

TRAINING CADDIES

Massachusetts Golf Association has been a leader in this important phase of club-employee relationships

IN MASSACHUSETTS there are about 200 golf courses, about half of which are member clubs of the Massachusetts GA. It is estimated that there are between 25,000 and 30,000 boys ranging from 11 years to 20, who caddie regularly or at intervals in this state. Some of the larger clubs which are well organized have excellent caddie systems, and consequently develop the most efficient caddies. Other clubs give little or no thought to the instruction of caddies, and what the boys learn about their work must be picked up by themselves.

The Massachusetts GA has had printed an excellent booklet on Instruction to Caddies. The booklet is illustrated, showing the right and wrong way for caddies to carry a golf bag, how to hold the flag on the putting green, where to stand when the player is making his shot, and in general, what to do and what not to do. The association has a supply of these booklets which it will furnish (at cost—15c post-paid) to member clubs so that they in turn may place them in the hands of caddie masters and caddies.

Player Has Responsibility

For a golfer to get the most pleasure and results, a great deal depends upon his caddie. It is a common thing for a golf player to say after he finishes a round that he had a "rotten caddie." This may be true on certain occasions, but more often it is not the caddie's fault. The golfer is simply making an excuse, and "takes it out" on the caddie. Every golfer should realize that a caddie may be trying to do his best. The golfer can be of great help to the caddie by simply showing a little personal interest in him. Most of these boys are so-to-speak in the formative age, and welcome suggestions and ideas from their employer. They are also subconsciously imitators, and will do and say the things that they see and hear on the golf course. In a word, what they pick up during the hours when they caddy is a

considerable part of their education. It has been said by educators that boys can learn as much in nine weeks in the summer as they do in the nine months of the school year.

This puts a great responsibility on golf players. Parents have a right to assume that conditions and influence at country clubs where their boys caddy are good. If club members would realize that most of the boys who caddy for them come from homes which have few advantages, they would appreciate that there is a great opportunity to be of service in the direction of a boy's whole attitude in life. Friendly interest and example will sow the seed of good citizenship. The material is usually excellent, and a boy is responsive to suggestions and advice. If every golfer would stop to consider the opportunity that he has, and resolves to adopt the proper attitude toward the caddie, he would be doing a fine service to his caddie, his club, and the game of golf.

Standards for Caddie Masters

Most of the larger golf clubs have a caddie master in charge of the caddies. It is his duty to enroll caddies, instruct them properly, allot them to players when they start their round, and have general oversight over them. The caddie master should be a man who has certain qualities in order to handle boys well. He must be old enough to exert proper authority. He must have above all a sense of fairness and justice, for many times questions arise for the caddie master to settle, and he should have the ability to settle questions promptly and fairly. The caddie master's authority must be unquestioned. He must be firm and just. He must require obedience. He should be a good instructor so that he can properly teach the boys the technique of caddying. He will have

to anticipate the thousand and one things boys do and should not do, and must know how to deal with them in an effective way.

The caddie master should be required to keep caddie records. The system should be as simple as possible, but sufficiently complete to supply all the essential information. There should be individual caddie records, a daily service record, and the caddie slip, which is signed by the member for each round. The caddie record might be on cards alphabetically arranged. The daily register might be either in a bound book, or in a loose leaf binder. In this could be entered the name and number of the caddie, the time of his arrival, the member to whom he is assigned, and the time he starts out and returns. This would facilitate the method of sending caddies out in rotation, which would prevent favoritism.

Tipping should be discouraged. While a small tip may be an effective incentive, it more often becomes an evil which it is hard to stamp out. A good alternative is to establish a tipping box where members may drop tips and the total amount collected in this way distributed at the end of the month by some fair basis.

Uniforms or distinctive insignia such as colored caps, are very helpful and are appreciated by the boys. An adequate playground situated some distance from the first tee is highly desirable. There should be some place for boys to leave lunches and coats; some clubs provide simple lockers and shower baths for their caddies.

Grading Caddies Is Good Policy

Frequently caddies are divided into two or three classes. The first class gets paid more than the second and third, and a boy may be promoted or demoted for cause. There should be some reward at the end of the year for improvement or excellence, and there are many methods of compensation. For example, a certain number of boys could be given tickets to a professional baseball game, or to one of the larger college football games. Some such method of recognition maintains the interest of the boys through the summer, and encourages them to do their best.

The golf committee of a club should realize that there is a great responsibility placed upon them in connection with their caddies. They should also welcome the opportunity of taking the proper interest in their caddies, and seeing that the members of the club do so. It is a big field, and an important one. They can do a great deal

for the individual boy. They can do a lot in the improvement of the technique of caddying, which will go far toward making every round of golf more pleasant for the members. The golf committee should also enlist the support of their own club members for some of them often need a word of advice about their own deportment. Golfers frequently get so intense about their game that they fail to think of the other fellow. Frequently the other fellow is the caddie, and oftentimes the poor caddie has to stand abuse unjustly.

This subject is so important and there are so many opportunities open that the sectional associations should seriously undertake the matter of caddie welfare with the idea that certain improvements can be instituted and abuses eliminated, and in general, standards raised.

GRANGE ALVES, Sr., father of Grange, Jr., member of the executive committee of the PGA, died in March at Cleveland, O., after an illness of five years. He was 72 years old. The elder Alves was a wheelwright and carpenter by trade and was introduced to golf club-making by Archie Simpson when Simpson went to the Royal Aberdeen club as pro about 1895.

Alves turned the hickory squares into shafts by hand. As clubmakers, Archie Simpson had George Low and Andrew Simpson with whom Alves retained close friendship until his death.

He came to the United States in February, 1921, and worked in the shop of his son Grange, Jr., for a year, after which he went into the contracting business, although maintaining many close contacts with the golf profession through his sons and friends of his boyhood.

Glass-In 19th Hole—Belmont Manor GC in Bermuda has replaced a wall with full-length windows allowing 19th-holers to overlook the 18th green. The architectural revision at the famous Bermuda establishment is in keeping with the clubhouse design found most pleasant in Great Britain but rarely seen in clubhouse design in the U. S.

Greenkeeping Scrapbook—John Morley, first president of the Greenkeepers association, had at Washington a scrapbook of greenkeeping historical and personal data that showed impressively the advance greenkeeping has made during the last decade.