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TO THE NATIONAL GREENKEEPER
And
THE GREENKEEPERS OF THE NATION

Chicago, Illinois
November 20, 1926

Gentlemen:

May we be permitted to quote from the pre-election preamble of your estimable President the following splendid and worth while sentiment, for in words of better selection than our own could be, it sets forth our business platform and conviction. Mr. Morley said:

"THIS ASSOCIATION WILL BE FOUNDED UPON JUSTICE, FAITHFUL BROTHERHOOD AND GENEROUS BENEVOLENCE. IT WILL SEEK TO SO MOULD AND INFLUENCE HUMAN CHARACTER AS TO MAKE MEN RIGHTLY APPRECIATE AND ESTEEM ONE ANOTHER—CHARACTER HAS MORE TO DO WITH HEALTHY HUMAN PROGRESS THAN ANY OTHER OF THE MANY ELEMENTS OF CIVILIZATION"

This institution is just rounding out a quarter century of faithful service. It has built its business, its reputation and its cherished friendships by a faithful adherence to the very tenets taught in Mr. Morley's address.

Fair treatment, honest goods and truthful representation have marked our association with your group, as individuals, from the very beginning.

We herewith and now pledge a continuation of that policy. None other can bestow a reward.

J. OLIVER JOHNSON, INC.

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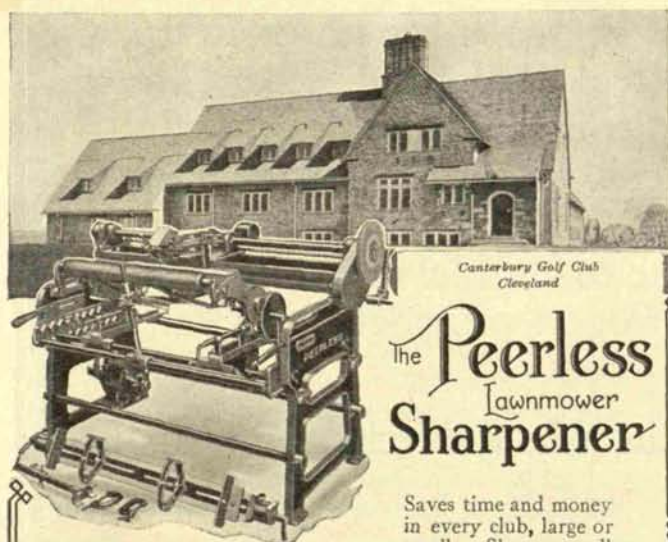
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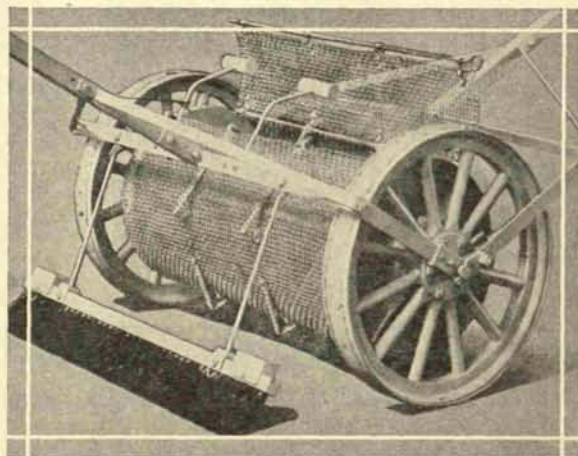
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ALTHOUGH quantity production was only begun in July 1926, more than 500 tons have already been sold to golf courses.

MILORGANITE is a sterile, dark brown material, uniform in composition, and free of all weed seeds. The chief fertilizer constituent is nitrogen, and it also contains a little available phosphoric acid. Its excellent mechanical condition appeals to the greenkeeper because it is always dry and ground sufficiently fine to enable uniform distribution. Furthermore, the nitrogen provides for a long feeding of the turf.

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The NATIONAL GREENKEEPER

Official Organ of The National Association of Greenkeepers of America

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VOLUME I.

No. 1.

An Editorial

By G. A. FARLEY

*Welcome, fellow greenkeepers! Help hold our standard
high,
That N. A. G. A. colors may wave against the sky!
That golfers of America may see them from afar,
And know what makes it possible to play a course in
Par!*

FOR the first time in the history of golf, the profession of Greenkeeping is coming into its own.

In establishing the new organization along the lines of education, fraternity and protection, the National Association of Greenkeepers of America is doing a great work, not only for every member greenkeeper, but for every individual golfer in America.

