PROCEEDINGS

OF THE

NEW JERSEY

CONFERENCE OF CHARITIES

AND CORRECTION

SEVENTEENTH ANNUAL MEETING

NEWARK

APRIL 21, 22, 23

1918

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TABLE OF CONTENTS

N. J. CONFERENCE OF CHARITIES AND CORRECTION

NEWARK, APRIL 21, 22, 23, 1918.

FOREWORD

The central thought of the Seventeenth Annual Meeting of the New Jersey Conference of Charities and Correction was on "War Activities and Their Effect Upon the Home Charities." Taking Care of Soldiers' families by the Red Cross or otherwise, was found to have the same problem and to require the same tact and skill as others. There was a demand for "Holding the Home Lines," but in a modified form to suit existing war conditions. It was essential that all charities make quick shift to meet the new demands.

In maintaining standards in war times, elaborate statistics were given showing that few of the essential charities had suffered financially. Apparently the spirit of giving and the desire to help had been aroused in many who had never given before. In Maintaining Standards in Industries and the Schools, it was found to be more difficult. The high wages paid and the demands for labor have tempted many children to apply for working papers and leave school as soon as the law will permit them to do so.

The attitude of the State and Federal Employment Bureau in finding jobs for the handicapped was very encouraging. It was hoped, however, that growing out of the war, the same attitude and consideration would be shown the industrially crippled as the victims of war. It was regretted that very few reconstruction or rehabilitation hospitals had been started or applied for. This delay would cause many victims to become chronic that otherwise might have been saved.

An interesting session was held on community services other than relief, the different war agencies in and out of camp explaining their work. By means of recreation and education, spiritual and ethical, not only the morale of the soldier is maintained and elevated but the morals of the community are preserved.

The importance of the skilled social engineer was shown in an interesting diagram. If he is autocratic, imposing his standards without regard to the interests and prejudices of others he is a failure. If he is individualistic, believing that there should be little or no control and little or no organization backing up his program he is also a failure. If he believes in the happy medium and can weld the ambitions, desires and the jealousies of mankind into helpful relationships, then he is effective. A reconstructed democracy implies organization and control and at the same time freedom for individual initiative. The war is developing this type of social engineer to an unusual extent. This kind of efficiency was exemplified in a paper on "The Relation of a Board of Directors to the Superintendent, typifying the new State Board and the various State institutions.

E. D. E.

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THE EXHIBIT

The Exhibit, in connection with the Newark meeting of the State Conference, was smaller than at previous Conferences, due, in part, to the limited space available, but due also to the conviction that a smaller exhibit, well chosen, would more effectively tell the story it intended to tell.

The Exhibit occupied the south aisle of the Ball Room at the Robert Treat Hotel and a part of the east aisle.

A special feature of the Exhibit was the exhibit of the Red Cross with a demonstration by the trained nurses of the Home Service Department. There was also a demonstration by the Double Day Finger Guild of the Cocker-Wheeler Company showing the successful experiment of that company in providing remunerative work for the blind. The State Board Tenement Home Supervision had an interesting transparancy and the local Departments of Health and Education showed charts describing their work.

NEWARK PHILANTHROPIES

Newark has a wealth of charitable and philanthropic activities which form interesting studies. Special trips were arranged to see a number of the following:

HOSPITALS—City Hospital, St. Barnabas', St. Michael's, Beth Israel, St. James', Homeopathic, Women's and Children's, Presbyterian, Babies', Maternity, Eye and Ear, Home for Crippled Children, Home for Incurables, German Hospital.

CLINICS—Tuberculosis, Child Hygiene, Diseases of Skin, Eye, Ear, Throat and Nose, Nervous Diseases, etc. (Board of Health). School Clinics, including psychopathic (Market Street School), Babies' (Babies' Hospital). Most of the above Hospitals also have clinics. Dental, in schools.

RELIEF, NURSING AND WELFARE—Bureau Associated Charities, Confidential Exchange, United Hebrew Charities, Female Charitable Society, Newark Anti-Tuberculosis Association, Visiting Nurse Association, Workroom for Women, Newark Exchange for Women's Work, Crazy Jane Society, Legal Aid Society, N. J. Commission for the Blind.

CHILDREN'S AGENCIES—Children's Aid Society, Catholic Children's Aid Association, Protestant Foster Home Society, Home for the Friendless, Hebrew Orphan Asylum, Newark Orphan Asylum, St. Mary's Orphan Asylum, St. Peter's Orphan Asylum, Odd Fellows' Home.

DAY NURSERIES—East Side, Eighth Avenue, Jewish Sisterhood, Sarah Ward Memorial, Burke Memorial, Crazy Jane, Holy Angels' Day Nursery, St. Columbia's.

HOMES FOR AGED—Bethany Home, Colored Home, Little Sisters of the Poor, Daughters of Israel Home, Job Haines, Home for Respectable Aged Women, Baptist Home for the Aged, City Home for the Aged (Almshouse, Ivy Hill).

REFORM AND LODGINGS—Essex County Parental Home, Florence Crittenton Home, Christian Refuge, House of the Good Shepherd, Essex County Home for Discharged Women Prisoners, Rescue Home, Jewish Wayfarers' House, Salvation Army, Good Will Home.

EDUCATIONAL AND CORRECTIONAL (Public)—Essex County Parental Home, Juvenile Court, House of Detention, Essex County Jail, Newark Parental Home (Verona).

CIVIC—Public Library and Museum, N .J. Historical Society, Y. W. C. A., Y. M. C. A., Public Baths, Playgrounds, Boy Scouts, Settlements.

SCHOOLS—For Defective, Blind, Deaf, Vocational (Girls' and Boys'), Open Air for Tuberculous and Anaemic, Ungraded (Truant).

OPENING MEETING

Sunday Evening, April 21st, 1918, 8 o'clock

General Topic: MOBILIZATION OF SOCIAL FORCES

PRELUDE—Selection by Trinity Cathedral Choir.

INVOCATION—Rt. Rev. Msgr. Isaac P. Whelan, Newark.

Great God, we humble ourselves before Thee, we adore Thee; we accept Thee to be our creator, our Sovereign Lord, our first beginning and our last end. We beg of Thee to enlighten our minds, to warm our hearts, that we may act wisely on the problems that are coming before us for the amelioration of sinful distress and any kind of human misery that we may have to consider. Bless us, O God, that every work of ours may be by Thee wisely begun and through Thee happily ended, through Jesus Christ, our Lord, Amen.

SELECTION BY THE CHOIR.

A WORD OF WELCOME—Hon. Charles P. Gillen, Mayor of Newark.

LADIES AND GENTLEMEN: This is the Seventeenth Annual Conference of the Charities and Correction of the State of New Jersey. It is very timely, because the public has in mind the great sacrifices brought on by the war, and will no doubt demand greater activity on the part of those interested in charities than ever before. It is to be hoped that it may result in great good. The purpose of this conference is one of the noblest that mankind can dedicate itself to, and therefore I consider it a great honor, as Mayor of the City of Newark, to have the pleasure of welcoming delegates to this great meeting. We hope you will find our city a pleasant place to stay, and that the people of Newark are warm-hearted and democratic and delighted to have you here.

It is also a great pleasure and honor to have the opportunity of welcoming to this city one of the great men of the nation—not only a great man as far as achievement is concerned and of public service well done, but one who has endeared himself to all the people of this nation.

GREETINGS—Benjamin S. Whitehead, Chairman Local Committee.

It is my privilege to extend a greeting from the Local Committee to the delegates and guests from throughout the State. The time is past when it is encumbent upon us only to "do our bit." The time has come when we must do our best and those who gather here tonight have at heart the interest of those great institutions that exist in this country carrying a humanitarian work while our great armies abroad are fighting for us there. It is to our friends in Newark that we wish to make a special plea tonight, that their loyal support will be given to our local institutions and to our State institutions or charities and corrections. We feel that now is the time, if at any time, when they need your support and your encouragement, and those who are giving their time so unselfishly and so thoroughly to this work are welcome to Newark. Newark extends the key to the city and we want you to stay as long as you will and we can assure you a warm welcome. I trust that the days that follow in which these serious things are discussed will be taken advantage of so that we may be nearer the solution of many perplexing problems. These are really sacred tasks. We feel that each one of us have a great personal responsibility, and so I take the greatest pleasure in extending this word of greeting to the delegates on behalf of our Local Committee.

RESPONSE AND PRESIDENT'S ADDRESS

Robert L. Flemming, President, New Jersey Conference of Charities and Correction, 1918

It gives me great pleasure to welcome you here tonight, and especially, the new addition to the ranks of the army of social workers which has been recruited by the Red Cross and other war agencies. The war has forced us all to take a different view of life, has aroused a true religious feeling, has taught us that we are "Our Brother's Keeper" and that we must protect the weak and helpless, if we are to recover from the devastating effects of the war. The last conference elected me president, not for any great ability I possess, but as a recognition of the fact that New Jersey is thoroughly aroused to the necessity of protecting its children, guaranteeing to them, as far as possible a decent home life.

It is customary for the president of this Conference to give a summary of the work of the year, but we are at war, and old customs are being swept aside and our whole energy and time should be used to prepare for the future. I, therefore, feel justified in speaking of new legislation rather than old. There are two subjects that will be brought before the next legislature that should be carefully considered, as they are vital to the future of our State. The first deals with the health of laborers of the State and the second with the care of children.

