



## NEW ENGLAND USES PRACTICAL PLAN OF caddie training AS STANDARD FOR WHOLE DISTRICT

*Details are furnished by*

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Executive Secretary, New England Service Bureau

WHEN it is realized that the average large golf club spends \$15,000 to \$22,000 annually for caddies, it is immediately apparent that the boys represent an item in club operation that can afford to be considered seriously and promoted into an efficient and satisfactory system. The New England Service Bureau, feeling that caddies should never be a neglected asset, has developed in the past year a system of caddie management that can well be taken as a model throughout the country.

The success of the system is due to two main points that have been kept always in mind; first, make no unfair demands on the boys' services; second, arouse in them the spirit of competition and team-work. That the system works, and works well is indicated by the fact that almost twice as many clubs will follow the plan this year than were governed by it in 1928.

Miss Evelyn C. Nickerson, executive secretary of the N. E. Service Bureau, has

supplied GOLFDOM with a full description of the plan. She writes:

"This system has been installed at Albe-Marle, Metacomet, Portland (Me.) Country Club and Lake Sunapee (N. H.) Country Club and has certainly met with a great deal of approval from the players. The kids themselves are all anxious to be the best in the state and I believe another year will see twice as many clubs asking the Bureau for assistance with their caddie work. We select the caddie masters for these jobs and teach them the U. S. G. A. rules of golf before he secures a position. He makes monthly reports to this office and I check up with the Caddie Committee to see if they are really getting results. If you will note the team work between caddies, you can quickly realize how you can speed up play by training the boys in this manner.

### Uniforming the Bag-Toters

"Each club has a different uniform for



The boys should be schooled in the rules of golf

their caddies. For instance, Albemarle has white shirts and white duck long pants with their club colors in their neckties. Metacomet boys have white linen knickers and have their club colors in their sweaters.

"Wherever the Service Bureau instals a caddie system, we try to start a welfare fund for the caddies. This fund is also to help eliminate tipping. If you desire to tip your caddie, the caddie will ask you to put the money in the welfare fund. The fund purchases the caddie team's uniforms and pays for different prizes that are given monthly and at the end of the season to caddies. For instance, if members will give the Caddie Master discarded clubs, the clubs are repaired and given as prizes to the boys for attendance, perfection in performance, neatness in appearance, et cetera. All this money is devoted absolutely to the caddies themselves.

"The captains, or honor caddies, meet once a week and decide what shall be given as punishment to any brother caddie for infringement of the rules."

The standards of caddie control and management, as adopted by the N. E. Service Bureau, follow:

1—In selecting boys for caddie work, apply to the local High and Grammar School. If you have a record of the caddies that worked for the club last year, take the boy with the best rating and make him an Honor Caddie, delegating him as a Sergeant of ten boys. His rating as Sergeant will give him the authority to discipline these boys while caddying; that is, these boys will know that it is his duty to report them to the Caddie Master for any misdemeanor that he may know them to be guilty of when on duty.

2—Boys should be graded in four classes: Honor Caddy, A, B, and C.

3—Should an Honor Caddy be reprimanded by a Caddie Master twice in a week's time, he loses his rank as Honor Caddie for one week. If in the following two weeks his conduct is such that the Caddie Master thinks he can be reinstated, he again becomes an Honor Caddie. His second offense will not entitle him to be reinstated and he becomes an "A" Caddie. In other words, the title of Honor Caddie must be something worth striving for.

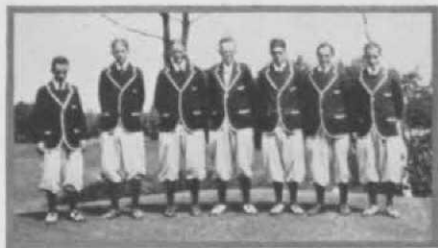
4—If a boy is reprimanded twice in a week, he loses his class, that is, an "A" Caddie becomes a "B" Caddie, a "B" Caddie becomes a "C" Caddie. Having lost his rating, if a caddie still does not obey instructions, he may be suspended by his Caddie Master—the first time, for three days. After being reinstated, if he still does not respond to discipline, he shall be suspended for a week. If, after being suspended for a week, the Caddie Master finds he will not obey instructions, he is dismissed for the season.