Many of the older greenkeepers of the United States and Canada have established enviable reputations, and they are reputations which have been made without the support of any great amount of publicity. Now the NATIONAL GREENKEEPER has been established as the voice of the National Association, and methods of notably successful greenkeepers are described for the benefit of other members. Many keepers of good greens, known in their local districts for their fine work, will find themselves in the national spot light. This is as it should be. What any one man has done, and done well, is worthy of the recognition and appreciation of others who are aiming at the same target.

Greenkeepers have been prone to say little for themselves. One of the best greenkeepers I know, when asked to write up a little story about himself and his golf course, replied, "Don't ask that of me. I'd rather plow it up than write it up." In one of the succeeding issues of the NATIONAL GREENKEEPER his story will appear, and he will write it himself.

All over the country there are young greenkeepers, some of them well established in greenkeeping work, and others who are learning how to properly maintain golf courses. These men are in the process of perfecting their knowledge of greenkeeping. From their number future officials of the National Association will be drawn. Many of these young greenkeepers will be heard from, and what they are accomplishing is of the greatest interest to all the members of the Association. The national organization, established by experienced greenkeepers for the benefit of all men in the profession, forms a solid foundation upon which young members may build their future.

The Employment Bureau conducted for members will undoubtedly be much appreciated by golf club officials, and particularly will this be true of the officers of newly built clubs. It is one thing to need a good greenkeeper, but quite another matter to find him.

Provisions in the By-Laws for a Death Benefit Fund, and a Beneficiary Fund for disabled and needy members are a permanent security against misfortune.

A spirit of helpfulness pervades the entire organization. It is a brotherhood founded upon Unselfishness, a fraternity cemented by bonds of common interest which will strengthen with the years.

A HISTORY OF THE ORGANIZATION OF THE NATIONAL ASSOCIATION OF GREENKEEPERS OF AMERICA

THE organization of The National Association of Greenkeepers of America, while it actually took place in September, has really been in the minds of the greenkeepers for over a year. So it was not a new idea put forward by a few men but rather was the combination of the thoughts and desires of greenkeepers all over the country.

The new President of the Association, Mr. John Morley, as most greenkeepers know, is a much traveled man. He has made a practice of visiting golf clubs in various parts of the country, in most cases having been called in consultation by the club officials and greenkeepers to help them out of some difficulty. During the past two years Mr. Morley visited over a hundred golf courses.

On these trips the question of greenkeeping and the work of greenkeepers in general was naturally a subject of conversation and out of this grew a general and specific request on the part of the greenkeepers for Mr. Morley to inaugurate a movement which would bring together the greenkeepers of the country in a National Association. The greenkeepers felt that such an association could do a great work in advancing the art and science of greenkeeping and that it could carry out an educational program of a practical character that would result in great economies to the clubs of the nation.

For a long time Mr. Morley felt that the burden of organizing a National Association was too great, but finally consented to undertake it with the assurance that he would have the active support of not only the greenkeepers in his own district, but those with whom he had become acquainted in his travels. So he issued a call for a meeting of greenkeepers at Sylvania Golf Club, Toledo on Monday, September 13, 1926.

The Organization Meeting in Toledo

The call of the Toledo meeting stating that the object was to form a National Association of Greenkeepers brought a splendid response, although the notice was

comparatively short. About sixty greenkeepers sat down to luncheon where they were welcomed by the President of the Sylvania Golf Club. After the luncheon Dr. J. W. Hartshorn, Chairman of the Toledo Green Section, was introduced by the President and opened the meeting with a splendid speech of encouragement and endorsement of

the new Association and said the clubs would welcome it because it would be a distinct help to the greenkeepers and Green committee chairmen. Said he also believed that the greenkeepers would benefit by getting together in the same way that other associations of business men had been successful. He then introduced Mr. Morley who was enthusiastically received.

Mr. Morley opened his remarks by stating that he felt the great responsibility he had undertaken by beginning a movement of such magnitude and importance and in order that everything should be stated clearly and definitely he had written a paper setting forth the aims and objects of the Association as he interpreted them from his contact with greenkeepers through the country. Mr. Morley's address follows:



W. J. Rocketteller
Inverness Club
Toledo

Aims and Objects of the National Association of Greenkeepers of America

The association of mankind for the purpose of advancement and improvement is a divine arrangement. Men are made for companionship. No life is, or can be, self existent. We depend upon each other. We should organize on those principles which have lived and been recognized wherever men have been found who have devoted themselves to the happiness of others, and sought to make men wiser, braver and better, and imbued them with aspirations of a nobler manhood. If these teachings could find a throne in every heart, if they could find expression in the daily acts of men, they would put a new color into life and a new light on the face of humanity.

This Association will be founded on justice, faithful brotherhood and generous benevolence. It will seek to so mould and influence human character as to make men rightly appreciate and esteem one another. We will endeavor to make our Association the outgrowth of the spirit and the prevailing sentiments of the times. Character has more to do with healthy human progress than any other of the many elements of civilization. It is the gem of life, which ennoble man and lifts the human to the divine image.