These are two problems, vitally affecting the welfare of the citizens of the State, which should be solved as speedily as possible. The first one is how to conserve the health of the workers in our factories; the wealth of the State depends on the ability of its citizens to work, and if we can raise the standard of the health of the laborers we will, of necessity, increase the wealth of the State. A practical method for securing this result has been offered in the report of the

Old Age Pension Commission which recommends a system of Health Insurance to be organized under the Department of Labor, the State to pay the administration expenses and the employer and employee to contribute equally to the premiums. Unfortunately ,the most dangerous diseases, such as tuberculosis, cancer, etc. do not in their first stages incapacitate the laborer for work, with the result that the laborer continues until he is "sick" and forced to cease work, when it is too late to affect a cure, whereas, he might have been saved by securing the necessary medical and surgical treatment provided under such a system. The various charitable societies of the State are overburdened by the demands made on them for the care of families whose bread winners, through sickness, are unable to support them. The Health Insurance system would provide doctors and surgeons for the invalid and a sick benefit to care for the family, so that the laborer would be returned to his work at the earliest possible moment and the family would be cared for without being a burden on the community. Governor Edge, in his annual message, recommended such a system, and a Health Insurance bill will be introduced at the next session of the legislature. The various charitable agencies should, therefore, examine the provisions of the proposed act carefully, and assist in its passage, as it will, without doubt, relieve them of a very great burden.

The other problem is how to handle our delinquent children. Many of us who have watched the operation of the juvenile courts have been forced to the conclusion that the fundamental principle of the Juvenile Court system is not sound. It is a vast improvement over the old system, but it does not solve the question because it presumes that the child is the problem and deals with the child alone, whereas the child's family is the real question which demands a solution, so that justice can be done the child. New Jersey has solved the problem of the care of the dependent child and these children when they come of age are taking their places in this community as useful law-abiding citizens and the same result can be accomplished with the majority of the delinquent children, if an equally efficient system is devised, but it cannot

be done through a court whose main duty is to place children in institutions. The question before a juvenile court, as constituted at present, is, what shall be done with the child? Whereas, the real question should be, why did this child err and how can his parents be forced to care for him and his brothers and sisters so that they may become useful members of the community?

The Juvenile Courts have been founded as courts of law and law is hard, inflexible. Would it not be better to found them on the principles of equity, the underlying principle of which is justice? A law court is created to punish offenders, an equity court to see that the rights of litigants are protected. Only those who have offended against the law can be brought before a law court to be punished, whereas, in an equity court all those who are in any way connected with the matter in question can be brought before the court and the court in its decree can protect the rights of all parties and enforce its decree by imprisonment if they fail to abide by the order of the court. We would, therefore, be able to handle the case as a family matter if the Juvenile Courts should operate under the rules and powers of equity rather than law. The Juvenile Courts, of the counties of the State have some such powers, but the distance to the county seat and the expense of getting there is so great that they are not able to handle the situation, as in some parts of the State it will take a day and a half to go to the county seat, attend court and return home. We must, therefore, have a court that can travel around the county and sit in the various communities so that the court can be reached by the people of the county who are not able to pay the expense of a trip to the county seat.

The court must of necessity have jurisdiction over the parents, therefore, it would be well to change the name of the court and call it by some such name as the "Family Tribunal."

The object of the court should be the prevention of the breaking of the family ties, so, the court should have full jurisdiction over all cases that arise for non-support or disputes of parents, or the failure of either parent to do his or

her full parental duty. The "Family Tribunal" would therefore consist of, say, six judges, appointed by the Governor, with the consent of the Senate. Their jurisdiction should cover all the State. The Presiding judge should arrange the circuits for the judges and the circuits should be so arranged as to cover the various communities in the different counties. The judges should have jurisdiction in all cases affecting the children or the care of children and the Domestic Relation. The rules, practice and proceedings should follow, as far as possible, those of equity rather than law.

It was the duty of the Tribunes, in the old days, to preserve peace and harmony in the clan, and that is exactly what should be accomplished in the families that come before this court. Can there be any nobler duty imposed on a court than to protect the children of the State and secure for them a proper home life?

CHAIRMAN: We now have the pleasure of listening to Mr. Ogden H. Hammond, Acting Chairman of the State Board of Charities and Correction, who will present the speaker of the evening.

MR HAMMOND: Mr. Chairman, Ladies and Gentlemen: It gives me great pleasure to present to you tonight one who needs no introduction. Those in this country who in all probability may not have had a chance to fight on the battle line in France are just beginning to realize that their services may be needed here almost as much as over there. I refer to the problem of reconstruction after the War. The preliminary work must be done now. We must be prepared to fight, to build up that which will be torn down ,to fight our battles over here against disease, against crime, against insanity. One of the foremost men representing social work, one who has given the finest and best of his capabilities in American life is the Hon. William Howard Taft (cheers) our beloved Ex-President, whom I now have the honor to present to you.

(Applause.)

THE GOAL IN SOCIAL WORK AND WHY AMERICA IS AT WAR

HON. WILLIAM HOWARD TAFT

Ladies and Gentlemen of the New Jersey Conference of Charities and Corrections: I feel as if I were here under false pretenses. I thank the Chairman for his very kindly introduction, but I am not conscious of having deserved a word of it. I, of course, in official life, have had to do with charities and fundamentals of an official character and its correction. I am afraid that in certain respects I might be considered a re-actionary if I told you exactly what I think on some of these issues. I remember reading with great interest the life of Edward Livingston. Edward Livingston, after he went to Louisiana, wrote a criminal code that gave him a reputation, I think, greater than that of any jurist of the United States. He was fifty years ahead of his time in the character of measures that he produced for the State of Louisiana in dealing with criminals. His code covered not only the definition of crime and the procedure in punishing, but it covered a prison system which, while in certain respects seems now to have been chimerical, on the whole lay the basis for the theories and practice of our present system. The object of punishment, of criminal laws, is first of all to prevent crime. Of course, the great improvement to be made is that while we keep in mind clearly the deterent effect of the law in the interests of society, in giving an opportunity to the one who is to be punished of reforming and offering him the inducement to reform so that he may be returned to society as a good citizen. These measures for reform and correction must go on even in the face of our War, because engaged on the other side will never be more than ten millions of our people ,and we are one hundred and ten millions. Everything must go on with us in a more or less normal way, and while many of our energies are absorbed in meeting the necessity

that war presents, still such objects as those which this Society has must be pursued and must not be allowed to drop even in the crisis which our nation is facing. Not only that, but as the gentleman who introduced me so kindly said, "the war is bound to increase the field of work which such a society as this will have to undertake. Problems have got to be met growing out of the war. Those who remember the Civil War can appreciate this fact. A nation cannot go through the upheaval that we are bound to have in society due to the excesses of the war without having new problems in respect to the saving of those who are otherwise likely to go down into demoralization.

Now, I did not come here to discuss in any technical way, or any way at all, this subject, because I have not the information that would justify me in standing before you and talking on it, except to extend to you a profound sympathy in your work and the heartiest appreciation of its value.

I came here tonight to talk about the other subject that I am talking about these days—a subject which is so absorbing that it is difficult for one to think about anything else—and that is the war which we are now facing. We are getting closer and closer to it—we are looking down the cannon's mouth of the German, we are looking down in the gun-barrel of his machine gun and his rifles. This drive is on—it is brought home to us—how much our Allies have done for us in keeping the Germans away from us, and it is a little difficult to escape! If the Germans were to drive through there would be little between us and our enemies. There would be our Navy and the English Navies which would save us in our skins and homes, but we would then have presented the question—not "shall we fight," but "where are we going to fight," as we must fight this war through to victory! Now, it helps me, and I hope it will help you—to recite in a summary way, as you recite a creed—the facts which carried us into this war, to show that we are right in every respect, in every scintilla—that we have nothing to apologize for or explain in fighting this war out with Germany.

We have no lust for power, no lust for territory, we were

driven into the war against our will, and being in the war, now we find the cost—a world cost greater than we appreciated when the war began in Europe. A long time ago, before I was exposed to public life, I used to be a lawyer. I was trained to state the facts in logical sequences, to state principles of law and to present them. That is what I want to do tonight, if I can return to the innocency of that period.

When this war began, we all rejoiced at the proclamation of neutrality made by the President, and we said "we will comply," and we have. But there are whispering Pro-Germans who suggest that we were unneutral. That isn't true. They say we were unneutral because we allowed our manufacturers to sell ammunition and war supplies to the Allies. We did so. We did so in accord with an established rule of international law. Germany herself had applied that rule; she had practised it against us in the Spanish War, she practised it against Europe in the Boer War. Then this whispering Pro-German suggests that we were not neutral in dealing with her. That also is not true. We sold to Germany as long as she would buy. The trouble was that under that rule, goods sold and carried on the high seas in neutral vessels are subject to search, then they are seized. When she sent her commercial submarine here she brought dyes and sold them, and then she loaded her submarine with rubber, aluminum and copper, in order that she might use those articles in electrical devices for her instruments of war. So that in every respect we dealt with her just as we did with her enemies. But then there were others who said that though this was the rule of war we should abrogate it by Act of Congress—that it was not right that we should allow our merchants and manufacturers to make arms and sell them to be used to kill people with whom we were not at war. That has a plausible sound but lacks foresight. We are a peace-loving nation. Our pleasure is always peace, as we look at it. We are never ready for war and would never like to be. There may be some Congressmen who anticipating war and wishing preparation have been instrumental in securing appropriations for what they think will be required to carry it out. When they go back to their districts and take

their places among men who don't believe in such and such a measure—those gentlemen go back to Congress and are not likely to vote for the appropriations, and so it is in all our war preparations, we are unprepared simply because our people are a peace-loving people and cannot anticipate war before it comes. So, being that kind of a people, it is of the highest importance to us, in order to meet a war of aggression by a nation that makes war its god, that we should keep every source of preparation open. A nation like Germany that has kept up preparation for fifty years for this war does not need neutral sources particularly, but we who have to get ready for war when war is declared must look about and keep open as many sources as possible. Therefore, our President and Congress would have been recreant to their trusts if they had abolished that law which enables us now in the hustle in which we are engaged to buy where we can. While our course as a neutral is clear, Germany's course toward us as a neutral cannot be too strongly condemned. In May, 1915, a great English commercial liner, six or eight hundred feet long, sixty or eighty feet beam, with 3,000 persons in her ship's company, sailed from New York for Liverpool. Off the Irish Coast, by direction of the German government, a submarine sent a torpedo into her vitals and carried down of that 3,000 persons 1,200 to their death. Of that 1,200, 114 were American citizens, men, women and children, babes in arms. We protested. Germany answered that the vessel was armed. That was a lie. In all the warehouses that Germany has for the storing of her material and instruments the biggest one is the one in which she stores her war lies.

