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power to rescind, delegated that part of its authority relating to the physical properties of its golf course to a special committee, within proper limitations, reporting through its chairman back to the board of governors.

It is now up to the green-committee to proceed with its program. It has been entrusted with a real responsibility and should be deeply aware of that fact. Right here I might interpolate that we all know orders should emanate from one source, and that the sequence of: board of governors to green-committee—and from chairman (or member in periodic charge) to the greenkeeper—and then to his force, is vital; I mention it here, however, because this routine is so often forgotten, and a lot of useless argument and frequent hard feeling results.

The green-committee also has an appropriation carefully worked out. This fact must, however, be constantly reviewed and possibly, at times, allocations juggled a bit. This money is carefully apportioned to the course in relation to labor required; supplies; equipment and repairs—as regards ordinary upkeep, and to improvements and rebuilding for the future, plus a small reserve for contingencies, if possible.

The first three items: labor, supplies and equipment, etc., are matters of experience and budget.

Greenkeeper Carries Out Program

The budget thus being carefully set up and in operation, the next step is carrying out of the work program through the greenkeeper. This proposition requires care, tact and cooperation by all hands, for the good of the course. Here, also, experience and attention count for plenty, but a definite "plan of progress" should be set up and reasonably followed.

I believe that any progressive club can have a continuing policy, simply devised, for proper upkeep of its course, and also allow for steady improvement to be made in its quality through an application of plain horse sense, which can carry out an ambitious several-year plan on a limited budget, and this, mind you, at no increase in cost because of a change in green-chairman.

Some five years ago about the middle of August, our members suddenly awoke to the fact that almost over night, it seemed, we had practically no grass on 11 putting greens, and the other 7 were not so hot either. Sudden uproar, complaints, accusations, and general bedlam. Causes were: weather, delegated responsibility, no progressive plan with continuity for the welfare of the course, and other reasons of kindred nature. However, that was water over the dam. What to do? Obviously, to start from scratch -with practically a clean slate. First, a new green-committee. Second, expert advice. Third, a sound and constructive plan which would not only take us out of our predicament, but one which would preclude a repetition of this situation. Well, we did the first and second things, and I will try to elucidate upon our plan, together with the relationship of the expert advice we received, to that plan.

Set Up Card System

First of all, we got out some copies of the construction plan of the course and divided it into 19 sections—one for each hole, and also one for our practice putting green. The first 18 naturally fell into three parts each: tee, fairway, and green. We set up a card system on each of these so we could tell in any season exactly what had been done to each hole, and why. It is a fairly simple procedure once you start it, as you can use printed words or phrases such as cut, watered, topdressed, etc., except in cases of extra special procedure.

Naturally we had the soil of each green tested, and also the general nature of the soil of our fairways. This evolved the use of some general formulae for fertilization, and a few special ones, too. We have, perhaps, used a dozen or fifteen altogether, and these are referred to on the cards by number. However, a carefully worked out set of these formulae is kept by our greenkeeper in our tool and supply house and a duplicate set is kept by the green-chairman. You can be really just as complicated or just as simple as you wish to be, with such a card system; but a very simple one will give you some interesting data if you make comparisons. Certainly the condition of different greens and fairways varies a lot for a variety of obvious and obscure reasons, but many troubles can be at least greatly mitigated from the study of such

a simple, but careful, record.

But I am a little ahead of myself—you first have to grow grass before you can cultivate it. Well, we had a variety of things to do. We dynamited a few greens in order to shake up the subsoil. We tried to get a long-wearing, serviceable turf on our greens, which we are doing by using a combination of half seaside and half colonial bent. We are also fortifying this cover by a judicious use of velvet bent, which is expensive but well worthwhile. (We are growing a supply of this turf in our nursery and are going to try out our seaside and colonial turf on our tees).

Rebuild Several Tees Yearly

It has been an uphill struggle to get back and we have not had an abundance of money to spend. We have hot done near what we would like to do for our fairways, and we have a program to carry out for our tees; but by careful planning we are rebuilding some of these each year, and improving the fairways, too. We have established a large and well ordered compost pile, which is money in the bank, and are trying to keep two to three years supply ahead.

We have gone very carefully into the matter of watering our greens and have found we have fooled ourselves for years on the amount we thought was necessary. It is my opinion that a great many greens

are watered too much.

We have learned that on our course a spiked roller on the greens was ineffective. A hand fork went much deeper with more beneficial results. In some cases, we have treated our subsoil, which is heavy and viscous, with a dose of sharp sand, after laying the turf back.