It will be the purpose of the National Association of Greenkeepers of America to build up the highest type of character,

and stand as the champion advocate and auxiliary of the best interest of Golfdom. We present its teachings and principles as a good moral force, with the utmost confidence and appeal to its fruits as verified by our record.

* * * * *

This meeting has been called for the express purpose of endeavoring to cement the greenkeepers of the United States and Canada in a closer relationship with each other, and to outline its aims and objects, also to discuss the best methods to carry out its work for the future.

It has been my privilege during the many years employed as a greenkeeper to have visited probably more golf courses and to have interviewed more greenkeepers than the average person. On several occasions I have been approached relative to the creating of a National organization. For some time I have been reluctant to assist in this move, because I was formerly of the opinion that the Green Section would cover the wants and needs of the various greenkeepers. But when the facts are taken into consideration—that for three years I have had an average of forty golf courses on my hands through visitations and correspondence, I am led to believe that there are other greenkeepers in this country doing the same thing. This demonstrates that the Green Section is not in a position to carry out the work that is essential to the general welfare of the golfing fraternity.

A large number of greenkeepers feel that greater progress may be obtained if they were united to solve the many vexing problems which confront greenkeepers in general. To those who have had several years' experience on their courses, it is only natural to expect that they feel they are the best judges as to what may be considered the right or the wrong thing to do.

The greenkeepers also feel that the Green Section is composed of the chairmen of Green committees, and greenkeepers have no voice in its management or conduct. The professional golfers have their own Association. It is only natural and right that greenkeepers who are foremost and called upon to bring their courses up to a high standard of efficiency, should be able to carry out their work if properly organized.

A greenkeeper, after two or more years of experience, becomes attached to his course. He is in love with every blade of grass that he causes to grow upon it. In no sense of the word can an Association of greenkeepers be classified as a labor organization, for the greenkeeper would be out of place in one. Greenkeeping is a profession rightly known among the Arts and Sciences. I have often known of greenkeepers who were out on the course at six o'clock in the morning, and after supper return and labor until midnight watering the putting greens.

We desire co-operation with one another, to give and receive advice whenever desired, and we believe that in time we will be in a position to give the golfing fraternity all the assistance it needs. In other words, we want an organization that the chairman of the Green committee can look at with pride. You show me a course that is up to date, and I will show you a chairman of the Green committee and a greenkeeper who are like two peas in a pod. But we must remember that with so many new courses being constructed in all parts of the country, and the lack of men fully conversant with the art of greenkeeping, often there is a strained feeling between employer and employee. We propose to try and remedy this by instructing them as far as possible as to what is the right thing to do. To those who wish to study along theoretical lines, we invite them to enroll in our Correspondence Course in Greenkeeping.

We hope to secure the publication of a magazine entirely devoted to the interest of greenkeeping, and to encourage our members to express themselves by writing articles pertaining to their methods, written in their own way, and to invite them to send for any information they may care to ask for.

We want to know what there is on the market for sale which may apply to the welfare of a golf course, and save the manufacturers and their agents the expense of sending out circulars and other printed matter to clubs where some of them are never read, but often thrown into the waste basket by the club secretary.

We expect to get a copy of this monthly magazine into the hands of all greenkeepers, then all a manufacturer needs to do is to advertise what he wants to sell in its pages.

And I hereby recommend that this Association adopt and aid as far as possible a monthly magazine to be known as THE NATIONAL GREENKEEPER, and that this publication which shall be our official organ, shall be devoted exclusively to the general welfare of Greenkeeping. It shall not cost more than \$2.00 per annum, and each member shall receive a copy of each issue, the expense to be deducted from the annual dues. This publication shall be supported by outside capital, thus relieving the Association of any liability or expense.

In calling this meeting we did not care at this time to broadcast it all over the country, because at this season of the year it is often a hardship and impossible for many greenkeepers to leave their courses for more than one day. Believing that what may be the general welfare of one may be the concern of all, we are of the opinion that what we may do today will in a general way meet with the approval of others.

We should elect a President, first Vice-President, second Vice-President, Secretary, Assistant Secretary, and Treasurer, and a Board of ten Directors to act in conjunction with the officers named. I believe it would be a good idea to elect officers with a wide area in view, as we know of several who are interested but unable to be present. If we desire to give the Association a broad field there should be one named from Toledo, Detroit, Chicago, Cleveland, Pittsburgh, Philadelphia, New York, Boston, and Kansas City. I believe that a committee should be appointed to suggest or recommend to us officials that in their judgment are full of pep and prestige. There should be a committee appointed to approve the aims and objects of the Association, as well as a committee on By-Laws and Finance. Should we elect anyone who is not present and who fails to accept the position, the position should be filled by the Executive committee or the President of the organization.