It served to continue the correspondence for a year, and during that year she sank a number of American vessels and caused the death of a number of American citizens on those vessels, but for each one she had some kind of an explanation. Finally, at the end of the year she sank the Sussex, another English vessel with a large ship's company, among whom were Americans, and then we said, "If you do this again, if you continue this kind of warfare we will sever our relations," and she said, "we will discontinue until further notice." Then

she went to work making submarines, and when she had made enough as she supposed to carry out her purposes, on the 31st of January, 1917, notified us and the world that thereafter any vessel, commercial or otherwise, neutral or otherwise, that entered a zone 900 miles north and south and 300 miles east and west from England she would sink without warning. Then we severed our relations as we said we would, and we returned to the bosom of the Emperor, that sneak and spy, Count Johann Von Bernstoff, and after the Emperor had embraced him, he sent him to the Turks—where he belonged.

Her answer to our severing relations, in dismissing Bernstoff, was to sink four American vessels which probably never had received notice of change in her policy, and thereby sank and drowned thirty American sailors, making a total of two hundred American lives as a result of this murderous policy.

Now, the first question I wish to raise and discuss is whether there was any other course for us to pursue than the one we did, namely, to declare that war existed.

That depends upon what the rights of our citizens were and what our duty was in the mitigation of those rights. When Germany sent a torpedo into a vessel on the high seas she knew that a part of the company at least would be drowned, sinking the vessel without warning. Now she therefore deliberately killed those who were drowned. Had she a right to do it? The question of rights is settled by international law, and in the event of the capture of commercial vessels at sea that law is very definite, because it has been decided in prize cases for one hundred years by Prussian, English and American courts, and it is just as definite as the law of promissory notes or real estate in this country. It is simple for our purpose. A nation at war may, if its war vessel seizes a commercial vessel of its enemy and cargo on the high seas—may do one of two things—it may take the vessel and cargo into court and have its prize adjudged and sold, the money distributed among the crew and officers, or it may sink the vessel as it finds it and sink the cargo, in order to weaken its enemy. It may do the same thing, perhaps, with neutral vessels following the laws of war, but the law for one hundred

years has always recognized that before the vessel is sunk the ship's company all of them must be put in a place of complete safety before the sinking takes place. Admiral Semmes of the Confederate Navy prided himself on the fact that not one single human life of the ships' companies were lost on the vessels seized, and if he found he could not put the crew and officers in a safe place because he didn't have room he released the vessel and lt them go. Therefore, when Germany sank these vessels and deliberately sent a number of the ship company to the bottom, she killed those persons without right. Now, when one kills another without right, it is murder, whether it is done by individuals or a nation, therefore our case against Germany is that she killed two hundred of our citizens without right, she murdered them; she announced to us her purpose to murder all those who might enter the zone which she had fenced off on the high seas. Oh, but it is said that it is the people who went into the zone who are responsible, that they knew their danger and they deliberately went into it, therefore they are to blame and not Germany! Well, lets us take a perfectly analogous case. Suppose John Smith sends word to John Jones in the city of Newark, "Jones, if you come down into the street in front of your house I will kill you," and Jones, being a high-spirited citizen and knowing his rights, and having business in the street comes down into the street and is killed. Then when Smith is brought into court he makes the plea—if he can get a lawyer in New Jersey to make the plea—that he is not guilty, because Jones is the cause of his own death; he had notice he would be killed if he came into the street, hence he was guilty of contributory negligence. That is the plea.

There is one other question, that is that they don't recognize international law. They admit the violation. Now, the law was there, but they relied on the rule of retaliation. Against whom? England, because England had been violating international laws, and therefore they were entitled to retaliate. That is worse than the other. John Smith shoots John Jones because he wants to get even with John Robinson. He killed our citizens in order to retaliate against England. It

reminds me of a letter Mr. Roosevelt read to us in Cabinet when he was President. He was the Colonel of the Rough Riders, you know. He had some boys who were getting into trouble now and then and he received a letter from one who had been put in jail. This letter read: "Dear Colonel, I am in trouble again, as you see by this. This time it isn't my fault. I am in here for shooting a lady in the eye, but I wasn't shooting at her, I was shooting at my wife." Germany says she wasn't shooting at us, she was shooting at England, but she hit us. But Senator LaFollette says, "It does no harm to abuse your opponent in an argument, no matter how poor an opinion you have of him." He says that these rights existed but that they were technical. Now, isn't it too bad that a Senator in Congress, sworn to uphold the Constitution of the United States, should characterize the murderous procedure of Germany as technical? Suppose this was Venezuela, you know what would have happened. The President would have said, "Here (put in diplomatic language), this murder has got to stop and you have got to make reparation as far as it can be made to the relatives of the victims; you have got to give security that this murdering will not occur again, and you have got to apologize to this Nation." And every man in the country, and Senator LaFollette and conscientious objectors would have said "well done." Now, what is the difference in that case and this? There isn't any. The difference is that Germany is the greatest military power in the world and Venezuela is not! Germany is a country controversy with whom, means world power. We are therefore not in favor of yielding the rights of our citizens against any country if it is only big enough so we can lick her with one hand, but if it is Germany and a power that is strong, then we will waive those rights. Norway has lost by this method 1,000 sailors. She has protested and that is all. Why hasn't she declared war? Because she believes that Germany would wipe her out if she declared war, because she is afraid of Germany. Now, what category do we wish to be put in as a nation? That we are afraid of any nation on earth when that nation is murdering our citizens? Is that in accord with the

principles of the Revolutionary or the Civil War? How does it appeal to you as red-blooded men and women? Is that the duty of the Government? What is a Government? A Government is a corporation created for our benefit, by us. We support it, pay taxes, give it service, military and civil; we aid its laws. What do we get for it? Protection of our rights as against another, protection of our rights by foreign nations. If we don't protect those rights as a government then we had better go out of the Government business. The Constitution, as interpreted by the Supreme Court, says that we must protect the rights of our citizens at home and abroad, on the high seas. A citizen on the high seas and under the flag of the United States is as much within the protection of the United States as if he stood on the shore of New Jersey.

We did not go into this war because we wished it, but because we were forced into it by the acts of Germany; she left us no other course. President Wilson was attacked and criticized by my own party because he did not think, as that party thought, soon enough. Now, we are neither Republicans or Democrats, we are Americans! The effort that was made, of willingness even to condone the murders of the victims of the Lusitania in order that Germany might be made to see the injustice she was doing, and the murderous policy she was pursuing, ought to convince every one, pacifist or otherwise, that we are in this war because duty requires it and not because we wished war. As I said before, we have no lust of territory, no lust of power—simply from a sense of duty. There is an Irish saying "It's better to be quarreling than to be lonesome." That isn't our spirit. We went into war with the same spirit, same sense of duty that the Puritans went into war. It is a holy war we are fighting. So we are in the war and now that is the case. We find the cause we are fighting far wider than the question at first seemed. It is for the maintenance of the right of the world. Here are a lot of democracies—England, France, Italy, Belgium and the United States on the West front, and some whispering pro-German suggests that Belgium, Italy and England are ruled by Kings and so they are not democracies. If the people rule, then the

question of kings is only a question of days. The Kings of Italy, Belgium and England haven't any more to do with the real policy of those countries than the Ex-President of the United States. (Applause—I wanted to give you an extreme case.) On the other hand, who is it whom we are fighting? The German people led by William of Hohenzollern and the Prussian military regime. Don't lets be blind. Its the German people and the military regime of Prussia. Oh, yes, I forgot there are some other little additions, Austria-Hungary and Bulgaria, and Turkey—but our foe is the German people led by William, and the Prussian military regime, and we want to understand what this is, what it means. We don't. Until we trace the history of the German people and find out the psychological condition that explains their present attitude toward the world. With your permission I am going to trace that history in a summary way.

Early in the Nineteenth Century Germany was divided into twenty-eight different states—Austria-Hungary and Prussia and twenty-six other states, led by little divine righters, dukelets and kinglets and little despots. Everybody recognized that it had to be divided. In 1848 the liberty-loving Germans of force and courage revolted in all those states. At first it seemed as if they were about to succeed, and then they failed, and they left the country, some because they wanted to and some because they had to, and they came to this land of freedom to breathe in liberty. Led by a number of strong, forceful liberty-loving men, they settled in this country, all over the country. They made a fine body of citizens and when the war came on, dreading slavery as they did, they enlisted in the Civil War. Since that time others have come over and they have a great line of descendants. So they have continued to make an important body of our citizenship. Unfortunately, for three years we were neutral, and during that time many of these citizens of German origin forgot what drove their ancestors over here and yielded to the natural pride they had in the military advancement of their brethren on the other side. They believed in them when they said this was a war of aggression against Germany, and they sympathized. Then

came the declaration of war against Germany. A conflict of emotions arose, but a great body of these citizens of German origin recognized their allegiance to the United States and ever since the war have contributed to the patriotism. There are some, doubtless few, who failed to respond to that gratitude that welcomed them here and the opportunities which they have taken advantage of, and they sympathize with the other side. Now if that sympathy manifests itself in getting aid, obtaining information, poisoning food of our soldiers or tampering with our munitions, there is only one thing this country can do in self-defense. It must put such citizens up before a firing squad—after a judicial trial, and end their citizenship in any country. For God's sake, don't lets follow the Germans in their brutality. It is so easy to fall into that error. If you once let mob violence go you never know what will happen. We pride ourselves on decency between us, and lets maintain our right to have that pride by bringing these people before the court and punishing them instead of being bullies. I don't believe this county needs talking to in this way, but I never get any applause for that statement. I have tried it in Oklahoma and elsewhere—nevertheless it is true.

