

Keeping crew happy keeps crew, period.

By TERRY BUCHEN

Talking with supers, I take the opportunity to inquire about unusual fringe benefits that courses give their maintenance staff, other than vacations, sick days, holidays, etc., to improve employee morale. A little thoughtfulness goes a long way.

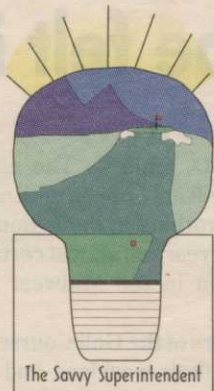
Some examples include:

- Employee golf tournaments, with an awards party afterward. Two-person teams are popular, with a scramble or alternate shot format. Taking the winning team's picture, blowing it up, framing it, and placing it for permanent display on the crew's lunchroom walls is a real morale booster.

- Employee fishing tournaments, where each employee catches as many fish as possible in a two-hour timeframe, with an awards party afterward. The winner's picture on the lunchroom wall also works well.

- Give each employee two movie ticket certificates for use on any day of their choice.

- Have an employee luncheon, in the clubhouse, in addition to the usual employee



Christmas party.

- Give out gift certificates to a favorite local restaurant chain for the employee and spouse, and maybe enough for the kids.

- Put on a soda machine party, where all profits from the lunchroom vending machine go back to the employees in a regular scheduled event, perhaps monthly.

- Club sponsorship of softball, bowling, volleyball and touch football teams is quite popular, with the course supplying the uniforms

and paying part or all of the team entry fees.

- Annual family picnics, usually held off course property, are in vogue.

- Performance bonuses are starting to pop up at a few clubs to reward employees after the season is over, after a member/guest tournament, etc.

- Give employees their birthday off with pay.

Most of the supers surveyed said they noticed quite an attitude adjustment and it really paid off in improved productivity and employee overall happiness.

Four supers enter Maine Golf Hall of Fame

POLAND SPRING, Maine — Four superintendents were among 17 people inducted into the newly formed Maine Golf Hall of Fame, during ceremonies held at the country's oldest resort golf course, Poland Spring Country Club.

Charles "Pop" Erswell of Brunswick, Shirley Liscomb of Bar Harbor, Frank A. Gilman of Augusta and James C. Jones of Cape Elizabeth, all deceased, were honored. Alex T. Chisholm of Biddeford, known as a course designer, club maker, player and teacher, was among the others inducted.

Regarded as the Father of Maine Golf, Erswell was especially famous for his inventions, including the first-known golf cart in about 1917. He was instrumental in forming the Maine Golf Association that in

1917 became the Maine Seniors' Golf Association, which he served as president.

A stone marker at the 3rd tee at historic Kebo Valley Club in Bar Harbor commemorates Liscomb's service as pro-course superintendent. He totaled 50 years at Kebo, the birthplace of Maine golf in 1891.

Gilman did everything in golf at Augusta (Maine) Country Club for about 30 years. A greenkeeper and instructor, he won four Maine Open titles.

Breaking into golf as a caddie in 1917, Jones gave lessons at Augusta CC while a junior in high school. He was head pro at Bath Country Club for 16 years and was the first president of the Maine GCSA. He was active as a course designer and superintendent consultant almost until his death in 1991.

DELA. DECIDING OUTDOOR PLAN

Four more workshops have been scheduled for public input into Delaware's Statewide Comprehensive Outdoor Recreation Plan (SCORP). The state's Division of Parks and Recreation, which updates SCORP every five years, began the latest string of meetings in February. Municipal, county and state agencies responsible for outdoor recreation use the plan to identify future facility needs and to guide investment of both federal and state funds to fulfill these needs. The Delaware Trust Fund, established in 1986, stands at \$3.7 million. Trust-generated interest is the source of revenue for a matching grants program available to municipal and county governments.

The upcoming meetings will be:

- Tuesday, Oct. 26, at 7 p.m. in the Milford Recreation Building.

- Thursday, Oct. 28, at 7 p.m. in the Millsboro Civic Center.

- Thursday, Nov. 4, at 7 p.m. in the Carpenter's Union Hall in New Castle.

- Tuesday, Nov. 9, at 7 p.m. in Caesar Rodney High School.

More information is available from Mark Ivy at 302-739-5285.

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