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# Golf at DuPont



Terl Johnson (l) is pro at the three Wilmington courses and John Long operates the shop at Newark.

By **JOSEPH W. DRAGONETTI**

One of the pioneers in the field of good employer-employee relations is the DuPont company. It started to provide organized golf for employees back in 1920; today it has a \$4,250,000 investment in three 18- and one 9-hole course in addition to two modern clubhouses. The company only expects to break even in its golf operation each year.

The employees themselves run the various golf programs. The club has 9,350 members and they range from office boys to the firm's top executives, according to Joseph M. Wilson, Jr., mgr. of DuPont CC, Clayton J. Adolph, pres., and Robert B. Hale, vp, who supplied the writer with information for this article.

Financialwise, DuPont CC is a corporation operated by its members. There are 15 persons on the board, each is elected for three years, and every year five new faces are seen on the board.

Members of the board elect officers in addition to a chmn. and vice chmn. and the latter, in turn, select their committees from the membership as a whole.

Each committee is responsible to the board for a particular phase of club operation. A staff of 140 regular employees keep the courses and clubhouses operating, working under a mgr. and his assistant.

Joe Wilson has been manager at DuPont CC since May, 1960. He previously served as assistant mgr., and is a veteran company employee, having worked in the employee relations dept. prior to assuming fulltime club duties about seven years ago. He started with DuPont in 1931. His assistant is Irving L. Lawton, formerly a training rep in employee relations.

## Club Has Two Pros

The club has two pros who operate on a subcontractor basis. Sterling (Terl) Johnson runs the pro shop serving the three



courses adjacent to the Wilmington clubhouse. John Long operates the shop at Newark, about 12 miles from the main location.



Joe Wilson

Johnson has been with the DuPont club for 12 years having come there from Plymouth CC, near Norristown, Pa., where he was a pro for 13 years. Long came up through the caddie ranks and at the age of 16 was named pro at Pine Hills, near Milford, Pa. In 1932 he moved over to Glenn Brook in Stroudsburg and for the next 23 years served at several

other clubs. He took the Newark post in 1955.

Two supts. oversee maintenance of the 63 holes. They are Edward Roberts, Jr., sec.-treas. of the national GCSA, and James E. Janis. Clayton Adolph, the club pres., is employed in the engineering dept. of the company, and VP Bob Hale works in the fabrics and finishing dept. Both have served four years on the country club board.

An employee of the DuPont Company is admitted to membership in the club



This is the DuPont team that plays in the Philly GA Suburban League. It won championship in 1959.

through board approval of his application and payment of an initiation fee. An employee receives active member status while those in his family are admitted as associate members. Only active members are eligible to vote on matters affecting the club.

### Two Membership Classes

There are two general classes of membership: unlimited and social. Most of the 4,600 unlimited members are golfers or tennis players and enjoy the full privileges of the club at dues of \$115 a year. Social members pay \$50 a year and pay additional fees to play golf, tennis, etc. Active members are employees and former employees who have retired on pensions.

Junior members are resident or non-resident dependent children of active



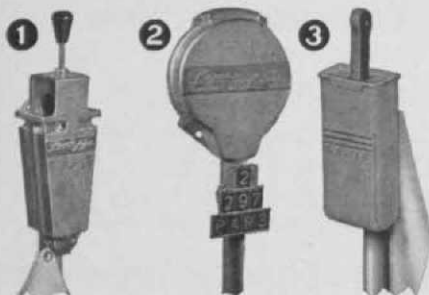
Patsy Hahn (l) defeated Mrs. James Hazlett for Delaware women's amateur title. Both are DuPont players.

members, and must be between the ages of 12 and 22. Persons under 22 who are regular DuPont employees are classified as active members. Non-resident members must live and work outside New Castle county. However, they are entitled to unlimited resident membership upon payment of the established dues.

The club has a direct operating budget of about \$1,100,000 a year. Food and beverage sales run to about \$500,000 a year. A wide variety of facilities are provided at the club. In addition to the courses and tennis courts there are lawn bowling alleys, indoor and outdoor shuffleboards. The clubhouses have dining facilities for the use of members and for private parties. Game rooms and lounging rooms also are available.

