Their creativity and energy are part of what keeps local businesses moving forward. These two are continuously looking to learn and for more responsibility, which is imperative to the growth of an organization. They helped to restructure the outdoor management team to increase department functionality, and they have outstanding knowledge of plant material. They both have great attitudes and energy, and are able and willing to work in many different departments. 





## FUNDING RESEARCH & EDUCATION

By David McKinney  
CSU Scholarship Winner

# An Industry with a Strong Future

When looking back on my past three years at Colorado State University, I have come to understand that I could not have made it to where I am now without the help of scholarships. Awards like those provided by the Colorado Horticulture Research and Education Foundation (CHREF) give funds for students struggling to pay for school, but they also give a much-needed dose of inspiration.

Scholarships are a way to let students know that someone believes in their future and wants them to finish their academic career. I have been incredibly impacted by scholarships I have received. They helped bear the financial burden of college, and allowed me to develop myself professionally and socially, allowing me to join student organizations like the CSU Horticulture Club, Pi Alpha Xi Honors Society, and the College of Agricultural Sciences Ambassadors. I am less worried about finding a job in college that will fill my wallet, rather than give me the skills I need for my career. I have had the opportunity to work for Dr. Jim Klett as the CSU Perennial Demonstration Garden Coordinator,

and now as the 3-Year Perennial Trial Coordinator, neither of which would have been plausible without the help scholarships gave me and the boost they gave to my academics.

In the same way, scholarships have helped me work towards my long-term career goals. My best idea of what my future holds is continuing in school as a graduate student, the inspiration of which came from meeting the professionals on the boards of the scholarship foundations and hearing their stories.

I know other students like me have gone on to work for the company that provided them with their scholarships, and they were grateful for the help to begin their careers. Scholarships awarded by foundations and companies are a direct investment into the future of our industry, and are often that essential push to motivate a student to finish their degree strong. I can say with certainty that our industry will have a strong future because of these awards. 🌱


*“I know other students like me have gone on to work for the company that provided them with their scholarships, and they were grateful for the help to begin their careers.”*

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# NEW members

Additional contact information for each member can be found in the Member Directory under the Membership tab on [coloradonga.org](http://coloradonga.org).

## Brush Creek Ranch

Ron Harkins  
Saratoga, Wyo.  
307.327.5284

## Crop Insurance Solutions

John Schreiter  
Milford, Neb.  
402.217.0595

## Peaceful Prairie Nursery, Inc.

Miles Imel  
Mitchell, Neb.  
308.631.7452

## Roots Arboriculture and Nursery

Daniel Lavalley  
Fort Collins, Colo.  
970.682.0314

## William Combs

Colorado State University  
Fort Collins, Colo.

## Emily Helmus

Colorado State University  
Centennial, Colo.

# classified ADS

CNGA offers free posts of online classified ads to members, including items for sale or lease and job openings. For more details about the classified listings below and to see other current postings, visit the classifieds page under the Resources tab at [coloradonga.org](http://coloradonga.org).

## Help Wanted

### Greenhouse Manager

The Lodge & Spa at Brush Creek Ranch, 66 Brush Creek Ranch Rd., Saratoga, Wyo. 82331, [nora.asbury@brushcreekranch.com](mailto:nora.asbury@brushcreekranch.com)

### Nursery Manager/Plant Care Specialist/Receiving Assistant

Durango Nursery & Supply, Inc., 271 Kay Cee Lane, Durango, Colo. 81303, [sue@durangonursery.com](mailto:sue@durangonursery.com)

### Head Grower

Welby Gardens, 2761 E. 74th Ave., Denver, Colo. 80229, [bruceg@hardyboyplant.com](mailto:bruceg@hardyboyplant.com)

### Assistant Nursery Manager, Nursery Sales, Landscape/Maintenance Technicians, Design Assistants, Supervisors, & Managers in Summit, Eagle & Grand Counties

Neils Lunceford, Inc., P.O. Box 2130, Silverthorne, Colo. 80498, [timglasco@neilsluncefordinc.com](mailto:timglasco@neilsluncefordinc.com)

### Horticulturists/Gardeners & Tree Farm Position

Steve Koon Landscape & Design, Inc., 2301 W. Oxford Ave., Englewood, Colo. 80110, [SteveKnLandscape@aol.com](mailto:SteveKnLandscape@aol.com)

### Spoke Administrator & Sales Associate

Arbor Valley at Country Lane, 2979 N. Highway 83, Franktown, Colo. 80116, [tomh@arborvalleynursery.com](mailto:tomh@arborvalleynursery.com)

### Landscape Installation Crew Leader

Eaton Grove Nursery, 35901 CR 31, Eaton, Colo. 80615, [eatongrovestaff@gmail.com](mailto:eatongrovestaff@gmail.com)

### Customer Service & Inside Sales Representative

Botany Lane Greenhouse, 1661 E. 77th Ave., Denver, Colo. 80229, [sales@botanylane.com](mailto:sales@botanylane.com)

### Landscape/Maintenance Technicians

Gardenz, 7695 W. 23rd Pl., Lakewood, Colo. 80214, [marie@gardenz.biz](mailto:marie@gardenz.biz)

### Various Landscape Positions

Bath Landscape & Design, 2000 E. Prospect, Fort Collins, Colo. 80525, [info@bathlandscape-irrigation.com](mailto:info@bathlandscape-irrigation.com)

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# CONGRATULATIONS

TO THE 2017 CNGA AWARD RECIPIENTS!



Hall of Fame Awardee Kent Broome, Person of the Year Diana Reavis, and Horizon Award recipients Sarah Wong, CCNP, Shannon Eversley, CCNP, and Alex Tisthammer were honored at the 2018 Industry Celebration at ProGreen in February. Find out more about the award recipients on pages 20 and 21.