

proaches and tees, plus total used in making our own complete fertilizer (which we call Putting Green Formula) gives the exact amount of sulfate we will require for the entire playing season. The same figuring can easily be done for the other ingredients to be used, and the respective totals will show how much of each should be contracted for. It is often possible to place the entire order at an advantageous price, delivery and payments to be made at several intervals during playing season.

A record is kept of exactly how much fertilizer and fungicides are applied to each green during the year. The schedule itself is necessarily elastic, and quantities and times of application are varied slightly according to conditions. From past experience, however, we find the yearly totals vary but little.

### Soil Analyses Helpful.

Frequent expert analyses of soil conditions on each green make it possible to determine the relative deficiency or excess of needed soil constituents in every putting surface. Subsequent treatment should be based on these findings. Each green will vary considerably in soil structure, composition and grass growth, and should be individually studied and treated. We find an individual green record indispensable, and many times worth the slight trouble required to keep it accurate. By keeping these records in permanent loose-leaf binders we are able to chart the entire fertilization records of any individual green thru past years. It further makes impossible excess or scant fertilization through error

or neglect on the part of the greenkeepers.

We have ascertained from several years' study and analysis a basic balanced formula which supplies necessary organic and inorganic matter in approximate correct amounts, any deficiencies in individual greens being taken care of by separate applications of needed chemicals.

### Topdressing Is Large Item.

How many clubs actually know the cost per cubic yard of topdressing? If accurate records are kept of labor, soil, sand, humus or compost used, the total cost per cubic yard will be found to be astonishingly large. Any savings in labor or ingredients will mount to large totals during the playing season.

A very considerable saving can be effected in basic soil ingredient by establishing a good sized soil nursery. In our club this occupies about five acres in a corner of the rough, well out of line of play. When started this plot was plowed deep to subsoil, using a chain drag to break the furrows, and kept harrowed for several weeks to kill weed growth and to permit rotting of vegetation plowed under. An application of a ton per acre of balanced organic fertilizer was given, the plot deeply disced and then tooth harrowed, and a heavy planting of winter vetch made. The following May this growth was plowed under deep, another fertilizer application made, and a mixture of inoculated spring vetch and buckwheat sowed. A portion estimated sufficient for summer and fall use was plowed again in mid-June, the balance remaining in cover crop until mid-August.

1932		Greens Nos. (also Turf Nursery, Sod Nursery and Pract. Gr'n)	Sulfate	Putt.Grn.Form	Arsenic,Lead	Mercury	Milorg'te	Tees Nos.	Sulfate	Putt.Grn.Form	Arsenic,Lead	Milorg'te	Approaches and Banks Nos.	Sulfate	Putt.Grn.Form	Arsenic,Lead	Milorg'te	Fairways Nos.	(also Top- soil Plot)	Milorg'te
Mar	25							all	20	5			all	20				Tops. Plot	50	
	30												bks		5			F W	40	
Apr	1-7	all	5																	
	20	1, 2, 3, 7, 9, 13 14, 15, 16		10	8															
	25	others		20	8															
May	20							all	5				bks	5						
	24	all		8																
June	15	all				2														
	20	all		6				all	5											
	25	3, 7, 8, '7				3														
July	2												all	5						

This top-dressing record will show at a glance vital details of the year's maintenance.

The heavy vetch growth effectively killed off weeds.

When using we take off only about 2 inches, then cover with well-rotted compost and fertilizer and plow deep, taking up a little subsoil to compensate for topsoil removed. Each spring and fall all of the area except the portion reserved for current needs, is plowed and fertilized and a nitrogenous cover-crop planted. After the first year, as the soil mellowed and organic content increased, the necessity for the use of large quantities of sand and humus in our top-dressing decreased to a very marked degree. Sharp sand and peat humus are expensive articles and every ton saved is money for use elsewhere.

We figure our saving in sand, humus and labor of hauling and mixing same over and above cost of cultivation, cover crop seed and fertilizers as over \$500 per annum. With a large plot using only two inches at a time and plowing and sowing twice yearly, by the time we have gone thru the entire nursery and come back to starting point we find practically the same original depth of good soil.