(Continued on page 118)

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## Golf at DuPont

(Continued from page 44)

The club provides complete party and banquet services. Members may arrange private affairs from a small dinner or cocktail party to a wedding reception or banquet involving as many as 600 people. A trained and experienced staff of people to handle such functions are permanent members of the operating personnel.

Both men and women's lockerrooms are located in the main clubhouse at Wilmington and in the Louviers Building in Newark, and are available at an annual rental. Lounge areas are located in the Wilmington lockerrooms.

The two 18-hole courses adjacent to the main clubhouse at Wilmington are known as the DuPont and the Nemours courses. The 9-hole course there is known as the Black Gates. The course at Newark is called the Louviers Course. The club also maintains two driving ranges and 3 practice holes.

There is a full program of intra-club and inter-club golf activities. The pro staffs supervise about 18 or 20 tourna-

ments a year. The courses are open for play the year round.

## Even Foreign Tours

Sixty to seventy events, many combining educational as well as entertainment features, are held each season. There may be an illustrated lecture by a nationally known figure, a college glee club concert or a lecture on a subject of current interest. These are planned to appeal to a cross section of the membership. The club also sponsors foreign tours for member groups.

There are many activities for Junior members. These include golf, tennis and other entertainment. The Juniors plan and organize their activities with Senior members assisting.

A few more details about financing:

As previously stated, the club is expected to be operated on a break-even basis. Members assume responsibility for the total operating expenses of the club including wages and salaries of employees, taxes, insurance and depreciation on furniture, fixtures and mobile equipment.

Dues furnish part of the money to cover expenses. Income from food, beverages and other activities and services is in-



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tended only to defray the operating expenses not covered by dues.

### **Expected to Pay Way**

The DuPont Company provides the capital for the investment in the permanent facilities and assumes the depreciation charges for this investment. If necessary, the company advances interest free money to the club to pay its bills. Although the company has made up deficits in the past, this procedure is not automatic. For the past year and a half the club has operated without a deficit. The board encourages participation by members in the services provided by the club to maintain break-even status. A monthly house organ, "DuPont News and Activities" helps to keep members informed of the excellent facilities available at minimum cost, and of future events.

The first clubhouse was a makeshift affair which had been contributed by a gun club group. In 1924, the company provided a magnificent new clubhouse at a cost of \$106,000. A 9-hole course was built in 1923 and grew into 18 holes with the opening of the new clubhouse the following year. In 1938, as the membership grew, another 18-hole course was

added. The original course was known as the "DuPont", the second as "The Nemours".

### **Fisher First Pro**

A colorful Scot, Tommy Fisher, was the first pro. A woodjoiner and club maker, by trade, Fisher was one of the nation's leading professional soccer players and coached the sport at Haverford College. He went to DuPont in 1923 by way of Aronomink CC and Llanerch CC, both in the Philadelphia area. Fisher was retired in July 1949, being succeeded by Terl Johnson.

In the '20's when the DuPont club was organized, the membership totaled 600. By 1946, this had increased to 3,250. The old clubhouse had become outmoded and undersized.

The DuPont Company had extensive plans for expanding its experimental station into a broadened research center. The 1924 clubhouse and a large section of the original course fell within the range of the new research facilities. Consequently, a large adjoining farm was purchased in 1946 and a new 18-hole championship course covering 6,700 yards was built that winter. A new clubhouse was designed.

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The new layout, representing a total investment of \$2,600,000, was opened in May, 1949. The Georgian colonial clubhouse was located between the Nemours course and the new course, which was given the name of "The DuPont". Nine holes of the original DuPont course were salvaged, giving the club a total of 45 holes. In 1955, the 18-hole "Louviere Course", near Newark, complete with a small scale clubhouse, was opened to further meet the growing golf demand.

### Clubhouse Has Many Features

A feature of the main clubhouse is a combination ballroom and auditorium, with tall fanned window-doors opening onto a spacious porch. Below this is a sundeck and the golf course. The ballroom balcony is a broad mezzanine, suitable for private parties. Living quarters for resident personnel, and storage space, are off the mezzanine.

