

# "We'll Help" Says chairman who advises greenkeepers on plans for future

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[Greenkeepers' Convention Address]

THIS is my second trip to a convention of your association. I was fortunate in having the opportunity to be present at your last gathering in Detroit, and I was so much impressed with what you are doing, that I decided to make every effort to attend your convention this year. So here I am, and with me, our greenkeeper, Mr. Moffett, who is a member of your organization. I have been very much interested in your work, and in your efforts to arrive at the point where you can be of tremendous value to your employers, the golf clubs whom you represent. I have made frequent trips with Mr. Moffett to Washington; to our State Agricultural headquarters at New Brunswick; and to the various golf and green section meetings. I always manage, at these meetings, to find something of value for the club I represent; but I feel today in the light of what I have learned at this gathering, that your men and your organization furnish the inspiration and the knowledge that our golf clubs need. I consider that more can be learned for the benefit of the golf courses of this country at one of your conventions, than in a dozen trips to the various experimental stations and golf shows.

We laymen must look to you as the individual looks to his physician, or the business-man to his lawyer. We need your advice and assistance, not only for the proper preservation of our valuable properties, but also for your co-operation in overcoming the many troubles that golf courses are subject to. I regret that so few green-committee chairmen have attended your conventions thus far, and I sincerely hope that next year, when you meet, you will have a very large number of green-committee chairmen present. I believe it is the duty of every man who accepts the post of chairman of the green-committee, to make an honest effort to attend your conventions, or to send a representative. And I believe the principal reason for the non-attendance, lies in your failure to properly acquaint them with the excellent work that you are doing.

I trust you will pardon me if I, as an

outsider, make bold to give you a few words of friendly advice:

## Counsels Greenkeepers.

*First:* Make it your business, in the very near future, to strengthen your organization. See to it that you add to your numerical strength, but in doing so, be sure to keep a high standard of your individual members.

*Second:* Make the membership in this organization worth while. See that your standards are sufficiently high so that it will not be easy to acquire membership in your organization.

*Third:* Take advantage of every opportunity (and there are many) to study and to attend the numerous lectures that are being provided by the agricultural schools, the U. S. G. A. Green Section and your own district organization.

*Fourth:* Bear in mind that you are members of a profession and not mere laborers for hire. The sooner you realize this, and take advantage of the many opportunities to increase your knowledge and improve your standard, the sooner you will be able to command the compensation that your work merits. Many of you are receiving the pay of laborers, while you are doing valuable work as trained experts. You are the ones to control your future and the maintaining of your compensation at the proper level.

*Fifth:* It is imperative that you make a friend and fellow-workers of your green-committee chairman. He is the man that must first appreciate your value, and pass it along to his fellow-members on his committee, and then on to the membership at large. And I want to tell you most emphatically, that it is up to you to cultivate the cooperation and assistance of your chairmen. I believe that in most every instance, you will find the green-committee chairman only too willing to help you in every way possible. It is their duty to do so, since they have the same ends to accomplish that you have. Don't hesitate any longer. Don't hide your light under a bushel, but come out in

the open, and get the recognition you are entitled to.

*Sixth:* It is absolutely essential, if your organization is to prosper, that you look forward to the up-building of your cash reserves. I say this, because the time is coming when you will find it necessary to provide many things for your members that will be beneficial for your mental and physical welfare. It is going to take money to do this. My suggestion to you on this point, is to make a substantial increase in your own dues, and to institute a campaign of education, to interest your clubs to become partners with you, in this enterprise, by some sort of associate membership, and the payment of annual dues into your treasury.

### Get Club Help

I believe it will be an excellent investment for every golf club, to back up its greenkeeper to the extent of annual dues in the neighborhood of \$75 to \$100 per year. I honestly believe it would be the best investment that they could make. It would only amount to an expense of one or two dollars per week, in return for which, the clubs would get much valuable information.

Here again, it will take the initiative of the greenkeeper and the chairman to commit the club to a program of this kind. I am sure however, that it can be done, and I am perfectly willing to volunteer to be one of a committee of three, to be made up of green-committee chairmen, who will act as an auxiliary executive committee in your organization for the purpose of assisting in the carrying out of such plans as may be adopted for your future welfare and growth. As I look into the future, I visualize the greenkeeper ten years hence, not only as a practical expert, but a man educated in the sciences that pertain to his work. He will either be a college man, or he will have taken such college courses as will be available to the practical man already in the profession. He will have to be somewhat of a chemist in order to understand the many new features in connection with golf club work that are dependent on this science. He will have to be a soil expert because more and more this is becoming essential in greenkeeping work. He will have to be somewhat of an accountant, since clubs are demanding that their greenkeepers analyse their costs, purchases, and finances in general, along the lines of scientific

bookkeeping. He will have to be somewhat of a mechanic, since the tendency seems to be more and more toward the use of complicated mechanical devices and machines in the maintenance of our golf courses. He will have to be expert in handling men, since it becomes more and more important to retain labor units happy and contented.

*Finally, and most important,* he will have to be a diplomat. There is no man connected with a golf club who has more to contend with in the way of unjust criticism from impatient and unreasonable men, than the greenkeeper. It will be his job to learn how to accept these unfair criticisms with a smile, or to be able at the right time, to stand up and defend himself. In this respect, he will have to join hands with his green-committee chairman, who is often put in the same position. They both receive very little reward for their just efforts and they both are in the same boat when it comes to criticism.

### Plan for Future

With regard to your future organization, there will undoubtedly be decided changes in your membership which now numbers possibly four to five hundred. With five thousand golf clubs in the country today, and possibly several thousand more within the next ten or fifteen years, it is easy to foresee your future membership numbering several thousands. Membership as large as this is necessarily unwieldy. It will therefore become imperative to subdivide your national organization into various district groups, from which representatives will have to be selected to constitute your central or national body. This central body will be charged with the work of organizing your educational courses, planning into your experimental work throughout the country, providing the necessary tests and qualifications for membership in the organization and the planning and executing of your welfare work. To do all this, you will have to select your executives with great care. They will be chosen for their knowledge, experience, broad-mindedness, and self-sacrifice. They will be men of vision, courage and sympathy, and they will welcome to their councils with open mind the representatives of the green committee chairmen, who will be ready and willing to give their assistance toward working out the many problems of the golf clubs and the uplift of your organization.