### Advance Planning Is Important.

Those readers who may have skipped lightly over preceding paragraphs are invited to read this section carefully. Without advance planning, savings will be small—no matter how up-to-date equipment may be. By "supervision" is not meant just the bossing of daily labor in process, but a comprehensive and intelligent study of course conditions, and further, a systematic planning of advance work and future material and equipment needs and a definite course program extending even years ahead. Thousands of dollars are wasted by the average club lacking a definite plan and policy for the systematic improvement of the playing condition of their course.

### Keep Greens Boss In Job.

The customary frequent change in the green-chairmanship is usually costly. Each succeeding chairman has a pet theory or two which he puts into operation. Having probably a rather poor opinion of his predecessor's ability, work started by him is often stopped or changed. If the ex-chairman has won the confidence of the greenkeeper and worked harmoniously with him there is chance of friction through change of policy. I know of a course having sandy loam soil where half of the greens were ruined by the insistence of a new

chairman that greens be frequently top-dressed with practically clear sand. He had once been a member of the green-committee in a Pennsylvania club whose soil was hardpan limestone clay. He had seen the greenkeeper there give several late fall applications of sharp silica sand. This being what the greens there required, he felt sure it was the proper thing to do.

In cases such as this the greenkeeper is in a most unfortunate position. He should of course, refuse to follow ridiculous orders. But then he may lose his job. Better though to, have it out once and for all, for if the course deteriorates he will soon be looking for a new berth at any rate.

Plenty of blame and little credit falls to the average greenkeeper unless he has the right kind of a green-chairman. That club is fortunate which can find a member interested in growing things. One who has the time and the inclination to study problems and to work harmoniously with the greenkeeper. Such a chairman should be left in charge as long as he has the strength and the willingness to serve!

Maintenance of a golf course is a good sized business in itself. There are few sciences more exacting than agronomy. Fine grass must be grown and maintained under entirely artificial conditions and quite contrary to nature's usual program. For efficiency and reduced costs just as careful management, planning and supervision is required as for any other successful enterprise.

### What's Solution For Small Clubs?

In these days of reduced income the green-committee and greenkeeper find themselves on the spot. On the one hand the necessity of curtailing in labor and materials. On the other the complaints of golfers if the course is not kept up to past standards. And more serious the likelihood of increased susceptibility to disease and permanent turf injury through required curtailment. Now more than ever before must the most value be had of every dollar.

For those larger and wealthier clubs who can afford an expert manager or a highly paid greenkeeping specialist whose work is really managerial, the situation is not as serious as for the smaller club. At most this crisis means for high-hat clubs perhaps a lessened number of frills and refinements. In many "small town" clubs the situation is desperate. There almost

(Continued on page 54)

# Greenkeepers In Big Meet Prepare for Year's Work

By HERB GRAFFIS

**A**T THE SEVENTH ANNUAL educational conference and equipment show of the National Association of Greenkeepers there was an unexpectedly large registration of more than 600, which showed that the greenkeepers, with all their troubles, have a stubborn courage and faith that is inspiring.

Delegations came by busses, excursion tickets and the family flivver, all of them anxious to learn something that would help them maintain their golf courses in good shape on depression budgets. In two addresses, those of Ganson Depew and C. Wallace Johnson, regret was expressed that green-chairmen were not present to get a close-up of the way in which the greenkeepers went after their problems.

Reference was made to the greenkeeper as the "forgotten man" in golf. In the departed days of loose spending there were no fancy salaries for the men who had full responsibility for heavy investments in courses, and now that the years of the locust are on us, the salary situation of good greenkeepers for the most part is brutal. Low ebb of some club finances has made pro-greenkeeping a necessity at spots and this further penalizes greenkeepers, often at pronounced ultimate expense to the clubs where courses must be maintained in good condition or the members will leave for greener playing pastures.

Some of the criticism for the plight of the greenkeepers as the under-dogs has to be placed directly on them. D. W. Danley, manager of Glen Oak C. C., who arose from position as the club's greenkeeper to general management of the plant, brought out in his thoughtful address that greenkeepers were frequently victims of inferiority complexes. Danley added that the opposite often was true of managers who, though they might have started peeling spuds in some restaurant kitchen, took pride in their climbs. Too many greenkeepers, Danley said, seemed to think that because they might have begun weeding greens, they were doomed to rate with officials as greens weeders forever.