It may be a good idea to hold our next meeting in Pittsburgh toward the end of October, and to ask that other meetings be held in various golfing districts, which some of our charter members may attend in order to outline our aims and objects and enroll all greenkeepers who may wish to become members.

But remember that all who enroll in our Association today will be charter members, and they will some day look back with pride and honor for having done so. When we get this organization presented in our magazine and in the hands of all greenkeepers, you will find it an organization to be proud of, and there is no doubt that our membership will be well established throughout the United States.

In behalf of the greenkeepers present, we desire to extend to Dr. Hartshorn, Mr. Barton and the members of the Sylvania Golf Club our sincere thanks and gratitude for their cordial welcome and generous hospitality on this occasion.

Mr. Morley's address met with applause following which a motion was unanimously carried approving the purposes as outlined, including the adoption of an official organ to be published for the National Association, such magazine to be issued monthly and known as "THE NATIONAL GREENKEEPER."

Dr. Hartshorn then appointed a nominating committee from the floor consisting of Fred Burkhardt of Cleveland, W. J. Rockefeller, Toledo and James Muir, Cincinnati, to choose and submit for approval at this meeting a list of officers to act for the National Association.

Upon retirement of the nominating committee copies of the prospectus of the newly proposed official magazine, THE NATIONAL GREENKEEPER, were distributed to those present and an open discussion relative to the value of such an organ followed. It was the consensus of opinion that such a magazine published in the direct interests of the greenkeepers would be of inestimable value, and a great deal of enthusiasm was shown by all present.

Dr. Hartshorn then called upon Mr. Burkhardt, Chairman of the nominating committee, to make his report. The report of the nominating committee submitted for approval the following list of names:

OFFICERS

<i>President</i>	JOHN MORLEY	<i>Youngstown, O.</i>
<i>First Vice-President</i>	JOHN McNAMARA	<i>Pittsburgh, Pa.</i>
<i>Secretary</i>	W. J. ROCKEFELLER	<i>Toledo, O.</i>
<i>Treasurer</i>	ALEX McPHERSON	<i>Detroit, Mich.</i>
<i>Asst. Sec.-Treas.</i>	G. A. FARLEY	<i>Cleveland, O.</i>

EXECUTIVE COMMITTEE

John Pressler	Allegheny Country Club	Pittsburgh, Pa.
Joseph Valentine	Merion Cricket Club	Philadelphia, Pa.
Charles Erickson	Minikahda Club	Minneapolis, Minn.
John MacGregor	Chicago Golf Club	Chicago, Ill.
Mack Burke	Scioto Country Club	Columbus, O.
H. Luke	Garden City Club	Long Island, N. Y.
A. J. Allen	Druid Hills Golf Club	Kansas City, Mo.
James Muirden	Ridgewood Golf Club	Cincinnati, O.
Fred Burkhardt	Westwood Country Club	Cleveland, O.

Dr. Hartshorn after reading the report asked for a motion to elect officers as named. It was duly moved and seconded that the report of the nominating committee be accepted and officers named therein be elected to office to serve until the annual meeting.

Dr. Hartshorn then introduced Mr. John Morley as the new President and invited Mr. Morley to take the chair. Mr. Morley accepted his election and asked for suggestions from the floor as to the proper place for holding the coming annual meeting. It was the consensus of opinion that this meeting should be held at a time when it would be convenient for greenkeepers all over the United States to attend and it was thought well to set the date of the meeting during the week of the Annual Golf Show to be held in Chicago the week of March 21. Mr. Morley then asked

for a motion to set this date and it was duly moved and seconded that the annual meeting will be held at the Golf Show in Chicago on a day later to be selected as most suitable during the week of March 21.

Mr. Morley addressed the meeting with further remarks as to the advisability of the new association working along conservative lines, and he expressed his belief that the growth of so influential an association should not be of the mushroom type but rather along lines that will establish a firm foundation which will

support the building of an everlasting monument to the profession of greenkeeping.

Mr. Morley then appointed a committee to draft resolutions and By-Laws as follows—Fred Burkhardt, Chairman, Walter C. Reed, Ben W. Zink and G. A. Farley.

The newly appointed committee on Resolutions and By-Laws was charged to meet at the earliest possible moment and start work on outlining a framework to submit to the officers of the new association at a proposed meeting to be held in Pittsburgh, about November 1.

Mr. Morley suggested that a delegation of charter Members attend a meeting which he would take steps to arrange during the last week of October at some convenient point in the Pittsburgh district, notice of which would be mailed in due time. This suggestion of Mr. Morley met with the approval of the assembled company and it was moved and seconded to arrange such an October meeting.