5—During the middle of the week when the caddies are not busy, the Caddie Master should arrange with the Greenkeeper to find something for the boys to do. For instance, rake bunkers, weeding, or whatever the Greenkeeper may suggest.

6—It is well to keep the caddie amused. Several boys sitting around are apt to get into mischief. If possible, erect basketball goals. Quoits are also a good game for them.

7—Caddies should be allowed one morning a week in which to play the course. The Caddie Master should encourage the boys to have a Caddie Team from which a representative for the Caddie Championship should be selected.

8—Each caddie should have a badge giving his rank. These are inexpensive, should not cost over .15 or .20 apiece, and will be something that a boy would



### Clubs find it advantageous to uniform their caddies

appreciate. It would also make him strive to get into the Honor Class.

9—Caddies should be assigned to players in order of their arrival at the course. For instance, if John Jones arrives at 8:00 and John Brown arrives at 8:10, and John Smith arrives at 8:15, John Jones should be the first caddie called. This also gives a boy an incentive to arrive at the club early in the morning. The Caddie Master should register the boys every morning, making a note of the time of their arrival, which eliminates all question of favoritism.

10—Caddies should be instructed on the rules of golf, as well as local rules. A caddie who does not know both U. S. G. A. and local rules may unwittingly cause the player to lose a hole. A Caddie Master should give this instruction one hour each morning.

11—All caddies should be notified by

Caddie Master when they reach the age of sixteen that if they caddie after this time, they will lose their amateur standing.

12—Caddies should be taught cleanliness. A clean boy commands respect for those with whom he comes in contact.

#### CADDIE DEPARTMENT

1—No Caddie is allowed on the grounds until 8 a. m.

2—Register with the caddie-master immediately on arriving at the Club and notify him on leaving the grounds.

3—On leaving the grounds you are to use the same way you enter, and not the path nearest the Clubhouse. The penalty is dismissal for the season.

4—Class-A caddies *only* are allowed to play on the course on days designated by the caddie-master; others will be suspended for one or two weeks.

5—Any caddie leaving waste paper, food, etc., around or disfiguring the caddie house will be suspended.

6—You must keep off shop veranda, and the immediate vicinity, unless you have business there and are not allowed in the locker rooms even when requested to do so by players.

7—You must not loaf in front of the clubhouse and yell at autos, asking for rides.

8—In no case shall money be paid caddies. All payments or charges to members' accounts must be made through the caddy-master.

9—Caddies can only be engaged through

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the caddymaster by members on their arrival at the Clubhouse.

10—If a player should ask you to caddie for him you must reply, "I am sorry, Sir, but you will have to see the caddie-master."

11—You must not swear or use indecent language while on the grounds.

12—When starting out with players, ask for some extra balls. Keep them cleaned up at all times ready for use.

13—Remember in speaking of, or to, the professionals or caddie-master, it is always "Mr." or "Sir."

14—Criticizing superiors or making insulting remarks will not be tolerated. Caddies are instructed to take their complaints to the caddie-master or the professional.

15—Never speak to the player unless he speaks to you.

16—Do not comment on players' shots at any time.

17—While on the course, caddies must not talk or whisper with one another.

18—Leaving a player before he finishes means loss of pay and suspension for the season, unless necessary.

19—Never look for balls other than those of your player, unless directed by your player to do so.

20—When looking for your player's ball, if you find another, it is his property; give it to him at once. If he refuses it, you may keep it.

21—Caddies are not allowed to sell golf balls to members.

22—Under no circumstances are you to swing players' clubs.

23—The only clubs to give a player are the driver or putter, unless he asks for one.

24—Always keep ahead of your player, never lag behind. Be at the ball when player gets there and stand at attention. It is up to you to find the ball and have it marked so that the player wastes no time hunting for it himself.

25—Benches on the teeing grounds are for players alone. Caddies must not sit down.

26—Do not rattle players' clubs.

27—Always replace turf if player fails to do so, laying down the bag to mark spot where turf has been removed.