## The Boys Grow Up

Very pleasant evidence of the fact that the greenkeepers have recognized some of their handicaps was seen in the annual business meeting and election. There was none of the petty politics and personalities that have made certain previous conventions discouraging to those who hoped that the greenkeepers would manifest the sound, broad judgment that is a vital qualification for the greenkeeping job. John MacGregor was re-elected president and with him the entire ticket rode to additional terms except for the election of Jack Pirie as director to replace Joe Williamson, whose other duties precluded acceptance.

In the attitude of the greenkeepers toward the strictly scientific guys there continued to be a growing mutual confidence and appreciation. Dr. E. J. Kraus of the University of Chicago in speaking on "Possible Botanical Aids to the Greenkeeper," gave the greenkeepers an insight into the scientists' problems, ambitions and temperaments that was long overdue. Kraus, an internationally noted botanist with wide experience in industrial botany, gave the greenkeepers many examples from without their field, showing why the scientists couldn't hop right to it and accomplish the miracles the "practical" men wanted. He frankly admitted that the botanists had arrived at plenty of wrong conclusions after some earnest thinking. They were led astray by wrong interpretations of conditions and reactions, and having discovered their errors later, found in them other reasons for a slow, safe and sure policy.

What's going on inside the plant, Kraus reminded the greenkeepers, is something for the laboratory authority to learn for the good of the greenkeeper who has no laboratory in which to learn the details of growing process, even if the greenkeeper had the time and technical qualifications.

As if the old problems weren't enough, Kraus said he expected there would be a whole new crop of problems come from fairway watering.

Closely tied up with the tenor of Kraus' remarks was the address on recent technical developments in turf maintenance, prepared by Dr. John Monteith, Jr., of the Green Section. Monteith was stricken ill suddenly and could not appear. His address was read by his associate, Kenneth Welton. In his address, which will appear in a later issue of GOLFDOM, the Green Section authority mentioned the unfortunate fact that some of the work of the section is minimized because of the practical man's suspicion of the theorist scientist.

He spoke of the modification of the "acid for bent" theory due to later discovered factors, in showing that the cry for miracles and speed in greenkeeping science was just as impossible to answer as it was for the automobile engineers 15 years ago to bring out 1933 models at that past date.

Monteith high-lighted the work the Section is doing on physical condition of soil, cutting grass length, weeds, watering, turf diseases and pests and machinery.

The problem of grass cutting length, to which Monteith referred, was covered in an address by that very able young scientist, Dr. C. M. Harrison of the University of Chicago, which appears in this issue. Harrison's research already has thrown overboard some of the pet old notions about cutting lengths. His work has considerable bearing on playing conditions as well as maintenance methods, especially with fairway watering becoming so general. Study of the Harrison findings is going to help many a greenkeeper to avoid trouble.

### Fairway Watering Big Feature

That capital account work is not dead in the golf business was evident from the amount of interest shown in the addresses on fairway watering by Messers Dearie, Green and Worthington, the latter address being read by Ross Sawtelle in the absence of his associate. Rehabilitation policies and work as covered by Grange Alves also rated high as a timely subject handled in a practical manner. Alves pointed out the folly of having the work done in any other than expert fashion despite the temptation of low cost. He touched on the pressure of high taxes forcing golf clubs farther out in metropolitan districts when an opportunity to sell the present close-in real estate was presented. Alves mentioned this factor as warranting entire new plants rather than rehabilitation, but gave in detail sound methods of such reconstruction work as may be found advisable in present

times of low labor costs and keen competition for members. His paper appears on another page of this issue.