Mr. Morley in his final talk asked for enrollments to the Charter membership list and impressed those present with the fact that they would later refer with pride to having signed as Charter members of The National Association of Greenkeepers of America. He suggested that one half year's dues, amounting to five dollars, be paid for membership up to the time of the annual meeting. This was agreed upon after general discussion. Registration was immediately started and the following names appear on the original list of charter members:

F. Burkhardt	Westwood C. C.	Rocky River, O.
Walter C. Reed	Pepper Pike C. C.	Chagrin Falls, C.
Ben W. Zink	Acacia C. C.	So. Euclid, O.
Bob Zink	Shaker Heights C. C.	Cleveland, O.
E. J. Corlett	Beechmont C. C.	Cleveland, O.
J. Sheridan	Chagrin Valley C. C.	Chagrin Falls, O.
R. J. Miller	Spring Valley C. C.	Elyria, O.
Jacob Sands	Cedarhurst C. C.	Wickliffe, O.
Albert Franz	Spring Valley C. C.	Elyria, O.
Lawrence Eats	Willowick C. C.	Willoughby, O.
C. G. Barton	Sylvania C. C.	Toledo, O.
Lawrence Huber	Elks Club	Columbus, O.
W. E. Knowles	Highland Park G. C.	Cleveland, O.
Lewis W. Dobson	Pepper Pike C. C.	Chagrin Falls, C.
O. Woodhouse	Hillcrest C. C.	Cincinnati, O.
C. Bain	Oakwood C. C.	Cleveland, O.
Jake Schnapp	Country Club	Toledo, O.
W. J. Rockefeller	Inverness Club	Toledo, O.
Charles Meyers	Heatherdowns G. C.	Toledo, O.
Mack Burke	Scioto C. C.	Columbus, O.
Gordon A. Meyer	Three Rivers Club	Cincinnati, O.
Jas. Muirden	Ridgewood G. C.	Lockland, O.
John Morley	Youngstown C. C.	Youngstown, O.
Gordon A. Meyer	Three Rivers C. C.	Clives, O.
John Pressler	Allegheny C. C.	Sewickley, Pa.
James Muirden	Ridgewood G. C.	Lockland, O.
John MacGregor	Chicago G. C.	Wheaton, Ill.
Charles Erickson	Minikahda Club	Minneapolis, Minn.
Mack Burke	Scioto C. C.	Columbus, O.
Alex McPherson	Detroit G. C.	Detroit, Mich.
John McNamara	Pittsburgh Field Club	Pittsburgh, Pa.

Mr. Morley expressed his belief that the charter membership list should be kept open until the annual meeting to be held in Chicago the week of March 21, to give greenkeepers over a wide area an opportunity to enroll



Fred Burkhardt
Westwood Country Club
Cleveland

on this exclusive list. Mr. Morley closed his remarks by thanking the assembled company for their whole hearted support in this new movement and expressed desire to see all present at the coming meeting to be held in Pittsburgh.

Chicago Greenkeepers Endorse Association

The results of the organization meeting at Toledo were written up in the newspapers and broadcast through the country; as a result Mr. Morley was deluged with letters of congratulation and support and requests for more detailed information. Finally John MacGregor, greenkeeper at the Chicago Golf Club prevailed upon Mr. Morley to attend a meeting of the greenkeepers of the Chicago district. It was held at the Great Northern Hotel, October 22nd. Fred Burkhardt, Chairman of the Resolutions committee accompanied him. After the objects and organization of the Association were thoroughly discussed the following greenkeepers present at the meeting signed up as Charter members:

Edw. M. Lang	Sunset Valley Club	Highland Pk., Ill.
Edw. B. Dearie	Ridgemoor C. C.	Norwood Park, Ill.
W. H. Schrader		Forest Park, Ill.
Carl A. Bretzloff	Meridian Hill C. C.	Indianapolis, Ind.
Alex Binnie	Shoreacres G. C.	Lake Bluff, Ill.
Frank Maslen	Geneva G. C.	Geneva, Ill.
A. E. Lindstrom	St. Charles C. C.	St. Charles, Ill.
Robert Driguid	Evanston G. C.	Evanston, Ill.
Peter Stewart	Lake Shore C. C.	Highland Pk., Ill.
C. W. Newbon	Oak Shore Links	Winthrop Har., Ill.
C. A. Mills	Tam O'Shanter Club	Norwood Park, Ill.
Fred Ingerson	Bunker Hill C. C.	Norwood Park, Ill.
Victor George	C. C. of LaFayette	LaFayette, Ind.
Fred W. Sherwood	Northmoor C. C.	Ravinia, Ill.
Frank Burns	Lagrange C. C.	Chicago, Ill.

