

Rockford and shopped around until he found some freezing units which could be installed in the boxes and hooked up to a central cooling plant in the basement of the clubhouse. The cost did not exceed \$100 for these units, and the previous difficulties Rockford had experienced maintaining proper temperature for food preservation were eliminated.

There had been no provision in the kitchen for plate warming and no way to keep bread and rolls warm. So he bought a plate warmer from Albert Pick & Co. and a roll warmer from M. M. Simonds & Co. He rearranged the plumbing in the kitchen so that the pot-washer could operate alongside the range. All told, Anderson spent approximately \$1,500 for new kitchen equipment.

In the dining room Mrs. Anderson helps her husband, serving as club hostess. She greets members at mealtimes, makes all contacts with them when they want to arrange for special luncheons and parties and has control over the 3 steady waitresses and the 3 extra waitresses who are always on duty on Tuesdays, Fridays and Sundays.

The reason for extra help on Tuesdays and Fridays is that Rockford has two ladies' days a week. Tuesday is women's golf day and about 50 women compete. Friday afternoon 60 to 70 bridge players show up. The luncheon business is fairly heavy on both these days.

Strangely enough Saturday night around Rockford Country Club is dead. Rockford is a home town and the members go home to eat. Consequently, the club has not been very successful in promoting club dances and other typical Saturday night activities.

A "No Cost" Party

It does, however, hold what Anderson called a "Round Up" on several Saturday nights through the summer. When the members are notified there is to be a "Round Up" they split into small groups for dinner in various members' homes and rally to the club at 11 p. m. to dance until three or four in the morning to the music from a juke box. The club serves no food but does have beverages available. As far as the member is concerned, there is no cost for his attendance at a "Round Up" other than a voluntary contribution of a few nickles to keep the juke perking.

The electric phonograph, incidentally, is owned and serviced by a concessionaire who changes the records weekly and who as his profit takes the first \$5 worth of nickles going into the machine weekly.

The club gets any overage.

Employees of Rockford work under a bonus plan which brings them substantial checks, about equivalent to a month's salary, each fall. Anderson explained how this bonus is handled:

"We add a 10% service charge to all sales, and the money so collected is split up, 3% to take care of the state sales-tax and 7% toward the employees' bonus fund.

"At the end of the season, the Board of Governors get from me a list of our employees, the wages I pay each of them and how long each has been with the club. On the basis of this information, and with knowledge of how much cash is in the employees' fund, they work out the bonus checks. Ten per cent of the fund is not split up, but carried over to the following year. This gives us the money to handle any complaints on the part of an employee who thinks he has not been given enough bonus. Such complaints are carefully considered by the Board and additional checks written if the complaint is justified. If everybody is satisfied, the 10% held back is thrown in with the following year's fund."

"WHAT DO YOU THINK OF IT?"

by G. F. E.

Have an Eastern "Clam Bake" near the close of the season.

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Serve smaller parties (up to 25 persons) in buffet style to give a homey atmosphere? At these buffets the guests are seated and do not help themselves; the roasts or other entrees are brought into the dining room in large services and everything is carved and served from that buffet table.

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Do some catering to private parties at members' homes during the slack winter months, if they live nearby or around the club.

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Take motion pictures of your annual "Men's Day" and arrange another stag dinner about three or four weeks later at which party these movies will be shown.

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Have a "Candid Camera" night; pictures taken to be projected later on a similar occasion.