Dearie's remarks on the effect fairway watering has on maintenance practices gave details from his extensive observation of operation of fairway systems, fertilizing and cutting. Paul Green's paper on fairway watering from the members' viewpoint went into considerable detail regarding costs and gave figures of from \$2.50 to \$7.50 per member per year as the additional cost of fairway watering, exclusive of investment charges. Edward Worthington's presentation of fairway watering's effect as the mower manufacturers contemplate it, hazarded the opinion that the better character of ground and turf being worked on would keep mowers from faster depreciation despite the necessity of more frequent and heavier service. All three addresses will appear in GOLFDOM. Ralph Johnson, in his talk on machinery maintenance, reminded the greenkeepers that the most important machine they had to maintain was their brains, although in not those blunt words. Ralph, as superintendent at Medinah C. C., has machinery for 54 holes to maintain and operation of his equipment barn, with its repair facilities and close check on tools, so simplifies maintenance of machinery that the system outlined should make this matter easy for others with less extensive layouts.

Budgeting from the standpoints of greenkeeper and chairmen, was handled by Robt. Farmer, greenkeeper at Brynwood C. C., and C. Wallace Johnson, green chairman of Sunset Ridge, respectively. Farmer's address set forth plainly the mechanics of budget-making, based on past records and money available for the current year. Johnson went into the policy side of the affair. He gave the greenkeepers a tip-off as to what the chairmen were up against by being unable to appear on scheduled time because of having to sit in at a corporation board meeting. Dashing into the convention hall, Johnson gave them an earful about chairman and greenkeeper relations and records that would assure a fair and workable budget. He recommended that the chairman advise only in an executive capacity and not meddle in the actual running of the greenkeeper's job. He said it was imperative that the greenkeeper be kept acquainted with the club's financial status and that use be made of a good financial statement and cash position in buying right.

He passed on word to chairmen that the greenkeeper's salary not be cut too low. Giving the man money in keeping with the responsibility of his position, and paying working wages enough to keep good men in charge and on the course, entitled the club to hold the men strictly accountable for their work and got men who were expert and dependable.

Johnson cited the experience at Sunset Ridge C. C., where he is chairman and Byron Boyd is greenkeeper, to show that a workable budget could be kept closely on a monthly basis, even with allowances made for weather and disease attacks. Farmer's talk is printed in this issue; Johnson's will appear in March.

The program for the 1933 conference was featured by a very practical treatment of the scientists' slants on green-keeping. Prof. Musser of Penn State college, told in detail of that institution's search for the perfect turf grass which was the subject of an article in GOLFDOM some months ago. A helpful address, illustrated with slides, was given by Dr. W. P. Hayes, University of Illinois, his subject being "*Insects, Their Habits and Control.*" This paper, together with its illustrations, is to appear in GOLFDOM.

O. J. Noer, the roving reporter of turf culture, told what he had observed of maintenance practices in 1932 and warned that before long many clubs would pay dearly for unwise and unnecessary budget cuts last year. The cuts have brought about a host of new problems in the renovation of turf, Noer said. Among other details he mentioned was that of lime reducing the effectiveness of lead arsenate. Noer's report is scheduled for GOLFDOM publication in March.

Fundamentals of a management program for conditioning soil for good turf on greens and fairways were set forth by Prof. C. E. Millar, professor of soils at Michigan State College. He dealt with the chemical as well as structural problems of soil for golf turf and in demonstrating his points, cited analyses of topdressing soils used by Michigan greenkeepers. He went through these samples in detail and in comparing them with the ideal of soil from a scientific standpoint, concluded by wondering why there should be such wide differences of opinion between greenkeepers as to what constitutes good soil, in view of the definite functions good soil should have. Prof. Millar's valuable address will appear in full in GOLFDOM.

Harold Stodola, superintendent of the Keller municipal course at St. Paul, told of the maintenance practices at Keller, which in many respects are to be taken as standard practice for first class private courses. The PGA championship which was held at Keller in 1932, drew from the critical pros high tribute to the condition of the establishment for which Stodola is directly responsible.

Considerable attention is paid to soil analyses in conditioning the bent greens. He called attention to the public course players' liking for greens somewhat slower than the members of private clubs prefer. Tees constituted one of the major problems at Keller, as at every other municipal course. The narrative of Stodola's work and worries with grass tees, which he maintains in excellent shape, will be told in his complete address which will be run in an early issue of GOLFDOM. His method of preparing compost with extensive use of machinery and analytical check-ups also will appear in the complete publication of his helpful address.