We have completely mapped out the drainage system of our course and kept a careful check on it as well as gradually extending it, where needed. We found this effort brought to light some strange situations which, when relieved, have made our course considerably better. We have not as yet completed our program here.

We found we could save money, both from the repair angle of the tractor itself, as well as on the various mowing attachments, plus saving on fuel, by using a slow-speed one burning fuel oil. It won't run more than ten miles per hour and no one can drive it into our barn on two wheels at noon or at the end of

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the day. We have learned that an insistence on frequent changing of the cups and occasionally raising the knives of our greens mowers also pays dividends.

Rolling of greens and fairways, watering, etc., varies from course to course and

is controlled by local conditions.

Incidental expenses, and expenditures for fertilizer, grass seed and other supplies are dictated by the budget, as are greens labor, tools and equipment.

Again, I repeat, set aside a small reserve for contingencies, if possible.

A simple progressive plan, carefully adhered to, buttressed by a direct set-up of authority correlated to a precise budget will get a course on toward its desired goal, but due to nature's conditions, perfection is always just around the corner. Nevertheless, such a plan is well worth following.

Has Committee of Three

We have found it advantageous to have a green-committee of three, each member thereof taking charge of the course and issuing the necessary orders to the greenkeeper, for a week's tour of duty in turn. Our committee tries to go around the course once each week as a group, while the member in charge is on hand somewhat more often.

After each weekly inspection, future work is considered and laid out, within the framework of our progress plan. The greenkeeper is instructed, and his suggestions and needs are considered. The chairman makes a monthly report to the board of governors.

We have also made use of a suggestion box at the first and tenth tees. In general, we have gotten few but usually very fair-minded expressions at the first, somewhat more caustic ones at the tenth. However, the request to our members to write out any complaint or suggestions for the green-committee's consideration has tended to do away with a lot of rather useless locker-room argument and conversation. This practice has also given the greenkeeper reasonable relief.

To go on—weed and pest conditions vary locally. If you are stuck, consult an expert.

Have the soil of your greens and fairways analyzed. You can thus suit the type of grass to the soil you have to grow it in, plus suggested improvements. Keep reasonable records of what you do to your tees, fairways, and greens. It is

proved that carefully laying out of his men's workdays by the greenkeeper will save money and get more work done.

Have a perpetual inventory of supplies and equipment; checked reasonably. Have all equipment cleaned and properly stored after use. This will cut down the repair bill and also help check spread of weed seeds, etc., from green to green.

I shall make no remarks about how to handle our rough, as its treatment varies so markedly on different courses. Some like it easy, some medium and some tough. Treatment of woods bordering fairways also varies so widely that comment is superfluous. Amounts spent on the above are of secondary importance and are a matter for the budget, if you have enough money to appropriate for a special program here.

I will not comment on traps beyond observing that I believe a few scientifically placed, well-cared-for traps are of infinitely more worth than a larger number poorly located and poorly conditioned.

Milwaukee Junior Golf League Is Model

MILWAUKEE has a junior golf league that might well serve as the model of other district organizations of young golfers. Each club that belongs to the Milwaukee District Golf Assn. adds \$10 to its regular dues to provide prizes for the Junior League. B teams are of youngsters from 12 to 16 years old, and the A teams have boys short of their 20th birthdays.

Four players are on each club team, and six more from each club are allowed to play at the course where the league com-

petitions are being held.

The league was organized in 1933 by Harvey Owen, then a junior member at Westmoor. Toward the end of the season Blackie Nelthorpe, Westmoor pro; Harvey Owen, Sr., Lloyd Secord and Burleigh Jacobs, Sr., collected a fund from Westmoor members to provide the league with prizes.

The league originally had a top age limit of 17. Its original scoring method of 20 points for first low medal team, 15 for second, then 12, 10, 8, 6, 4, 2, is retained. That scoring system gives the team that finishes at the bottom of the league a fairly imposing array of points.

A field day is staged at the conclusion

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Thirty-fourth annual Kansas Amateur tournament will be held June 11-15 at the Lawrence (Kas.) CC. The event will get under way with a pro-amateur, the pro being allowed two amateurs and then being allowed pick of the amateurs' best card. Earl Jarris reports the Lawrence course, which is only five years old, is already in the 'pink', and that the past winter was 'easy' on the course.

of the league's season. In order to be eligible for the individual championship any player in the league must have competed in at least five of the eight competitions constituting a league season. Individual champion is determined by averaging the five lowest scores of any contestant.

The Milwaukee Junior Golf League has developed a number of players who have starred as members of university golf teams and in competition far beyond the Milwaukee district.