Mr. MacGregor stated at the close of the meeting that there were about five hundred greenkeepers in his district and felt sure that they would all join the Association and help carry on the good work.

Cleveland Meeting October 27th

A meeting of the Cleveland group of greenkeepers was held at their headquarters in the Hickox Building on the evening of October 27th. Mr. Morley explained then what had been accomplished and stated that his purpose in calling a meeting was to get the advice and co-operation of his own associates who were really responsible with him for the starting of the national movement. Cleveland greenkeepers were unanimous in their belief that the Association was organized along proper lines and its progress was satisfactory. The following greenkeepers not present at the Toledo meeting were enrolled as Charter members.

Stanley M. Aldrich	Madison Golf Lakelands	Madison, O.
Frank Ermer	Ridgewood G. C.	Cleveland, O.
M. M. Parsons	Wooster C. C.	Wooster, O.
Addison Hollander	Youngstown C. C.	Youngstown, O.
Charles Jarman	Brookside C. C.	Canton, O.
Ralph Rodgers	Elyria C. C.	Elyria, O.
Frank Schubie	Elyria C. C.	Elyria, O.
George Robb	Brookside C. C.	Barberton, O.
George Bauer	Ridgewood G. C.	Cleveland, O.
M. D. LaMoreaux	Kirtland C. C.	Willoughby, O.
Peter Gamier	Willowick C. C.	Wickliffe, O.



John MacGregor
Chicago Golf Club
Chicago

The Meeting at Detroit October 28th

Immediately following the Cleveland meeting Mr. Morley and Mr. Burkhardt took a train for Detroit where they attended a meeting of greenkeepers of the Michigan district called by Alex McPherson, Treasurer of the Association. The Detroit greenkeepers had given the subject considerable thought and it was evident from their questions that they were looking far ahead to the future of the Association. It was at this meeting that special stress was put upon the beneficiary and death benefit fund

clauses, which Mr. Burkhardt had written up in the proposed By-Laws. The meeting heartily approved the plan to set aside a certain part of the annual dues for beneficiary funds—This means that every member who pays dues is getting something valuable in addition to the other work which the Association is undertaking. A few Canadian greenkeepers were present and seemed very much pleased that Canadian clubs were to be included in the Association. The following greenkeepers enrolled as Charter members at the Detroit meeting:

John Gray		Sandwich, Ont., Canada
Herbert E. Shave	Oakand Hills C. C.	Birmingham, Mich.
H. Cartwright	C. C. of Detroit	Detroit, Mich.
W. Elphick		Detroit, Mich.
William Slack	Meadowbrook G. C.	Northville, Mich.
L. B. Henry	Tam C'Shanter Club	Walled Lake, Mich.
J. Dolsen	Aviation C. C.	Pontiac, Mich.
S. B. Kuns		Linton Park, Ill.
J. McCrammer	Forest Lake C. C.	Pontiac, Mich.

The Pittsburgh Meeting

Pursuant to a resolution adopted at Toledo a meeting of greenkeepers was held at the William Penn Hotel, Pittsburgh, Monday November 1. Vice President John McNamara, Pittsburgh Field Club, called the meeting to order and introduced the new President, Mr. Morley to the greenkeepers of the Pittsburgh district.

Mr. Morley explained the work of the Association and outlined the progress already made; as he had to the greenkeepers of the other districts. His remarks were heartily approved and some pointed questions were asked as to what connection if any the new Association would have with the Green-Section of the U.S.G.A. Mr. Morley explained that the National Association of Greenkeepers was not affiliated in any way with the U.S.G.A., although it was expected the two organizations would

work in harmony along their respective lines. As proof of this he read a letter he had received from Dr. W. S. Harban, Vice Chairman of the U.S.G.A. as follows:

Mr. John Morley
Youngstown Country Club
Youngstown, Ohio.

My dear Sir:

I only returned to the city last evening and find your kind letter inviting me to attend your meeting at the Sylvania Country Club, Toledo, Monday next. I can only say, I am glad indeed the greenkeepers are at last coming into their own by organization and I regret exceedingly I cannot be with you. My sympathy and feeling are strongly with the men who are doing things and making it possible to have courses fit to play golf.

I recognize that when you and I started in this work it was more or less individual effort and personal thought largely. We had little to go upon as guidance. With the later help of such men as Piper and Oakley we were able to weed out many of the falacies of former days and get down to the real thing, separating the wheat from the chaff. I do and I am sure you do also, recognize we have much to learn yet, before we know it all. How much impetus Piper and Oakley have given us has only been but a scratch on the horizon as to what is yet ahead. Organization, co-operation general helpfulness of those who have been back of the U.S.G.A. Green Section have made it possible for you to organize this new body of National Greenkeepers at this time with as-



Alex McPherson
Detroit Golf Club
Detroit



John Mc Namara
Pittsburgh Field Club
Pittsburgh



John Pressler
Allegheny Country Club
Pittsburgh

surance of support and co-operation of greenkeepers everywhere.