The broad aspects of the greenkeeper's job which have become more prominent as the club general problems have increased, were treated by Ganson Depew, chairman of the USGA Green section; M. E. Farnham, superintendent, Philadelphia C. C., and Prof. J. G. Moore, University of Wisconsin.

Depew labeled the greenkeeper the keystone of today's golf and from his long experience as a green chairman and association official gave the laddies some of his sunshine treatment that was good for their hearts. Marse Ganse, beloved by thousands in golf, showed that he meant what he said about the greenkeepers' importance by taking a sleeper out of Buffalo, making his address at the conference, talking at the banquet, and then grabbing a night train back home. A thousand miles of travel, two nights on a Pullman, and eight crowded hours of addressing, visiting and getting the low-down on the greenkeepers' problems, showed the gang that Ganse is their pal and that the Green section is genuinely interested in the greenkeeper.

Farnham, an outstanding executive, counseled the greenkeepers that if they didn't work together with other department heads for the good of the club first, they couldn't expect much in the way of advancement. Prof. Moore gave the men an outline of a self-instruction policy that would prepare them for the opportunities

# Are your members going to get GOLFING

—mailed free each month of its publication (April, May, June, July, August) to golf club members' homes.

It all depends on whether you mail us their names and addresses.

*[ These lists positively will not be used for any other purpose than the mailing of GOLFING ]*

GOLFING'S editorial policy will develop member interest in the club and help each department tell of its ambitions and problems in member service.

Rush your lists—only a limited number of golfers' names remain to be added to the list.

## GOLFING

*The golf player's magazine, published by the GOLFDOM organization*

205 W. Wacker Drive,  
CHICAGO

that begin to appear for the greenkeepers even in these tough times, because of the growing recognition of the vital character of their work.

The exhibitors found hope of sales in the situation, as buying interest was lively although actual sales were not much because of the absence of green-chairmen. The association got better than an even break on the show.

At the annual banquet a number of local and national notables in golf spoke. A merry floor show concluded the banquet festivities.

### Pacific NW PGA Votes on Secession

**P**ACIFIC NORTHWEST PGA members in a special meeting, Jan. 30, voted to secede from the national organization April 1. None of the Pacific PGA Oregon members, including the president, Neil Christian, was present.

Principal reason for the withdrawal is stated to be elimination of PGA brands by the national body. Many pros in Pacific northwest had only concessions for PGA merchandise at their clubs and with PGA brand disappearance the objecting members figure they can't make enough to get by, let alone pay PGA dues.

Action may be reconsidered prior to April 1. National body points out that PGA and other pro brands of balls and clubs are available this year and is confident situation can be ironed out.

Central New York PGA withdrew from national body when no action was taken on its proposal for lower dues for 9-hole club members. According to PGA officials the Central New York group soon may be back in the fold. Texas group, which withdrew at one time, later came back into the national organization and now is one of the most active sections, remind PGA national officers, in expressing hope for early settlement of disagreements with the seceding sectional bodies.

**O**NE OF THE bright spots about the depression to the mower manufacturers is that reduction of maintenance forces is eliminating the man who had full and sole responsibility for adjusting mowers. This year, with over-burdened help doing their own adjusting, the mowers will be on the junk pile quicker. The same thing will hold good with sprinklers and other equipment, say superintendents, who see no answer in view of enforced curtailment of labor.

# Golf Lesson Revival Is Hope for Better Pro Jobs

By NEIL RUSSELL

**N**EIL RUSSELL, Pacific Coast pro, considers the pro golf situation from an angle that will make many of the pros check up on their own qualifications and activities.

No reason why there shouldn't be more golf lessons, if more pros identify themselves as teachers whose pupils get more fun out of the game.

The pro qualifications that Russell presents will help officials who have the job of selecting a new man from scores of applicants this year. Rate the applicants according to the points Russell mentions and you can't go far wrong in picking a man who is worth a lot of money to your club.

**I**N GOLF, as in every other profession or business, the goal of those who have chosen this game as their life work is the same fame and fortune, and the attainment of these is just as difficult in golf as in anything else—even more so—if you listen to the wails of many of these connected with pro golf.