Now to go back. The brethren of these Germans that came over, after having fought the despots on the other side, were not exposed to the environment of those who came here to breathe the air of freedom. They continued under these little kinglets and dukelets, and finally came under the influence of Bismarck, who was the Premier of Russia in 1862. He was a divine-righter kinglet. He said, "I will make Germany solid—not by constitutional methods, but by blood and iron," and he proceeded to do so. He had the people of Prussia turned into the army and gave it army equipment, and by development and attention made it the best instrument of war in Europe, and then turned his attention to using it. Then he planned three wars. I call your attention to these three wars. Germany did not declare one of them. She was ready, she planned the war, but they were all wars of aggression against her. I want to invite your attention to that.

because it is important in considering the evidence as to how this present war was a war of aggression against Germany.

They built a great street along which they put monuments telling what great people the German people were. Now, this turned their heads. It was a wonderful series of military victories. They said, "This shows us to be superior men." They taught it in the schools that the Germans were superior, greater than any other people and that the greatest object of the State was military power. That was filtrated into the minds of the children in the public schools. Then they said, "Being super-men, having adopted this state of efficiency in the military art, we will pursue it in all fields of activity, and they did. They applied science to agriculture, manufacture, business, education. They called it a system of thorough efficiency or "Kultur." The result of it in the decades that followed was that it accumulated wealth in Germany as it never had been accumulated before. It gave them, in a way, a preponderancy in all the departments of science, in business, and that added to the size of their head and led them to the conclusion that they had already reached that they were super-men and they said to themselves "This is God's work." That is an easy mistake to make, where a man has had a succession of victories, that God has gone into partnership with him. That is just what has happened to the Germans. They said "This Kultur is necessary for the spread of God's civilization, it is the function of the German state to make the Kulture of the world." That system rests on military power, on military force, and the Kulture must thus be spread." Germany's system is the agency of God, and the despot is the Kaiser. Now, the German mind loves logic, the German is a good logician. He is not so good in selecting premises. The German, relying on logic and not depending so much on his premises, finding his conclusion different from the facts, reaches the conclusion that this was much the worse for the facts. They tell a story that it seems to me is quite apt in this connection. An old German went out to the gold fields of California in '49. You know the ways of getting out there were very difficult and only a few went. After he had been

there he met an American whom he had last seen in New York, and he was curious to know how he came out. He said, "You have come the plains across?" He said "No." Then, "You have come the mountains over?" He said "No." Then he said, "You must have come the Straits of Magellan through." He said "No." Then the German took off his glasses, put them on again and laughing said, "Then you must have been seasick coming the Horn around." He said "No." The German started at the answer, looked at him first through his glasses then lifted them, looked at him again and said "Well, then you have not arrived." That illustrates what I mean. Taking the premises that the German system is the agency of God in reaching its destiny of spreading Kultur the world around by force, he sticks to the easiest conclusion that in that business, being on God's business the State can do no wrong. The considerations of decency, humanity, morality and the obligation of treaties as applied between individuals have no application to the progress of the State toward that destiny, and the consequence is that they have abolished international morality, there is no rule of morality between nations, nothing that should restrain nations from seeking to pursue its object, especially when it is God's object, as they say. That is a horrible philosophy. It is a philosophy that would lead to the destruction of the world, that "might makes right" and there is no right except that which is founded on force.

Now, you ask confirmation of that. You can find it in the libraries of Berlin. You will find it in every military writer. We knew it before the war. Why didn't we attribute it to the German people? Possibly we assumed that these writers were cranks. We have cranks among us but we wouldn't like to be held responsible for the statement of cranks that we know, and we have treated Germany the same way. Their association with God has become a conviction. The Kaiser says "Forward with God." He says "God is with us." What does that mean? It means that no matter what we do as long as our destiny is the spread of Kultur for God's civilization, God is with us.

Now, he wouldn't use those expressions unless he knew they went home to the minds and thoughts of the German people. It has also been carried into the pulpit. You find sermons preaching it, find it in prayers, out of their own mouths, "Oh, thou who presidest in the heavens, high above the cherubim and the serephim and the Zeppelins." Now, that is irreverent with you. Not so to the German, because the Zeppelins are spreading Kultur with its explosives, destroying the school children of England, for military purposes, and that is God's purpose. It is a horrible philosophy. If you want further confirmation, look at the way they have treated the Armenians. By this murderous policy they have sent to their death 14,000 innocent men, women and children. They violated the neutrality of Belgium, to which their faith was pledged sixty years, not only to observe that neutrality but protect it. A few years before the war they built and strengthened railroads up to the borders of Belgium. They built them up because they intended to strike some day and they intended to strike France through Belgium. When the war came on they struck through Belgium and their Chancellor said to the English Embassy who objected, "Why should we pay attention to a treaty, that is nothing but a scrap of paper," and what did they do in Belgium. Did they treat them with decency, those poor innocent people? No, they set aside a district and in that district they murdered by military authority, standing up against a wall and firing at the leading men in each district, leaving their dead bodies to testify to the rest of the Belgians what would result if they did not submit.

When they had accomplished by this method their purpose of securing complete submission of the Belgian people, they took the man, the brother, father and son from a family, carried them into Germany, enslaved them, contrary to every rule of international law. They violated the rights of war in so many cases, sending cruisers to the east coast of England and bombarding undefended towns, destroying old men and women and children. Oh, the desecration they have imposed

on the parts of France and parts of Belgium that have had to be given up. It is terrible to think of their leaving helmets and other instruments likely to attract children and placed so that when they went to pick up a helmet it blew up a mine and destroyed the children and families that had come back to their own home. It is horrible, you cannot explain except on the theory I have been attempting to sustain, by a psychological condition in which they have made the Devil their god and they don't know it. The Hague treaties, where they consented to the amelioration of war are not binding to them. This treaty gives the standards of decency in fighting war, and one of those rules was that there should be no poisonous gases. Another that explosives from Zeppelins should not be dropped on undefended towns. I could go on and detail atrocities without number of which the Germans have been guilty because they believe that anything is justified in winning victory, but there is one thing I want to speak of before I leave this part of the subject, that is their treatment of the Armenians. They directed the deportation of 1,800,000 Armenians, by their Army officer, by German authority. This was known to Germany—she might have stopped it by the turn of her hand. This is what they did: With that army they did deport 1,800,000; 600,000 of them escaped into Russia because they knew what was coming; 600,000 of them were massacred by rifle, by bayonet and by driving them over precipices, deep running rivers, and 600,000 they finally deported into the desert of Syria, making the roll about one million.

It is their determined purpose to rule the world by force for the spread of this Kultur. Such a nation and family of nations is as dangerous as a mad dog is in a domestic family. We are at war with them. What is there for us to do? The trouble with the German people, led by William of Hohenzollern and this Prussian Regime is in their heads. "Prussian military regime," that is a long expression and I don't like to use it. Doctor Van Dyke has termed it the Potts-dam-gang, since the council of war met in the King's Palace at Pottsdam just after the murder of the Crown Prince.

What we are fighting is the German people, led by William of Hohenzollern, the head of the military dynasty—might makes right—force is all the rule of morality there is, and his Potts-dam-gang. How are we going to remedy it? We cannot remedy it except in one way and that is by victory over William of Hohenzollern, Hindenburg and Ludendorf, the Potts-dam-gang, leading the German people. The trouble with them is in their heads, and they need a surgical operation, and if we gain a victory over them, and if we sit upon William of Hohenzollern and the Potts-dam-gang, then the scales will fall from the eyes of the German people. No military dynasty can survive; being God's, this very victory of God will eradicate its existence. Therefore, that is our purpose in this war, otherwise, my friends, what is the use of living in this world! If we don't have a victory over them, with the aid of our noble Allies, then we have before us this future, that is if we make an inconclusive peace—we will become subservient to the German dynasty, to the German or military system, and must make our nation an armed country, ready to resist them when they think the time has arrived. Is that what we want to do? Do we wish to yield our independence to Germany or wish to make Germany our model and make ourselver a military dynasty? Our only course is to end that dynasty and make a peace and get the German people's minds free of dynasty so that they may become commendable members of the family of nations, and then by general arrangements see to it that hereafter peace may be permanent and that the manifests of any nation shall not involve us in such a vortex of murder and horror as this war. There is a great deal of difficulty in doing this. There is difficulty first, in our going ahead to make our plans broad enough to make victory certain; second, is to pledge ourselves not to stop in this work until we do accomplish the only purpose. Why do we hold these patriotic meetings? We advance the same criticism, use the same expressions, why? It is on the same principle that we meet in churches to recite our creeds; it is to arouse our soul to a sense of duty, our relation to God, and these patriotic meetings are to rouse our sense of the relation to the world,

impress upon us the responsibility that we should have as individuals in discharging our duty and purpose that is laid before us.

Therefore, what I would like emphasized in every patriotic meeting and recited is a creed to which we will stand, because when we meet defeat and the discouraging appeal, when it seems better to give up because we have lost so many, when we go down into the Valley of the shadow of death, our terrors are taken from us, then we shall have the satisfaction that we did not give up our purpose and make any kind of a peace. The first declaration of this creed should be that we have failed to live up to our duty to God if we allow this war in which so many millions have been sacrificed to go without accomplishing something in the advance of civilization, so that it shall not have the result of being a mere prelude to another war.