The ground floor, with entrances at both sides and both ends of the building, houses the men's lockerroom, golf and tennis shops and the grille, where members gather informally. In the west wing of the building is a special game room for adults.

Nationally known orchestras are engaged to play for dancing in the main ballroom. From five to ten such events may be scheduled in a year. Local orchestras also play for weekly dances.

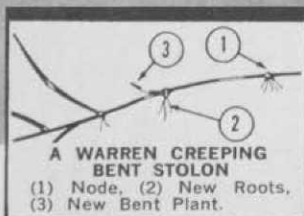
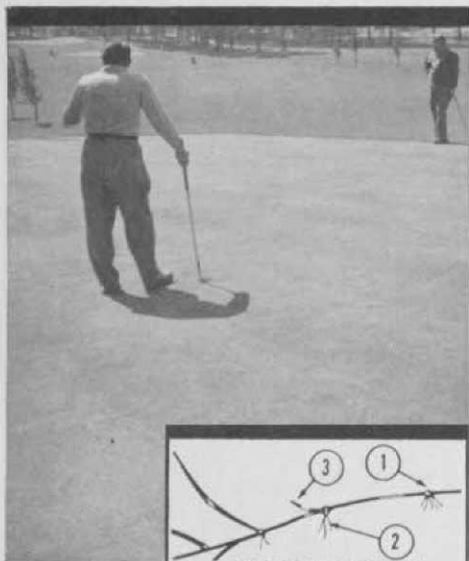
### Louviere Is Toughest

Par at the three main courses is 72-71-36. Par at the Louviere course is 70. The Louviere course was designed by William F. Gordon, of Doylestown, Pa. It is probably the toughest of the DuPont layouts. Its 6,210 yards from the middle tees can be extended to 6,573 yards for championship play. The course was carved out of hilly terrain with one hole, the 10th, having a drop of 160 feet in 200 yards. Many of the holes are cut through virgin timber with tantalizing, small water hazards winding through them.

It is not heavily trapped but because of its design it calls for position shots. It is one course rated to play tougher than its par.

The DuPont course was designed by Alfred H. Tull, Larchmont, N.Y. architect, who had laid out the older Nemours course. The DuPont is marked by natural hazards of water, woodland, and rolling terrain. It is 6,580 yards with a par of





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71. Three holes each measure 500 yards or more. The longest is No. 16, which is 552 yards and requires a drive across Husband's Creek. No. 18 crosses both branches of the creek. The back 9 was cut out of a wooded area considered to be the most beautiful part of the course.

In designing DuPont, consideration was given to the accommodation of spectators for tournaments. Within a radius of 200 feet in the center of the course, it is possible to watch the action on three tees and three greens. When the DuPont course was built, adjustments were made to the older Nemours course to make the starting and finishing holes accessible to the new clubhouse.

This then is the DuPont Country Club, a unique employee recreational facility, sponsored by management but run by the employees. Perhaps all companies cannot afford the scope of the DuPont golf operations, but the guidelines are nevertheless there for some phases of it to be adopted by other industrial firms seeking to help satisfy the hunger for golf and provide extra fringe benefits for employees.

### Seedbed Protection

(Continued from page 52)

ment are retarded. The rotting straw adds organic matter to the soil.

A tool known as a "Wheat Land Packer" often is used on loose seedbeds and flat slopes to "tuck" straw into the soil where it is anchored against movement with a portion left protruding to reduce wind and surface water movement. This method is particularly useful for large flat slopes on the golf courses.

### Nets — Cloth Mesh

When "gunny sacks" were cheap and plentiful they would be split open and used to cover new seedlings. They were very effective, but it was necessary to remove them at just the right time to avoid smothering the tender (often yellow) grass seedlings. If the hot sun hit the new grass just right, it meant seeding all over again. Rots and molds often made the sacking completely unfit for re-use. Cheesecloth sometimes was used to mulch new seedlings.

The natural outgrowth of the use of burlap sacking was the development of a similar material with larger meshes to lessen the cost and to let the developing grass have more sunlight. It was optional