Of course there are varying degrees of success, and its attainment depends entirely on the measure of ability and ambition possessed by each individual, coupled with the amount of effort each is willing to expend.

To many golf pros, success in their chosen line means winning big tournaments, following the so-called "money trail" with the world-wide publicity attendant upon these events.

Many others derive their measure of success and satisfaction from sticking to their club jobs, giving their best efforts to the club members, patiently ironing out their faults and rejoicing in seeing them gradually cut stroke after stroke off their "previous bests."

There is no discounting the thrill that must come to the winners of national or

foreign tournaments. These heights have only been reached after many years of hard work, long hours on the practice tee and nerve wracking concentration. And certainly no one begrudges the winner the flow of gold that courses into his lap in the wake of such a successful effort.

Yet, granting the thrill to the big tournament winner, it must be admitted that the big thrills probably don't come so often in this highly competitive game, or business, after all, and that they are generously tempered with disappointments. It is so easy for the laymen to remember the one big successful effort of any given star and forget the multitude of unsuccessful ones.

## Real Fame Lies in Teaching

But the pros themselves remember these—make no mistake about that—and many of the far-seeing brethren have come to a realization that over a period of years the one who devotes the most of his time to teaching and obtains a reputation in that phase of the business comes nearer to reaching his "fame and fortune" goal than his brother professionals who like to play the game all the time; can't be bothered with the hum-drum of regular club duties and who are ever seeking a quick fortune by "knocking off" one of the big tournaments.

## Like Movie Stars

Most of the latter who eventually realize their fondest dreams may be compared to the majority of motion picture stars. They glitter and become a sensation for a few short years; are highly publicized and bask in the spotlight—then for some unknown reason lose their lustre and fade into oblivion.

And what is the attitude of the many clubs throughout the country on this question? I have talked with many members of committees of various clubs, in Southern California particularly, and the feeling seems general that they want their pros to be on the job rather than cavorting around the country taking in

this and that tournament. I do not doubt that the same attitude is prevalent throughout the whole country, for it is becoming increasingly difficult for the wandering playing pro to get a good berth.

### Pro Who Sticks Cashes In

This does not mean that the hard-working teaching pro must forever give up competitive play. A certain amount of it is essential to his welfare; stimulates him; keeps his game on edge so that he may better demonstrate his ideas, and keeps him out of the rut. But in the main he should be "on the job," the clubs say. Several of the old guard who have had their share of the spot-light in the big tournaments — MacDonal Smith, Bobby Cruickshank, Johnny Farrell, Billy Burke and others—have stated that the real and lasting success for the golf pro lies in the teaching end of the game. More money can be made day in and day out, sticking to a good club, than can be acquired "on the road," where traveling and living expenses are high and the cuts from tournaments are generally infrequent and even not so big. You will notice that the above mentioned gentlemen bear out what has been said by sticking pretty closely to home these days.

In addition to the financial consideration it must not be overlooked that the good teaching pro is not compelled to forego "fame" in reaping his "fortune." Almost as much publicity and renown comes to the famous teacher as to his brother who wins big tournaments. Who among those at all in touch with golf doings does not know of Lewis Scott, Al Lesperance, George Sargent, Jack Mackie, Ernest Jones, Doc Treacy, Harold Sampson, Charles Hall, Jock Hutchison, Stewart Maiden, Jack Gordon, Bob MacDonald and others too numerous to mention. Indeed, they are not wanting for honor and glory in their chosen field.

### Teacher's Qualifications

Granting then, that there is a real field in the teaching end of golf and that it is a pleasant, honorable and lucrative profession, can anyone who plays the game reasonably well jump into it and make a success of it? Decidedly not. The art of teaching golf as of teaching any subject comes natural to but few; ordinarily the ability to do so successfully is only attained through gradual development. Even those who might be termed "born

teachers" must follow basic formulas to obtain the best results.