Greenkeepers will no longer be in the background as the menial necessities of a course but stand out, as their superior intelligence should place them, above all others concerned in golf life.

I wish you every success in your meeting and you will build up a body of most deserving men and an organization worthy of the high standards you have always stood for. I am sure if Piper were living or Oakley who has been away for months in ill health were here one or both of them would be present with you on Monday.

My sincere best wishes,

Yours truly,

W. S. Harban
Vice Chairman
U.S.G.A. Green Section

The By-Laws as written by the members of the committee on Resolution appointed at the Toledo meeting was called for and read by Chairman Burkhardt. It was explained that these By-Laws were largely preliminary and probably some changes would be made at the annual meeting next March. However, it was agreed they covered the ground and a motion of approval was made and carried.

At the close of the meeting of Greenkeepers of the Pittsburgh district the following enrolled as Charter members:

John McGlynn	Chartier Hts. G. C.	Pittsburgh, Pa.
Ralph C. Martin	Shanopin C. C.	Pittsburgh, Pa.
Robert Smith	Westmoreland C. C.	Verona, Pa.
John Quail	Highland C. C.	Pittsburgh, Pa.
Charles M. Nutall	Fox Chapel G. C.	Sharpsburgh, Pa.
James McElroy	C. C. of Allegheny Co.	Pittsburgh, Pa.
Walter Anderson	South Hills C. C.	Pittsburgh, Pa.
G. F. Jacob	Stanton Heights G. C.	Pittsburgh, Pa.
Emile Loeffler	Oakmont C. C.	Oakmont, Pa.

BY-LAWS

NATIONAL ASSOCIATION OF GREENKEEPERS OF AMERICA

NAME

The name shall be THE NATIONAL ASSOCIATION OF GREENKEEPERS OF AMERICA.

OBJECT

The object shall be to advance the art and science of greenkeeping, to cement the greenkeepers of the United States and Canada into a closer relationship with each other; to collect and disseminate practical knowledge of the problems of greenkeeping, with a view to more efficient and economical maintenance of golf courses; to provide direct financial benefits to families of greenkeepers who die or are disabled.

MEMBERSHIP

Regular and charter membership in the Association shall be confined to greenkeepers and assistant greenkeepers who have had at least three years' experience in actual work on golf courses either in the United States or Canada. Charter members are those who join the Association prior to the first annual meeting in March, 1927. They shall receive now and in the future during all the years of their membership a special and distinguishing membership card signifying this honor.

ORGANIZATION

The organization shall consist of a president, two vice-presidents, secretary, treasurer, assistant secretary, and treasurer, and ten directors, who with the officers shall constitute the Executive Committee. Not more than two elective officers or two directors shall reside in the same district.

BOARD OF DIRECTORS

The board of directors shall consist of ten greenkeepers who shall be regular members of the Association in good standing. They shall be elected by ballot of the membership at the annual meeting. Five shall hold office for one year, and five for two years, or until their successors are duly elected and qualified. Not more than two directors shall be elected from one district.

It shall be the duty of the directors to act on the Executive Committee with the elective officers, and to attend the annual and semi-annual meetings, and such special meetings as may be called by the president. The actual railroad fare of directors attending semi-annual and special meetings, plus five dollars per day for expenses, shall be paid out of the treasury of the Association.

DUTIES OF OFFICERS

President:

He shall be elected by ballot of the members from among their number at the annual meeting and shall hold office for one year or until his successor is duly

elected and qualified. The president shall preside at all meetings and perform generally all the duties performed by presidents of like organizations and such other and further duties as may be required of him by the directors.

First Vice-President:

He shall be elected by ballot of the members from among their number at the annual meeting and shall hold office for one year or until his successor is duly elected and qualified. The First Vice-President shall perform all the duties of the President in the event of the absence or disability of the latter and such other duties as may be required of him by the directors.

Second Vice-President:

He shall be elected by ballot of the members from among their number at the annual meeting and shall hold office for one year or until his successor is duly elected and qualified. The Second Vice-President shall perform the duties of the President in the event of the absence or disability of the President and First Vice-President and such other and further duties as may be required by the directors.

Secretary:

He shall be elected by ballot of the members from among their number at the annual meeting and shall hold office for one year or until his successor is duly elected and qualified. The Secretary shall keep minutes of all proceedings of officers and directors and attest the same. He shall keep all records of the Association and shall attest all instruments in writing from time to time designated by officers and directors and shall perform such other duties as may be required by the directors.

