

Coast Pro Proposes New Salary Plan

OUT of the golden west, which gets its "golden" designation so far as pros are concerned from the tournament pots rather than from the average annual earnings of its local pros at their home clubs, comes a thought that may have considerable influence in the future of pros.

Roy Tufts, professional of the San Diego Country club, is the author of the thought, which was first given publicity by Sherman Paddock in the excellent "Country Club" magazine where gems from the typewriters of Paddock and Scotty Chisholm twinkle.

Paddock tells something about this fellow Tufts by saying: "From the viewpoint of the entire membership there isn't a better professional anywhere. He is a happy combination of everything a man in his position should be, if satisfying the big majority of members, rather than winning national tournaments, is regarded as desirable.

"I dare say Roy would have as good a chance as anybody to win major events if he trained for them as consistently as some of the national leaders, for he plays mighty sweet golf. He doesn't train consistently—doesn't train at all, in fact, because he is too busy taking care of the men who pay him to look after their golfing welfare. If a club wants publicity it should engage the services of a man like Walter Hagen or Leo Diegel. If it doesn't care a hang about publicity but is seeking someone to improve the games and add to the pleasure of its members it should employ a man like Roy Tufts."

The San Diego Country club is said to have more members who play in the 80s than any other club in southern California. As in all clubs where the play is heavy the club is in good shape in every respect. Now where the original idea advanced by Tufts comes in, is in raising the standard of play. Tufts' idea on this matter is described by Paddock as follows:

A Plan of Pro Payment

"I was especially interested in Roy's plan regarding the payment of professionals. Instead of allowing them to take a certain percentage of all the money derived from

giving lessons he would assess each member so much a month to provide a salary fund for the professional. On this basis his services would be open to all members without additional charge.

"Directors of a club could decide on how much they wanted to pay their professional," said Mr. Tufts. "Supposing they thought \$500 a month sufficient, and that they had 500 members. Each member would then be assessed a dollar a month. If they wanted to pay more the assessment would be in proportion. Two dollars monthly, for example, would mean \$1,000 monthly for the professional.

"I fail to see where anyone could object to paying a dollar or two a month under this plan. If a man sought only one suggestion a month and his game was improved thereby he would be getting his dollar's worth. The entire membership would benefit equally under the plan. As it is now a lot of players do not take lessons because they feel they cannot afford it. They think one lesson would be of little or no benefit, and that a series of them costs more than they can afford. Under my plan they could take as many or as few as they wished.

"There are plenty of entirely competent professionals who are satisfied with an income of \$500 a month. The boys who don't want to put in their time for that wouldn't have to, if they feel their reputation entitles them to more. Lots of clubs are perfectly willing to pay more. But so far as teaching the game is concerned the \$25,000 professional is no better than any number of \$6,000 professionals, and not infrequently they are not so good.

"Personally I am of the opinion that Roy is thinking along the right line. Now and then we encounter a professional who is sincere in his desire to help all his members, whether they are paying him for lessons or not. This applies to some of the top-notchers with international reputations for their ability as players as well as to some of those whose reputations do not extend beyond their home district. But in most instances the member who doesn't pay for lessons gets no benefit whatever from having a professional on the ground. The latter makes his living by giving lessons and it would be unfair to expect him to pay the same attention to members who give him nothing as he does to those who add substantially to his income.

"While Roy agrees with this point of view, and doesn't advocate that others in line of work give their services to anyone without compensation, he himself is as free with his advice and suggestions as if the plan he endorses, of having the professional on a flat salary, were in vogue."

Pro and Con

Tufts himself admits that lessons alone don't do much good unless they are accompanied by practice, and is reluctant to instruct any member unless the member will practice two or three times between lessons. So many golfers are loathe to practice and even to receive instruction, and their number may militate against the plan, unless the majority is in favor and can swing over the contrary ones. Success of the plan calls for a high grade of pro instruction, and a versatility, for as Paddock points out, there are some pros who are wonders in bettering the games of fairly advanced golfers, but who are failures with beginners. In view of the number of lessons required under the proposed plan, it probably would be necessary to inaugurate group instruction sessions.

The plan has a lot of slants to it that call for serious study of detail by pros and by club officials. It may be the answer to the clubs' need of larger and steadier attendance on the part of members, with the consequent increase of house business. It also holds promise for the able pro for it provides an inducement of profit that will be earned only by considerable work, but which will be a substantial income. It is no secret today that the demand for good pros who are real assets to clubs, is greater than the supply. Many clubs may not realize this, or realize what a good pro really is, but after trying to get satisfaction from the services of a pro who is not making a good living wage, they learn.

The pros and the clubs have to get together better than they now are on a basis of mutual profit, and for that reason the Tufts idea is deserving of considerable study.

TO increase the club income without increasing the congestion on the course, have you considered the possibility of non-playing memberships? This applies particularly if the club has a swimming pool or outdoor dance floor.

This Is Way to Spell "Good Pro", Bob Says

BOB WHITE, of Spalding's New York office, is a good booster for his friend E. D. Van de Water, pro at the Meadowbrook Country Club, Hamden, Conn., and



E. D. Van de Water

one of the able business pros of the country. Bob sends us this to tell what kind of a talented gent Van de Water is:

Very conscientious.

A fine instructor.

Never lacking in courtesy.

Dependable.

Energetic.

Watchful of the club's interests.

A consistently good player.

Takes a personal interest in his pupils.

Extra well versed in course upkeep.

Renders satisfactory service to all.

MANY green-chairmen think additional traps are the sole necessity when a hole is "too easy" and needs tightening, but many a perfectly designed hole has been ruined by this practice. It is generally better to change the location of the tee, which does not necessarily mean moving it back. Sometimes a shift to one side or the other for a matter of only fifteen yards will change remarkably the character of shot required.