Before making a decision to follow the teaching end of golf there are many things to be considered by the prospective mentor. (1) He should thoroughly analyze himself both as to his mental and physical capabilities for the job. Would he have a strong sense of responsibility to his club and to his pupil? Would he have the necessary patience? Enthusiasm? Has he a sufficient knowledge of psychology to cope adequately with the varied reactions of different pupils? Has he "color" or personal magnetism? Is he careful as to his appearance, his habits and speech, so that he may cause no offense?

(2) Is his game sound as to fundamentals? Does he have it under control, so that he may demonstrate what he teaches? Is he acquainted with the experiences and teachings of the several admitted masters of the game?

(3) Is he sufficiently versed in the tools of his trade, the various makes of clubs, particularly so he may advise what is best for his pupils and club members? What does he know of golf architecture, of the various soils, grasses, chemicals, golf course machinery and appurtenances?

(4) Is he fully versed in the administrative end of a pro's job? Does he know thoroughly all the rules of golf? The ethics? The various kinds of competitive and tournament play, so that he may advise or take charge of any club event.

This sounds like a large order for anyone, and it unquestionably is. It covers more ground than just straight teaching. Yet there is not one requirement mentioned that can be omitted as unnecessary or irrelevant, and possibly others should be added. A small club, even more so than a large one, demands a more comprehensive knowledge of all aspects of the game, for the reason that one pro generally has everything to do where a large club has one or more assistants, each assuming responsibility for different phases of the work.

### Art in Teaching

Assuming that the above requirements have all been met and that our ambitious friend has decided to stick to a club and specialize on teaching, what further thought need he give to the matter? Well, this particular party has noticed that there are thousands of golf teachers, here, there,

and everywhere, but very few are really outstanding and have anything more than a local reputation. He wonders about this. Why is it that the big majority of teachers do not seem to get anywhere in particular and so few go on to reach national or even district recognition?

As was stated before teaching is an art, which in most cases has to be developed along fairly definite lines. Let us then set down a few of the things that would appear to be absolute essentials and you will probably find that those who have achieved the greatest success have done so by following lines and principles somewhat similar to these details:

First, there must be a very definite understanding of *what* one desires to accomplish, and secondly, the knowledge of *how* to accomplish it.

### What to Teach

At first glance one might say that the teaching pro needs but one objective—to develop the ability of his pupils to play better golf, at a stated sum per lesson. But is that sum total of what a teacher should desire to accomplish? Should he not look beyond golf swing and realize that he is in a position to develop many other attributes along with the ability to swing a club more effectively? Among other aims might be mentioned these:

- (1) To create a desire for knowledge.
- (2) To stir ambition.
- (3) To develop concentration.
- (4) To bring home to the pupil the value of regular practice and develop the will power to carry it out.
- (5) To develop the instinct of sportsmanship so that his pupil may win or lose with equal grace.
- (6) To create, through his teaching, lasting physical benefits—stronger, more active bodies and more alert minds and more efficient co-ordination of both.

It will seem therefore, that great opportunity, as well as responsibility, awaits the teacher who conscientiously sets out to make a success of his job.

Many thousands of dollars are spent by the golfing public throughout the country each week. There is a widespread desire to learn the game, but yet I venture to say that in no other trade or profession do the pupils wander around as much from teacher to teacher as they do in golf.

For some reason they must feel that they are not receiving value for their money—not getting the desired results.

There is a strong suspicion that the teaching fraternity is not altogether blameless in the matter. In all probability too many of the boys are taking the conventional way of telling the pupils certain things, showing them their faults and illustrating the case in point by doing it correctly themselves; all the time hoping that they will remember as much as possible of what they have seen and heard.

### Teach Them the "Why"

These are necessarily a part of the teacher's job, but only a part; the successful teacher goes further than that. He teaches his pupils to *think for themselves*. He imparts his knowledge and skill in such a way that he stimulates a mental reaction; a thirst for more knowledge. With more knowledge comes increasing confidence. The pupil becomes able to make comparisons between the problems that confront him in golf and those he meets in his other daily contacts, or in his own business. He sees the fundamental similarities in so many of them and applies the principles to his golf. He sees causes and effects; in short, learns not only *what* the correct way is, but *why* it is the correct way.