Again, I believe that it is a violation of our duty, to our country and to the world and to God to make any treaty with William Hohenzollern and his Potts-dam-gang, (applause) because such a treaty will not insure the peace of the world; a treaty that is nothing but a scrap of paper is not something that we can make the end and object of this war.

Then I believe that this country should make itself ready so that all of its man power and all of its resources shall be organized within two or three years to send abroad an army of from five to ten millions of men, so that with our ships constructed and our army trained, when we land our army on the shores of France it means the end of the war, the end of the Hohenzollern dynasty, the permanent peace of the world.

BENEDICTION—Rev. Pleasant Hunter, D. D., Newark.

May the Grace of our Lord and Savior, Jesus Christ, the Love of God the Father, the support of the Holy Spirit be ours forever. Amen.

Monday Morning, April 22, 1918

FAMILY WELFARE

Mrs. F. C. Jacobson, Newark, Chairman

Those of you who live in Newark and would like to know something about the things we are doing will be welcomed at our headquarters, 36 Clinton Street, and we would be very glad, indeed, if we could induce you to give us your service. Those of you who live outside of Newark may find here a very good Home Service section to which we welcome you. With Mr. Wilson here to assist I do hope that this morning's meeting will create a real desire for service in the Home Service work. I am very glad to present to you Mr. Wilson.

HOME SERVICE IN CIVILIAN RELIEF

A. M. Wilson, Director, Civilian Relief, Atlantic Division, American Red Cross

Chairman, Ladies and Gentlemen: I came into the Red Cross to organize the Home Service in the care of soldiers' families. There were a few Home Service sections in the State at that time in Newark, New York and half a dozen other places. I read the Manual of Home Service which had been published and, with a few directions I received from it, started out to organize these sections without any more idea than one could get from that as to what the problem was. About the third day I was out a real problem came to the office. One of your Senators from New Jersey had sent to the National Headquarters a problem. One poor woman had given her only son to the war, who had a little poultry farm in the northern part of New Jersey, and she needed him back or some help. He had enlisted about the first week with Admiral Sims but his pay hadn't come through. She had been selling off her chickens to meet the expenses until she had nearly depleted her capital stock. Letters from the boy

were not cheerful. He had injured his eyesight—was in the hospital for a month or more. He had tried to get the boy discharged, but Secretary Daniels was not discharging boys from the Navy. He sent her to the Red Cross for help. The Red Cross was not organized in her community to meet a problem like that, was organized to send equipment to hospitals, soldiers, and to raise money for France, but not organized locally for this kind of problem. We had to send somebody out to visit the woman and work out a plan by which the woman could be taken care of. We gave her enough to buy back her chickens as she is happy and everything is in good shape. We had to organize for home service in every little community in the Atlantic Division. It did not do to organize in three large cities of these states. City after city had organized to do this before the Red Cross had gotten into the field. When the soldiers were sent to the Mexican Border independent committees were appointed by Mayors. They had to do it in Canada bcause the Red Cross is not permitted by its charter to engage in civilian relief work. The relief problem itself was a very big one in Canada. Practically every woman with one child would have to have a certain amount in addition to the Government grant in order to live, if she did not have an independent income. They are spending in Canada $1,000,000 a month, supplementing the Government allowances to the families.

In the United States a woman, say, with two children, would get $15 from the man, $32.50 from the Government, so she is sure of an income of $45.50 a month. With additional children will be given additional money, at the rate of $5 each, so that purely fundamental needs are fairly adequately met by the Government's action. That would be true if $45.50 would support a woman and two children under all conditions in the country—it would certainly in rural communities much better than in the city of Newark, or Jersey City or Trenton. It would be easier if every family met the requirements of the law, but there are families with boys who have gone into service whose mothers would get only $10 or $15, but they are foster-mothers. Every foster-mother cannot come within

the provisions of the law. An elder sister who may have brought them up and is now dependent on the boy in service would only get $8 from the Government instead of $15, if a wife. Somebody must needs step in and meet that situation. There are innumerable situations where relief from outside of the Government sources are necessary.

In the Atlantic Division the Red Cross covers every inch of territory in the three states. The responsibility is placed definitely upon the Chapter to care for every famliy within its jurisdiction, and they are meeting it. Our chapters are all organized for home service and operating under directions received from Washington, which is enforced by direction from the Division, so we can safely say that any famliy in need of any assistance whatsoever in this Atlantic Division has some place to which it can turn, someone who is responsible to us to meet their need.

On the financial side, we haven't a general fund placed and a common treasury in which the home worker can reach for funds for relief of families. It was thought better here to organize under the basis of Chapter responsibility in every field of activity. They fix the responsibility on the Chapter to relieve soldiers' families. There is an order from headquarters at Washington that if a Chapter hasn't funds to do the dressings, hospital supplies and those needs the Red Cross is committed to, and to relieve the families, the first responsibility is to relieve families in that district and assume that the several supplies will be furnished by other Chapters. No one else can come in to meet the local problems.

We have changed the name of this committee from Civilian Relief to the Home Service Relief. We realized that the Government would have something other than relief to offer primarily to soldiers' families, so we called our committees Home Service Sections. Only in a small proportion of the families have relief problems. In the State of New Jersey in the month of February, we cared for 1872 families. We gave relief at that time to the extent of $7,521.54. Some funds were raised independently of the Red Cross, so I can safely say that about $10,000 in relief to soldiers' families was

advanced in the month of February to 1,800 families. A large number of these families came to us for other needs than relief—for advice and information. We established an information service, published a booklet of 120 pages, giving information of the Army and Navy, so that the Home Service section is the repository locally of the most complete information that is obtainable by men in service such as their families might want to know. Twenty-four boys from different towns were captured by the Germans. It is some reassurance to the parents and wives of those boys to know that right here in Washington or Toronto is someone with information as to how those boys can be communicated with. We keep that information up to date so far as we can get it. Civil rights of the soldier is now protected by Federal legislation so it will relieve him of any worry about affairs that were left behind that would get him into court. An efficient Legal Committee was appointed in connection with our own work, supplying expert legal advice. Families come to us for advice and information about delayed allowance, allotments, or failure to receive them.

Many are coming to us through the Service organizations in cantonments. We have in each cantonment, wherever it may be, a Red Cross representative. In all the hospitals, it renders service to the sick soldiers. Not only do we have them at camp but just lately we sent twenty-five such men to France to be with the units there to serve the soldiers in this way, so that men in France may be perfectly free from worry. Worried men make very poor soldiers, so they are afforded every facility for forwarding information to someone at home, relieving them of the responsibility at once.

Many persons far removed from where skilled social work is known have, by reading the literature and trying it out, been able to do the work in a very intelligent way. We have four supervisors in every vicinity, telling the Chapters how to go about their work, giving eight or ten lectures and supervising every month or six weeks, thus making them more fit for the job they have undertaken. We ask the Chapter to pay $50 for a course of ten lectures, they in turn charge the

people who take it and are reimbursed by individuals who profit by the service. We hope to operate from thirty to forty such courses this summer.

The field of Home Service there are also other problems when the war is over and when the wounded men are returned. This may call for a readjustment of our program but will require the best skilled workers we can get for the State.

THE CHAIRMAN: Just here I want to emphasize the fact that Home Service is not charity. America does not send her men to the army and treat their families with charity. We want it distinctly understood that the Home Service work is service, because these men have gone and must have somebody to take care of things while they are away. That does not mean, however, that when a man is discharged or for any other reason he is returned from the Army that his family is still in need of help and assistance. In fact, the Home Service, because of his discharge, is no longer able to care for his needs. The Home Service is then justified in turning that case over to the Local Bureau of Charities. Because the Home Service is not a charity does not say that it is not to co-operate in the very closest way with all existing organizations. In order to do Home Service work effectively we must take advantage of every organization and every resource for good in the community. I find in my work in Newark the smallest part of the Home Service work is the giving of funds. There are thousands of things that these people ought to have and have never had because they have not known the resources of the community, because they haven't perhaps felt the need of certain things which we can bring to their attention. I would like to tell you, if I had the time, what I believe should be Home Service work.

RELATION OF HOME SERVICE TO LOCAL CHARITIES

Karl De Schweinitz, General Secretary, Philadelphia Society for Organizing Charity

A few weeks ago the Board of Directors of a certain social agency held a meeting to discuss ways and means of filling certain vacancies and they talked over every possible candidate and were about to decide on one or two of them when one of the business men of the Board said, "Now, don't let's be in a hurry in filling these vacancies, let's wait; there are a lot of men in France who are engaged in army activities who, when they come back from that work, will be anxious to go into just the sort of things we are doing; these men who are now helping in the work of carrying on the war are seeing a new vision, they are never going to be content again merely with their jobs, they are going to want to do something else." And so this particular Board decided to wait. I think we are so often concerned with what we are doing for the war that we altogether forget what the war is doing for us. The war has accelerated a great many of our feelings and ideas toward social works. I don't believe that any of us here in this room are going to fail to realize hereafter the importance of recreation in the lives of men and women, because of the activities of the War Camp Training Commission. Mr. Fosdock's activities have convinced thousands and thousands of people of the importance of recreation. Similarly, the politicians who used to say it was impossible to get rid of the booze are now learning through actual experience that the booze situation can be dealt with. Prohibition, which was considered to be visionary a few years ago is now an accepted fact in a great many States. I could cite many different ways in which the war is acting as a tremendous vehicle, so far as changing our ideas, accelerating the idea of the social work, which we already have. The same thing has been true in the work of the Red Cross. In ten or eleven months the Red Cross has given the

United States a conception of the art of helping people out of trouble that fifty years of work by regular social agencies had not been able to accomplish.