Treasurer:

He shall be elected by ballot of the members from among their number at the annual meeting and shall hold office for one year or until his successor is duly elected and qualified. The Treasurer shall keep a record of all monies, bills, notes, bonds and similar property belonging to the Association and shall be subject to the orders of the Board of Directors. He shall keep such financial accounts and records as may be required of him by the officers and directors.

Assistant Secretary and Treasurer:

Shall be the salaried officer and clerk of the Association; shall do the clerical work, keep the books and records, collect the dues and pay the necessary office expenses. Shall furnish the treasurer with a

monthly report of income and expense, and shall at all times act under the orders of the Secretary and the Treasurer, shall furnish a Surety Bond in the sum of at least TWO THOUSAND AND FIVE HUNDRED DOLLARS (\$2500.00), which shall be paid for by the Association. The Assistant Secretary-Treasurer shall be appointed by the President subject to the approval of the Executive Committee and shall hold office until he or she resigns or is removed.

COMMITTEES:

The President shall appoint a Nominating Committee at least thirty days before the annual meeting. This committee shall consist of five members from different districts. The Nominating Committee shall meet prior to the first annual meeting and shall propose a list of officers (at least two names for each office) and a list of at least twenty candidates for directors, of which ten are to be elected. This list, properly certified by the Treasurer shall be submitted to the President when called for at the annual meeting.

MEETING OF MEMBERS

There shall be an annual meeting of members in the spring, as near the last Saturday in March as possible, the location, time and place to be designated by the Executive Committee. Special meetings may be called by the President upon request of a majority of the Executive Committee.

NOTICE OF MEETINGS

Sixty days advance notice in writing shall be given all members of annual and special meetings, and said notice shall give the time, place, and purpose of such meetings.

MEETINGS OF EXECUTIVE COMMITTEE

The Executive Committee shall meet at least twice a year. First meeting shall be in the spring at the place of and immediately following the annual meeting and election, and in the fall as near the last Saturday in October as possible, the exact time and place to be decided by the President. Thirty days advance notice of the spring and fall meetings shall be sent to the members of the Executive Committee.

DUES

The annual dues shall be \$10.00 per year payable in advance at the date of the annual meeting, said dues to include subscription to THE NATIONAL GREENKEEPER, the official magazine of the Association. Members joining the Association after the annual meeting shall pay their pro rata dues for the fiscal year ending March 31 as follows:

Six months or more	\$10.00
Less than six months	5.00

Members whose dues are more than sixty days in arrears shall be dropped from the Association and their rights and privileges cancelled.

BENEFICIARY FUND

Two dollars, or a pro rata amount from the annual dues of each member shall be set aside by the Treasurer and held in trust as a beneficiary fund for the families of permanently disabled and needy members. This fund shall be allowed to accumulate without disposition until the annual meeting in the spring of

1928, at which time the retiring and incoming presidents shall appoint a Board of Trustees consisting of three members of the Executive Committee to take charge of and devise proper ways and means of administering and disbursing said fund for the benefit of the needy members and their families.

Note: This clause will take effect from date of first annual meeting.

DEATH BENEFIT FUND

Each member, when he joins the Association, shall pay to the Treasurer along with his dues the additional sum of ONE DOLLAR AND TEN CENTS (\$1.10) to be set aside as a Death Benefit fund. This fund goes to the widow or family of the deceased member and is paid at once upon proof of death. Notice of such death is sent to every member who contributes to the benefit fund together with another assessment of \$1.10 to replenish the fund, which is always kept intact and ready for prompt payment of the death benefit.

Note: This clause will take effect from date of first annual meeting.

OFFICIAL MAGAZINE

The official organ of the Association shall be THE NATIONAL GREENKEEPER. It shall be mailed to every member, and two dollars from each member's yearly dues or a pro rata amount shall be paid to the publishers for same. An Editorial Council, consisting of the President and four members of the Executive Committee shall be appointed at the annual meeting, and shall assist the publishers in gathering together and editing suitable reading material of interest and benefit to greenkeepers.

EMPLOYMENT BUREAU

The Association shall maintain an Employment Bureau for the benefit of its members. Through this bureau members of the Association will be given preference in securing help or in obtaining new positions, and this employment bureau will be advertised through the NATIONAL GREENKEEPER to all the clubs in the United States and Canada.

AMENDMENTS

These By-Laws may be amended by a two-thirds vote of the Executive Committee at a meeting called for this purpose, thirty days' notice of same having been given, by the presiding officer of the Association.

NOTICE

Charter Membership Still Open

Enclosed with this magazine you will find a membership application blank. Every greenkeeper is invited to fill out and return this application together with check, money order or currency in the amount of \$5, and become a Charter member.

Please send all communications to the Association office at 407 Caxton Building, Cleveland, Ohio.