Put a bright young man in an office who is unfamiliar with bookkeeping. You may show him how to recognize certain forms—say invoices. Show him how to enter them in a certain book; also other entries which have to go in certain other books. He may be very quick and accurate and get everything in the right place and know how to post nearly all the entries in the office, but that does not make him an accountant.

He would be lost in another office. Why? Because he does not know the fundamentals of bookkeeping; doesn't know *why* the entries are made, or what use is made of them. So it is plain that something more is required of the teacher than demonstrating how it is done. The successful teacher must know his fundamentals thoroughly and be able to impart them to others. He must use a sound procedure or method, with successive instruction steps in the order which they can best be assimilated.

He must study his pupils, physically, and mentally, adjusting his teaching according to their individual requirements. His plan must therefore be flexible. He teaches with economy of time, eliminating all irrelevant discussions, and without

effort or strain upon either the pupil or himself. He teaches a simple lesson, couched in simple terms. He refrains from being too academic and technical. While some pupils may be awed by a teacher of the latter inclinations, they probably will learn very little, if anything.

### Maybe Teacher Is Wrong

He does not get impatient with those pupils who seem slow in responding to his instructions; rather, he checks himself on his method employed in those cases and finds where he himself has erred.

He must be possessed of eternal patience; be calm that he may not create nervousness in his pupils; must have a personality and demeanor that inspire confidence and must be cheerful and optimistic, yet firm enough to command respect and conscientious attention.

He realizes the necessity of study to keep abreast of his subject, as in any other business, and constantly refreshes his mind and gains inspiration through the books of the old masters of the game. Noteworthy among these are the books of Harry Vardon, James Braid, J. H. Taylor, Sandy Herd and George Duncan, all of whom were great fundamentalists and to whom much of the successful development of the game of golf is due. Especially valuable are the four volumes of Harry Vardon on the subject.

As was stated at the beginning, the measure of success one attains is limited only by the measure of what one puts into a thing. The old adage that you reap what you sow still holds good and there is still plenty of room at the top for those who are sincere about getting there. But it cannot be attained by slipshod methods, nor a "getting by" attitude. A full appreciation of all the requisites of successful teaching is required and when these have been put into effect there can only be one result—a call to bigger and better jobs.

### Blind Golf Events Keep Play Interest Up

**I**N ORDER TO increase interest in golf, the tournament committee of the Blue Hills Club, Kansas City, Mo., holds a blind golf contest every Saturday, the nature of which is not announced until after scores are all in. As players come from the 18th green a clerk picks up the card and posts scores just as is done in large tournaments. After the cards are in, the blind contest

is identified by a drawing from the list of events previously prepared by the committee for the entire season. The winner of the day's blind contest is then determined from the score sheet.

According to Blue Hills officials, the advantage of this type of contest is that every player is eligible for the weekly prize and therefore makes a point of handing in his scores. This gives the handicapping committee, after the first few weeks of the season, a very exact idea of the proper handicap for every player in the club, so that future handicapping contests are played on a fair basis.

Committee arrangements at Blue Hills are rather unusual in that the Green committee and the Tournament committee are combined into one body. The plan was first put into operation in 1931 and proved so successful that the scheme is to be continued as a regular club policy. In 1931 the re-organization placed a chairman and a vice-chairman at the head of this rather large Greens-Tournament committee. Prior to this time the club had experienced many complaints from committee men that they were not consulted by their chairmen when important decisions relative to course maintenance were to be made. Accordingly, a meeting of the Greens-Tournament committee is held every Saturday afternoon at 5:30, and every committeeman who has played the course that day can come to the meeting and express his views as to what should be done to improve or better maintain the course.

The plan is working most successfully. Many minor maintenance matters have been called to the attention of the chairmen which would not have been attended to so quickly or as well had the committee not met so often. A broken drain, a gopher hole on a fairway, a damaged green or any unsightly matter is known to the greenkeeper on Sunday morning and is taken care of promptly.

Supervision of the Greens-Tournament committee is a two-man proposition—the chairman and the vice-chairman making no important decisions without consulting one another and each being careful to keep informed on what the other committee boss is doing. Two-man control of this nature gives a chance for discussion and argument about small matters and sometimes about more important ones of the type which must be handled promptly without waiting to call the committee together.