Home Service, it seems to me, has two responsibilities: first, the responsibility of caring for families of soldiers and sailors in the very best way possible; second, the responsibility of educating communities in which the Home Service sections are engaged to the best and highest type of social work imaginable. This is being done from the National headquarters and from Divisional headquarters by the use of literature, speakers, through Chautauquas and in many ways. After education there is no force that is so effective as the individual family problem. There is nothing like being concrete when you want to make a point, and the Home Service sections in various communities throughout the United States are having concrete illustrations from which they are able to educate the cities and towns in which they are working. I believe our psychologists tell us the only time we are in a world of our own is when we are asleep, assuming that the rest of our lives here are in a world of everybody, and our success in life depends upon how we can adapt ourselves to that world. That is the problem which the Home Service sections are constantly facing. Home Service depends largely for its success upon the character of the other social agencies in the city in which the Home Service is being carried on. Unless there is an active Society for the Prevention of Cruelty to Children, unless there is an active Children's Aid Society, unless hospital work is being done well, unless the placing out of mothers and children is being done well properly, Home Service work is going to be adversely affected, so it is to the interest of the Red Cross in its work that there be a strong body of social workers wherever it is engaged.

Now, because of the power of the war impulse, because of the readiness of people to do things when they are related to the conduct of the war, Home Service sections are doing things which the ordinary social agencies could never hope to accomplish. Home Service sections can, I believe, be of tremendous help in strengthening the conception of the various social

agencies in their city, in educating people to see that these organizations must do an increasingly better work. For instance, I know of a certain city in which the Red Cross is tied to a registration bureau. There had been in the city no way in which the various agencies and churches, could learn what each other organization was doing for the care of families. The Society for Prevention of Cruelty to Children and the various societies of the churches did not know whether all or any of them were working for a family. Now the Red Cross came into that situation and found it would have to inquire of all these agencies. That situation continued for a number of months and now the Red Cross is starting a movement to establish a registration bureau, and when the war is over that will be a permanent contribution to the social work in that town.

The Red Cross, it seems to me, has a definite responsibility toward the other social work in the various cities and towns in the United States—to make that better, because it is going to re-act upon the work of the Red Cross. The different agencies that are working in a city can be educated to do better work, and of course the Red Cross can get the advantage of their counsel and advice through the establishment of Consolidation Committees. You can talk for hours about policies and questions of how to do things but all that talk is wasted until you pin the person to whom you are talking down to the facts of the particular situation.

The Red Cross Home Service manual describes in detail what a Consolidation Committee is. I need not dwell on that now. Obviously it should be composed of representative people in the town, who are representative of the social work and various philanthropies, and business interests, too. When we speak about having a representative committee don't make the mistake of inviting people to represent certain agencies. There is nothing so fatal to co-operation as having a group of people, one of whom is representing a certain agency; you are likely to find yourself in a situation where there is deadlock. Get representative people rather than people who represent. There is another thing to remember in this question

of co-operation between the agencies, and that is, no matter how we may be conscious of our organizations, the people whom we are helping don't understand them at all. They are all the same, we don't exist at all, and particularly if the worker is doing a good job the family does not think of the particular organization but of the individual. When it becomes necessary to transfer a family to a charitable agency, don't just transfer that family and think the job is done; get the social worker of the Home Service section to take an interest in that family. When they transfer a record from one organization to another they are not transferring the family. The same thing applies when the local charitable organization, for some reason or other, finds it necessary to transfer to the Home Service section. There ought to be the personal touch to introduce the new person to the family. In Philadelphia a family through a visitor or through an organization of its regular staff has had a real personal relationship then the relationship continues and the personal touch is continued, because it is more easy, once a real friendship has been developed to carry it on through the person who started it than a new person. But if the society has not had a personal contact, all the work is turned over to the Red Cross.

There is another point in the relationship between the Home Service section and the local charities, that is the question of workers. It is to the interest of the local charities that the local social agency of the Home Service sections have the benefit of just as strong a staff as possible, and it is the duty of the local societies to make just as much sacrifice as possible. On the other hand, it is to the interest of the Home Service section that there be just as strong a body of workers in town as possible. I do not believe that if the Red Cross were to have depended from the beginning of the war upon the social agencies of the United States for its workers they could have supplied enough workers. I do not believe the Red Cross could have been carried on, and as that work increases it is extremely desirable that we get new people into the Red Cross work, that we develop new candidates for our Home Service sections, and that is where the work of the

organizations is tremendously important. A great deal of the field work of the Home Service workers is being done through various social work organizations. It is perfectly obvious that an organization which is expanding with such tremendous rapidity is going to be greatly handicapped in doing the highest work just because of that expansion. Where that local social agency has been well conducted in the past is likely to be able to continue to forge ahead and develop a more extended work. Therefore, I think the contribution of the Home Service is the contribution of getting in line to use volunteers. It seems to me that it is quite appropriate that the training of Home Service workers should come from the social agencies where those social agencies are doing good work. I do not believe any training for Home Service will be affective unless that is followed up by a branch of training in the Home Service sections, because there are problems that are characteristic of Home Service which are not characteristic of the ordinary run of social work. The problem of supplying trained workers is likely to continue to be a difficult one, and there is, it seems to me, a heavy responsibility placed upon the local social agencies to see that the right sort of people begin the training. We are trying an experiment in Philadelphia, which if successful, may be an interesting step forward in the line of training. One hesitates to talk about anything before it is tried, but perhaps by talking we can get candidates for taking up this work. One thought is to train people for Executive Secretaryships in Home Service sections in the smaller towns, and for supervising jobs in the Home Service sections of the larger cities. This course is to last for a maximum of four months, to include work from nine to five every day, Saturday mornings devoted to discussion of case work, work with families, executive work, etc. Thus the workers will be given training for supervising volunteers: First, they will learn how to select tasks for volunteers, see how they do that work, that it is done properly; second, given experience in preparation for presenting problems to Consolidation Committees; third, given training in the work of interpretation.

Unless the Red Cross can get its work across into the minds of the lay public it is not going to have the greatest measure of success, and I know from what the Chairmen of the Home Service sections have said to me that that is one of the problems which they find tremendously difficult, getting the point of view of the Red Cross over to the public. We are going to try to give people some idea of the general basic principles underlying this work, first by writing reports to the people, and second of presenting Home Service and its methods, through talks to public collectors and the like. This course has just been suggested and being tried as an experiment in Philadelphia. It will open shortly. The plan is not to start a definite class at any one time but take people whenever they want to start, and so we might take somebody today and somebody next week and the week following. The students in the course would be active for four months from the time of their entrance. The course would conclude with the period spent in the Home Service section. If there are any here who want to take advantage of that training I shall be very glad to talk with them, or they may write me or Mr. Jones, who is the director of the Pennsylvania and Delaware Division of the Red Cross.

We are particularly interested in this work of training people, because your work—speaking now to the Home Service workers—is not just for the present. The Home Service work is going to be felt for years to come. It has been the experience that people who take up social work in great emergencies, in great distresses or in times of war, are either made or broken by the contact which they have with the people they work with. If the millions of soldiers and sailors are not properly helped and given the benefit of the careful and thoughtful work, we are going to have in the years following the war a tremendous volume of people who have not learned to help themselves who are willing to become dependents. I don't believe there is any time in the life of a family which is so critical as the time when somebody from the outside comes in to give that family advice and help. It seems to me we ought to give that family only the kind of advice and

help that we would give our own families and friends, and we should not leave any stone unturned that will prevent us from doing the very best we can.

Home Service sections are going to be a tremendous influence in the social work of the future and in the life of the United States in the years to come, because they are educating people throughout the country in new ideals. On the other hand, the work of the local social agencies in the future is going to depend very largely upon the character of the work which the local service work is doing for the families of soldiers and sailors.

DELEGATE:—Might I ask if you have any suggestion for bringing the social agencies of the town into co-operation with the Home Service sections?

MR. DE SCHWEINITZ: I think I should try to get them together perhaps by picking out some volunteer of that agency and getting him interested. If I wanted to enlist someone I would try to find some job for that one to do. I think when you once get a person doing something for you all other things will be added.

THE CHAIRMAN: It might be wise for me to tell you what we have been doing in Newark along that line. We felt that probably one of the greatest helps in training the volunteers for Home Service work was the correctional case committee. We invite a representative from one of the other social agencies or from one of the other social resources of our community to come and tell us what they are doing and then we ask questions and tie them up to us by making them promise that they will do everything in their power to co-operate with us, and we tell them we will co-operate with them. We have the finest co-operation I have ever known in my life right here in Newark.

Just before adjourning the meeting, I know it is the first session and you are all anxious to get away—I want to say one thing regarding Home Service work. The greatest asset that the United States will have in the future is its children. Get in touch with your school people and find out exactly what your child and children are doing. We have a system whereby

we send a list of the children that come under our care to the Superintendent of Schools each month, then the school authorities send a card to the teachers. The card asks for a report on the attendance, deportment and scholarship, and on the back of the card asks for anything of interest that the teacher could tell the Home Service section about the child. These cards are returned to us once a week through the courtesy of the Board of Education. Then at our meeting anything that needs to be brought to the attention of the whole group is read to the committee and the card is turned over to the volunteer to see what the trouble is—why Johnny Jones was away from school that week, etc. There is no safer and saner way of attempting to keep children from the Juvenile Courts than by keeping in friendly touch with them.

