

Twilight Leagues Bring Big Boom in Golf Play

By E. T. KUHN

Pro, IBM, Country Club, Endicott, N.Y.

During my long association with golf, I have seen various promotional ideas initiated to increase play and interest in this popular sport but the opening of our 1946 season saw an impetus given to this ancient game that outshadows anything that I had seen before.

Under the able direction of Jack Bisco, our golf chairman, our members were given entry blanks before our golf season opened. Golf leagues are not a new idea here at IBM CC as we had established these leagues prior to our country's entry into World War 2, but the gradual curtailment on the use of gasoline, tires, etc., eventually necessitated the shelving of our leagues until this Spring.

The response to the revival was very gratifying. Before very long we had 11 leagues established based on handicaps.

Each league was composed of 10 four-men teams with a total of 440 persons participating. The committee composed of our club champion, John Grandeo; and Messrs. Loftus, Miller, Brumaghin, Bennett, Penrose, Barnes, Laughlin, Beck and Lucas of the day shift and Perry and Transue of the 2nd shift met with Miss Effie Herman representing the business girls and Mrs. Arthur Blake representing the Associate ladies and the ingenious schedule set up by William Bennett was thrashed out and adopted.

Our leagues rotate play over our 27 hole layout playing but 9 holes for each weekly match. Most of our league plays had to be after 5 p.m. so the recommendation was made for 9 hole matches.

Monday thru Thursday are "League

Days" at IBM CC; however, 9 holes of our course are kept open each evening for our non-league golfers.

Schedule Gets 'Em Acquainted

The Bennett and Penrose schedules were so arranged so that no one team met another team in competition more than once during the season. The schedule for a particular date would read as follows:

Intermediate League

Date: June 18
Course: 2nd nine
Partners: No. 1 & No. 3 — No. 2 & No. 4
Teams: No. 6 vs. No. 4
No. 5 vs. No. 10
No. 1 vs. No. 9
No. 2 vs. No. 8
No. 3 vs. No. 7

Referring to our sample schedule we find team No. 6 scheduled to oppose team No. 4, consequently, No. 1 man on team No. 6 meets No. 1 man on team No. 4 and so on down the line.

These men play match play for one point per match which accounts for 4 points of a potential 6 points. Back to the schedule again and we find No. 1 man and No. 3 man are partners as are No. 2 man and No. 4 man. In conjunction with their regular match these partners play their respective opponents a hole by hole match based on the aggregate score of the partnership. These two partnership matches on each team accounts for another point per match which brings our total to six points. The leagues play a schedule over 9 weeks and pay a small amount each week as prize money.

Clubhouse of International Business Machine course where Eddie Kuhn has created great golf interest.





One of the night shift leagues in the active golf schedule at International Business Machine club at Endicott, N. Y.

From the viewpoint of the pro, we have never had anything that has kept our pro shop and golf course as busy as it has been this year. Our play for April and May increased 161% over our figures of the corresponding months of last year. With our heaviest play on Saturday and Sunday, nevertheless, we have had 330 golfers on a

Tuesday and 254 on a Thursday.

We feel that golf leagues are the answer to many pro's problems. We took care of \$2000 merchandise vouchers that represented the prizes for the various leagues. Ours are busy golf shops and we look for bigger things in 1947. Eddie Kuhn will describe his pro shop in March Golfdom.

Service Charge Now 15% — More Get Benefits

By **HARRY J. FAWCETT**

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Club officials and managers are concerned at the lapse in the "no tipping" rule which has been in nominal, if not actual, effect in private clubs for years. In looking realistically at the disregard of the rule most managers have conceded that it's the tip income that is a substantial item in securing for a club the type of waiters or waitresses first class operation requires. But that phase of the employee payment problem isn't basic. Something definite as a matter of management policy is required to attract to club work the sort of help essential to efficient operation. The proper basis of pay is a fundamental part of operation. Cheap help can be terribly expensive for a club, while well-paid and satisfied help is more than a means of pleasing members; it's essential to economical operation with quality.

Thirty years ago I believe I established, at the old Chicago Automobile club, the 10% service charge which still generally prevails at city and country clubs. Even then we had difficulty in getting good waiters in competition with hotels and restaurants where tipping was general.

I soon discovered that the 10% service charge on meal tickets wasn't carrying the idea far enough. Employees at the bar and

elsewhere around the clubhouse also served and were entitled to a bonus for their satisfactory performance. So, several years after that, at the Downtown club of Chicago, and later at the Lake Shore Country club at Glencoe, Ill., I carried out the idea of adding the service fee to other items of house accounts and at Lake Shore gave 8% of the 10% to the waiters and waitresses, with the headwaiter, captains and busboys getting 2%.

I think you will find that most members believe that the 10% service charge is distributed among all house employees in lieu of tips. I know of no club where such a practice is established. Now, in view of the necessity of teamwork all through the house it behooves managers and officials to study such distribution.

Spread the Bonus

Furthermore managers and officials of first class clubs are confronted with the necessity of making club employment more desirable and in such study they'll see the wisdom of spreading the bonus of service charges. Club officials at their shops and offices know what rises there have been in the wages of employees hence must recog-

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