The league does not endorse use of handicaps. There always has been enough change in personnel of the teams so no one club has monopoly of the team championship or individual championship trophy. Inter-city matches between Milwaukee junior star players and the Junior stars of Madison, Kenosha and other Wisconsin cities are contemplated for this season. Also in prospect is a Wisconsin junior championship instead of the junior section of the state amateur tournament.

Increase Mahoning Open Prize Money to \$5,000

S ECOND annual Mahoning Open at Mahoning CC, Girard, Ohio, will be held June 13-15. Prize money, which was \$500 last year, has been increased to \$5,000 for the event, which guarantees the presence of the country's topflight players.

Peter Wellman and Pro Tom Racklets are handling details of the event at Mahoning; and Youngstown District PGA Pros Jack Thompson, Jim McGonigal and Al Alcroft have launched a ticket-selling campaign. Already the announcement of the tournament has provided a stimulus to golf in this section. Ideal weather in early April brought record crowds to Girard and Youngstown district links.

Winner of the '40 tourney was Ray Mangrum, Oakmont, Pa.

Letter Reminds Members What Pro Is Up Against

MOST pros know fairly well in just what esteem they are held by the members. But acknowledging that the greater part of this opinion is based primarily on the pro's own efforts in doing a real job at the club, there are cases, probably plenty of them, where there is an apparent lack of realization of the pro's accomplishments at the club.

Members may like the pro, recognize him as an amiable person to do business with when they've been in a buying mood around the shop, appreciate his ability to regulate starting times, run tournaments, check handicaps, etc., and be anxious for his presence in a 'friendly foursome'; but what they don't seem to appreciate is that he has no greater magic in pulling food, clothing, etc., out of a hat, than themselves.

The following letter is a good example of presenting a pro's achievements to members. It was written by a club member, and was in turn okeyed and recommended for the consideration of the entire membership, by the board and committees of the club. The security a pro can establish for himself because of a job well done is certainly evident in this letter of cordial praise and wholesome reward for service rendered. It's a good bet that Lou Miller is not fighting the "buy it wholesale" problem to the extent he was a year ago, before this letter went out to the Rock Spring membership.

Dear Member:

The purpose of this letter is to explain the relationship between our capable golf professional and our club, and to request your consideration of him in certain matters.

Older members will recall the condition of the golf course when Lou Miller became our professional in 1936. Greens were practically gone, and fairways were little better. The clubhouse was run-down and badly in need of management as well as rejuvenation. Under such discouraging conditions Lou came to Rock Spring for a nominal salary, and the privilege of giving golf lessons and selling golf equipment.

By long hours of hard work, the study of grasses best suited to this climate, and at times even by prayer, he has improved our course to the point where it compares favorably

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May, 1941



with that of any private club in this part of the country. In the spring of 1937, with funds donated by the members, the clubhouse was cleaned up and remodeled, and under his constant supervision those improvements have not been allowed to deteriorate. He has been both competent and faithful, and his efforts on the course and in the clubhouse have played no small part in attracting new and desirable members to Rock Spring.

Service such as he has rendered should be rewarded, but the close budget under which your club is being



operated prohibits compensating him for what we feel he is worth without raising dues to cover the additional expense. There is a way, however, in which the members can show their appreciation and increase his incomeand at no cost to themselves.

When you, or any member of your family, is in need of golf equipment, at least let Lou figure with you before buying elsewhere. Perhaps you are in a position to obtain the "discount" we all so dearly prize, but if given an opportunity Lou can probably meet your price for the same equipment, and make a small profit. An opportunity is all he asks. You will profit by obtaining equipment

(Continued on Page 62)



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Pu Pohart Hunter fuse	of the best books ever written on golf architecture and one should be read before building or remodeling a course. Pro- ly illustrated with photos and diagrams of ideal holes. Originally lished at \$4.00; now	75c
QUANTITY FOO SERVICE RECIPE	10 20 50 and up calcated from the favority and	\$4.00
COUNTRY CLUB CARTOONS	Set of ten prints depicting the humorous side of various club areas—locker-rooms, grills, pro-shop, first tee, etc. Each print 11 x 14 inches; ideal for framing. Use these cartoons to brighten clubhouse wall areas.	\$1.00
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This famous set of charts now hangs in 2,000 pro-shops, locker-rooms and clubhouses. Eight charts to set, classifying the Rules into the zones of the course to which each rule applies—tees, hazards, traps, greens, etc. COMPLETELY ILLUSTRATED, to make understanding crystal clear. Charts are 7x10 inches, plus wide margins for framing and printed on heavy paper. Available framed under glass in two matching 19x24 inch frames, four charts to frame.

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