Monday Afternoon, April 22nd, 2 o'clock

THE DIFFICULTIES IN SOCIAL WORK

Mrs. Lewis Thompson, Red Bank, Chairman

Topic: MAINTAINING STANDARDS IN WAR TIMES

THE CHAIRMAN: We will now open the discussion on "The Difficulties in the Field of Social Service." My section is called "The Difficulties in Social Work." Being something of an optimist, I shall perhaps take the title of our discussion simply as a point of departure. As I came here today, I thought the most obvious and greatest obstacle in our social work would be the large number of social workers and leaders that had been called to wider fields, but as I look around, my optimism rebounds, for I see that, though many of you have doubtless taken heavier burdens to meet the war's needs, at the same time New Jersey has not lost the interest and guidance that you have always given and we are not to lose your leadership here, in the home State. It would be very unfortunate for any community to lose such an asset in its social work. I am going to pass very quickly over the few points that have occurred to me. Our difficulties are largely those that the other nations have passed through. We ought to escape at least some of the mistakes that they have made. In labor conditions and in the question of public health, there is no reason why we should repeat each step that has been taken abroad, and they have now developed conditions in England which would be very fortunate for us to reach in peace as well as in war.

A word about the schools. I feel particularly keenly about the schools, because in Monmouth County we have made so many attempts to keep the standards up. In England, as you probably know, the figures show that in the first year of the war the school attendance dropped 50% and the juvenile delinquency went up 50%. Perhaps you all know also that in this last year a one-third larger appropriation was passed

in Parliament for the purpose of public education than ever before in the history of England. We can study these facts and use them as arguments here.

I would also like to make a plea for the home. In the stress of today, we are being asked to do a great many things outside our homes. There is a connection I think between this point and the situation in the schools. Two or three of our workers in the county have said to me that they thought while the rather dis-located social conditions and school conditions were responsible for the increase of juvenile delinquency, they also thought a certain amount could be traced back into the home, and there is a sense of dis-location and a sense of lost vitality, less holding together, less grouping in the homes themselves, and that this is a point of danger to each and every one here in the community. We must stop, and think, and try to give our best thought to what our own home situation is, before we go out into the larger places. Certainly, if in England they are proving a person can do better industrial work on eight hours a day with recreation, good housing conditions, good food and sufficient rest, (developing what is after all a satsifactory back-ground for living) would not the same standard be held necessary for the home? We are probably not going to neglect the home from the sentimental side, but my plea is that it also should be considered in the modern, clear light of efficiency. The home field cannot be denied cultivation and enrichment and still bring forth the fruit and harvest that the Country needs.

Whatever is the measure of America, its achievement abroad, in war, and in the harder days of reconstruction, it will only mount up to what has been done in our own social institutions and not among the least of these do I place the home.

I now have the honor to introduce to you Mr. Hall who can so ably tell us of "The Difficulties in Financing Social Work in War Times."

DIFFICULTIES IN FINANCING

Fred S. Hall, Associate Director, Russell Sage Foundation

It is a great pleasure to speak to a New Jersey audience because my home is in New Jersey and I have been a social worker in New Jersey. A great many social workers, not only in New Jersey but elsewhere have been perplexed in placing the benefits that we recognize as coming from the war. I am going to confine myself to just one phase of the subject. What have been the benefits and what the injuries in this matter of social finance. First, as to the injuries. To the best of my observation they are practically negligible and they come as a surprise to most of us. I confess to have felt a considerable doubt in my own mind as to what the outcome would be when the war was opening. A friend of mine who represents a form of work which is progressive and which has been in need of more funds this year than ever before has mentioned that he made an attempt to find out in different states in the country what the result has been. I had the pleasure yesterday of reading through the letters received in reply to his question, from twenty-nine states. From twenty-five of those states there was not the slightest question but that they were as well off as they were before the war. The mere fact that it has been harder to raise money this last year must not be looked upon as an injury. Hard work in raising money is the breath of life in our work; it brings us out and gets our literature over to the community. Among these letters that I had the pleasure of reading yesterday afternoon were remarks by some of the writers—and four-fifths of the writers were not salaried directors but trustees, business men—a few had reasons why they accounted for success. They are not new methods. Every one of us have known of those methods. The one point is that in certain of those organizations those methods were new, they had been pushed to the necessity of doing organized work, then being well organized work. Why has there been no injury in these restrictions? It is because they have been willing to work harder. Second, they have been willing to improve their methods. Some of our financial methods are a disgrace. I

have been in touch with some social organizations and looked over their methods of work. The business methods that have been used in some of the large campaigns that have been so successful in the years past, this past ten months have realized what it means and the necessity of adopting such methods if we are going to do any comprehensive successful financing. But most important in accounting for this success lies in what we might call a psychological or perhaps a biological law expressed within us that giving begets giving so that giving is a habit. For the first time in the Century to which we belong there has been real down deep giving throughout our community. It is the enthusiasm, the deep feeling that has been aroused in our community, of the war cause, that has gotten people into the habit of giving. People that have never given before and other people who have given only to a small extent, given not at all to the extent of their resources, they have come to know what the joy of giving is, and so when we have approached them for larger gifts or for first time gifts, that habit of giving has been effective and we have been able to hold our own.

The war has brought us certain benefits. I refer to the absence of any serious injuries. These benefits are largely in this habit of giving which has been created and which will show itself far more in the future, in my judgment, that it is apparent today, for the war is going to be over and over right some time we hope, before a great many years, and when that time comes there are people all through our cities who have never given adequately to cause before who are ready now to give to us as they have never given, and we can expect to find new causes of social work which have been impossible to start. We will find the community ready to finance them, we will find the funds for those new problems and forms of work. It is one of the great benefits that has come from this war when the war is over to social work. But I want to speak chiefly on the lessons that have come to us in the line of social finance from the war. I will speak first of the effect that the war has had on that old law in the matter of social finance that it doesn't make much difference how you get your money

so long as you get it. "We simply need the money, we must get it." I wonder if it has occurred to you that there is a real fundamental psychological reason. We consecrated our boys, there was hardly a protest that amounted to anything that most insistent form of conscription. Now, would there have been any more protest if our government should have decided that it should conscript its loans, that each man on his income tax should state what his capital was, his savings, and a certain proportion of those savings should have been drawn out for a forced loan to the government? Conscript capital in the form of a loan. We didn't do it, we might easily have done it. Never has the United States Government before come down, through financiers and volunteer agents, and spoken to you and to me and told exactly why it is waging this war and what it would mean if it should fail, to get the money in a way that will make the people understand how it was going to be spent, that it was doing more than spend money for gun powder and food, that they had to have some solid moral supporters behind it. We have got to have a mass of people in each of our communities organized behind social work, believing that it is a good thing that cannot be stopped. The reason that we haven't lost out during the war is that we have gotten the interest. But I fear there are some that have lost out. Measure their form of money-raising, is it going to pay? The man or the woman behind the dollar is what counts. By that measure the war chests will fill. Little benefit, in my judgment, can come of any war chests that have two kinds. It certainly is going to damage any social organization in a community to have them strung in under the enthusiasm of the war and have the public forget that there is any charity organization in the community for the period of the war and expect them to remember it again when the war is over.

My final point is this: The wonderful results that have been obtained through this campaign by enlisting the financial help of big business men, giving night after night of their services in all this campaign—for they have an interest in the war and have been willing to get in and do. It is easy

to say we should create the same interest in our work and get them to go and do it. It cannot be created over night. We must make an easy opening for those we expect to carry the financial burden of our cause, therefore put our business men on certain easy tasks, and I will only name one of them. Put them to getting the lapsed contributors back; they can easily talk to them, because they have been interested once and understand what it is. You can get them to go to them again and instead of asking them to renew their contribution, ask them definitely for more.

THE CHAIRMAN: I don't think I need be worried by my own optimism. It seems to me that Mr. Hall carries it still further. I thank Mr. Hall very much. We will now listen to a discussion on the social difficulties in the Larger Field.

MR. J. W. FAUST, *Field Secretary,* Atlantic Division, American Red Cross for New Jersey: I would like to say that since the first of December I have been going about the State of New Jersey visiting Sections and towns in which there are not charitable societies or any form of social work at all. I have heard very few groans that we are losing our workers, but a great deal of enthusiastic praise and a great deal of increased realization of what constitutes the job in which we are all interested. The idea that check-book philanthropy or the fact of good intentions per se are the prior requisites for doing social work is being done away with, if my observations in New Jersey has anything to speak for it. Community after community—I might name some you would be familiar with—that were antagonistic at the very word "social" work in any form, are now admitting family standards for Red Cross Home Service as a beginning, and later are beginning to look around and find out why certain conditions arise. It is just the sort of approach that those of us who are interested in bettering our neighborhoods and in bettering working, health and recreational conditions find a most inspiring thing. The quickness with which the Red Cross was able to get under way and to meet the difficulties of the home problems is due to the splendid enlistment of social workers of all kinds and descriptions. It is one of our great tasks to put in everyone's

hand the one thing which must be done toward winning this war. We must be able to train new workers who will be able to give part or whole time to those of our staff who need help.

In the effort of sustaining and maintaining standards in the larger field, it to me means war work, but it will revert and is reverting to social work. I know a community where they found it difficult to get volunteers for social work, but not so difficult to get them for war work. It is a hopeful sign that we are getting across to our State a conception of what welfare improvement means in a way that we have never done before. I think it is a millineum enough to have as a presidential problem, the value of child health and child welfare. I don't know how long it would have taken if it hadn't been for the war to have reached such a standard. I see coming as sure as Fate a ministry of public health.

THE CHAIRMAN: Now, we are going to have a few words from Mrs. Jacobson.