28—Keep out of the bunkers unless called in by player and then smooth over foot-prints on coming out.

29—Never stand behind player while he is making a stroke.

30—Do not move while player is making a stroke.

31—When ball goes out of bounds, caddie should inform player at once in a loud tone so that he may hear distinctly.

32—Only one caddie should be on the green at one time.

33—Never walk or stand on any line of putt.

34—Go around the line of putt.

35—Always face the player making a stroke on the green.

36—Caddies must always stand well away from the cup.

37—Hold the flag with either the right or left hand, standing off to one side so that your shadow will fall away from the hole and the line of putt.

38—After removing flag from the hole, keep the flag end down on the green and well away from the line of putt.

39—Be careful of the turf around the cup in replacing flag, use both hands.

40—Never touch a player's ball until told to do so, except when you are sure it is out of bounds.

41—No caddie is compelled to start out in a rainstorm.

#### RULES FOR CADDIE PROCEDURE

1—When a caddie is assigned to a player, he will first inquire, "Have you a score card and pencil? Have you any balls you wish washed?"

2—He will then count the clubs in the player's bag and say, "Mr. Brown, you have five iron and three wooden clubs," stating how many clubs are in player's bag.

3—If there is a local rule on any hole, he will call it to the attention of the player before the player reaches the tee.

4—On a twosome or a foursome there should be a caddie on each side of the fairway.

5—If the player's shot be out of bounds, he shall immediately call, "Out of bounds," being sure the player has understood him.

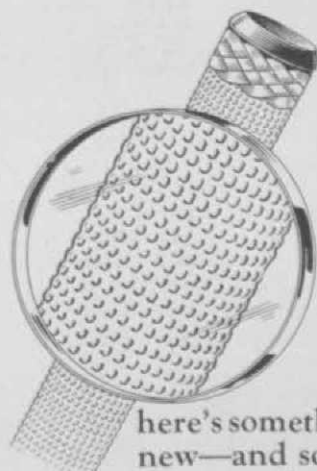
6—The first thing to impress on a caddie's mind is the need of team-work with his brother caddie.

7—In a twosome or a foursome if a player should hook or slice a ball which lands in the caddie's vicinity, even if it is not the player for whom he is caddying, he should signal to the brother caddie that the ball had been located and permit his brother caddie to help with other player's ball.

8—The caddie for the player whose ball is first on the green shall flag the hole. The other caddie or caddies shall hand their players their putters, one collect the bag of the boy who is flagging the hole,

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and proceed to the next tee, which eliminates the caddies either kneeling at the green or standing about the green which is often annoying to players.

9—On a long hole, the caddies should leave their players' drivers on the tee and proceed up the fairway and shall watch the ball of the caddie who has flagged the last hole. The caddie who flagged the previous hole will collect and distribute the putters after the tee shot.

10—Balls should be washed when necessary without player having to ask for same.

11—When a caddie stands by the ball waiting for player to make a second shot, he shall stand the bag on the ground and hold it in both hands in front of him so that player may take whichever club he desires to use. If the bag is on the ground directly in front of the caddie and held with two hands, he will not be leaning on the bag, which is apt to injure the clubs.

12—Caddies should not offer suggestions to players.

13—In playing eighteen holes, the caddie at the ninth hole should again count his clubs and be sure they are intact.

## Evanston's Fairway Watering Operating Data

By PAUL E. GREEN

SOME months ago the writer described in GOLFDOM the construction of the Evanston Golf club's fairway sprinkling system. This system has been in operation since the middle of May, 1928. Close observation has been kept over the operations and it is believed that some of the information which has been gained will be of interest to other clubs.

Evanston's system consists of 16,000 feet of pipe ranging in size from six inches to two inches in diameter. It was scientifically designed by an engineering firm on the basis of the amount of water which would be required. This resulted in the construction of a system over eighteen holes of fairways at a cost of \$17,500.00. The water is purchased from the village of Niles Center, Illinois, and may be reinforced by the club's existing deep well pumping system in case of emergencies such as inadequate amount of water from the village or reduced pressure. There are

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