THE USE OF VOLUNTEERS

Mrs. F. C. Jacobson, Chairman, House Service Section, Newark

In 1906 I was called to the Presidency of the Conference of Friendly Visitors of the Newark Bureau of Associated Charities. There were eighty-two volunteer visitors. We had about one hundred and fifty families to look after, and in each we did intensive work. Through the intervening years I look back with a sense of gratitude for the opportunity which came to me, for it taught me among other things that volunteers, properly used, are one of the greatest assets in the community. As I review the whole field of civic and social endeavor I wonder why it is that more public and private organizations have not turned more readily to the use of volunteers in social service and welfare work. Through the war the volunteer has come into his own. The Home Service sections of the American Red Cross are developing a fine corps of volunteer workers throughout the country and if splendid results count for anything I am sure that volunteers will be

used much more extensively in the future than they have been in the past in all kinds of social and civic work.

I am rather inclined to believe that the real social worker, like Topsy, is born that way; but I know that men and women can be made social workers with time and training, provided they possess definite fundamental qualifications.

First, it is essential that he who enters the field of social work shall have good health.

Second, he must be blest with the desire to serve, and must believe in them.

Third, he must have good common sense, plenty of enthusiasm, optimism and tact.

Fourth, he must be a close student of human nature, and

Fifth, he must enter the work for the work's sake and with no ulterior motives.

Many not possessing these qualifications fall by the wayside, and, fortunately for all concerned, the student soon learns his limitations and those finding the work incongenial retire gracefully. Not every man and woman is equipped temperamentally or otherwise to do social work.

Granted then that volunteers are to be used, the next important thing is to catch your volunteers. Now, that sounds very easy, but from personal experience I can assure you that this is a big man's job.

After they are caught the next thing is to train them, and in order to train them you must know your job yourself. It takes patience and care and a good deal of kindliness. I feel very strongly that many of us who think we know it all, many of us who have graduated from schools of philanthrophy and other social service courses, are rather apt to look down on the volunteer and but grudgingly give him credit for common sense or anything else. Experience seems to count for naught, and nothing short of a certificate and a salary gives a seat among the elect. The failure of many attempts to train volunteers can be attributed to this attitude on the part of the trained paid worker.

Volunteers must be kept busy and interested. Weekly conferences at which good speakers present items pertaining

to the resources of the community, or definite subjects applicable to the work in hand, is one way of keeping the interest up.

Do not ask your volunteers to do things you would not do yourself and be sure to share the disagreeable things with them. Volunteers are to be used and not abused.

The esprit de corps in any organization is important, but in a group of volunteer workers it is of the greatest importance. Volunteers must be taught to pull together, to respect and befriend each other and to be loyal and confidential toward the work.

Before the Home Service work of the American Red Cross was inaugurated in Newark the Social Welfare Committee of the National League for Women's Service appreciated that volunteer investigators and visitors would be needed for service in the families of the soldiers and sailors. It issued a call for volunteers to take training and organized a class presided over by Miss Helen Pendleton through the courtesy of the Bureau of Associated Charities. One hundred and twenty-five women responded. Many who did not have the necessary qualifications or time fell out and when the Red Cross was ready to do Home Service work in Newark, there were just twenty-five women left to take up the work. Out of this number there are fourteen left at the end of a year. Fortunately, however, new recruits have heard the call to service and we now have forty volunteer visitors who are caring for over seven hundred families. Altogether we have been interested in more than thirteen hundred families since the beginning of the war, some of whom, however, are office cases needing only help in securing allotments, and allowance and other minor service. New volunteer visitors are constantly being trained.

Before leaving the subject of the fourteen charter member volunteers, I want publicity to express my appreciation of their loyal and cheerful service. They have made the lives of hundreds of men, women and children a little more bearable and happy during the stress and strain of these anxious war times. They have stood nobly by the Home Service and the families of the soldiers and sailors in their care, and no words of mine can adequately thank them for their devotion.

What is going to be the result to the community of all this training and war service help by volunteers? I venture to say that never again will the women and men who are taking training today as volunteer visitors and investigators be willing to go back to the old card-party days and to the old useless days. When the war is over and the Home Service sections lay down their task, I am hoping that the women who are giving their time and energy to Home Service work will find places somewhere in the commuuity where they may permanently make use of their training, whether it be in the Bureau of Associated Charities, Department of the Overseer of the Poor, Board of Health, Tenement House work, or some other civic department or social activity. It would not be worth while to do all the work we are doing with the families of soldiers and sailors if when the men come back everything is stopped and needed help and friendship is not available. The work must go on, probably not through Home Service sections, but through the regular welfare organizations, but the present Home Service volunteers are going to go into that sort of work and they are going to do it well. I believe in the volunteer and I hope that the experience of the Home Service sections in the use of such volunteer help will bring about a very much larger use of this service in the civic and social activities of the community.

THE CHAIRMAN: I think the only surprising thing is that she didn't retain the whole one hundred volunteers.

I cannot thank my own speakers enough for their very efficient and delightful speeches.

We will now call upon Mrs. Cushing to take up her part of the Session.

MAINTAINING STANDARDS IN WAR TIMES IN INDUSTRY

Mrs. G. W. B. Cushing, East Orange, Chairman

LADIES AND GENTLEMEN: I wish this conference had followed the example of the National Conference and changed its name, because the subject assigned to this section is "Maintaining Standards for women and children in Industry" and it seems to me that per se women and children in industry belong neither to "Charities nor to Corrections." This afternoon I am afraid that I shall strike the only discordant note, but as Mr. Taft said last night, "I must speak the truth as I see it," with regard to maintaining standards for women and children in industry. So far as women in industry are concerned, New Jersey has not attained the standards of any progressive State, nor has it attained the standard set by fourteen of the great nations of the world. Let me explain. In 1906 a conference was called of the fourteen great nations of the western world; the only nations not represented at this conference being Russia and the United States. That conference was to consider employing women at night in manufacture. All the nations except one signed a treaty saying that no women in their countries should be employed in manufacture at night after ten o'clock and before six o'clock in the morning. That treaty has been faithfully observed. That is one of the treaties which Germany has not considered a scrap of paper. England unfortunately suspended it during the first year of the war and found out her mistake. New Jersey permits its women in industry to work all night. When a bill was introduced limiting the hours of women to ten hours a day there was in that bill a provision that women should have a period of rest at night. We were informed that if that provision were not taken out of the bill the bill would be killed, and we knew the persons who said that had power to do it, and the provision was taken out. It still holds good in New Jersey, that women in any industry may work all

night. Another failure to attain standards is that women in New Jersey may work ten hours a day while everywhere the eight-hour day is considered the basic day for industry. The health of working people depends upon reasonable hours, upon rest at night, upon adequate compensation. New Jersey has done nothing towards providing a minimum wage which would provide adequate compensation for its women in industry. I believe it is right we should state these facts in order to arouse interest. There has been no interest manufactured. I would not like to ask this audience as to how many of them have attended any hearings when a bill was considered limiting the hours of women in industry to eight. At the last hearing there were only four people present on behalf of the bill.

I am glad to state that with regard to children New Jersey has done better. I wish to acknowledge here today the debt we owe to the National Child Labor Committee for assistance in putting good labor laws on our statute books. Another excellent child welfare law was passed in 1915. So far as our laws are concerned the child has been well treated in New Jersey, but in a desire to assist our country in a time of peril, a mistaken patriotism would now drive children into industry. We are happy today in having with us someone who can tell us what standards in industry should be and I believe that New Jersey will make an effort and I think will attain and maintain those standards. I have the very great privilege of introducing to you, Mrs. Vladimir Sinkovitch, Greenwich House, New York City.

THE PRESERVATION OF INDUSTRIAL STANDARDS

Mrs. Vladimir Bimkovitch, Greenwich House, New York City

The one thing that I want to bring to your attention this afternoon is that all of us who believe very much in having the finest standards there are in industry at the present time

are very ardent believers in work for women. It isn't because we want to see women do as little work as possible. It seems that we ought to look forward to having people work up to their maximum, and if there were some way in which we could work out a legislative program of that kind by which we could see to it that people would work up to their maximum net ability in due accord with the occupations for which they are most fitted, we would then be able to get something done. In the case of women who have their home duties we have to consider them in that capacity as well and of their health. These two things taken together make a rather interesting and rather difficult problem for women at the present time. The nation needs women workers and needs women as mothers, so there must be an adjustment. We certainly do believe that the women of leisure has gone, we never want to hear of her again, and these women who don't seem to have anything to do will never be in what you call social life any more. As long as the woman of leisure has probably gone, we may expect that all kinds of curious things will take place. There will certainly be much to look forward to with care and caution. All this has some bearing on the question of the standards which we ought to set for women engaged in the ordinary industrial pursuits. In the first place, we have to think of it from the point of view of health. It would seem unnecessary to argue that question at all. As a matter of fact most people are not considering the question of the future of the race. They look at it as the manufacturers do, to a certain extent, asking how much they are going to be able to get outright now, not realizing that there is a future. We certainly have to turn out as much work as we can now—right now, this very minute, but must take advantage of the facts that we have learned from other countries, and avoid all mistakes they have made. There isn't anybody in Europe today but will tell you that it is absolutely necessary to safeguard the women and children in industry at this time. But Mrs. Cushing has said to me and I have heard it in New York that the standards are not what they ought to be in New Jersey. It seems to me a very terrible thing that so very

few people seem to take an interest in these meetings that Mrs. Cushing told you about. I should think the first thing was to get up a set of standards in the State and then safeguard them. In regard to night work especially, I suppose that is true. In regard to night work for women, it would seem as if it were dangerous from the point of view of health and public morals, it is a very serious thing to have no provisions against night work. When we get to the subject of morals I realize we are on very risky ground. Woman can take care of herself at night as well as any other time. The fact is it is more difficult to maintain standards of public morals where there is night work than where there is not night work. Here we come again to that controversy that is going on amongst women themselves constantly and that is in regard to the independence of women and the protection of women, and those two things are developing at the same time. I know, for instance, what those women in New York City feel. There is quite a group of women who object very much to the provisions against night work we have in New York because they are independent and they say they ought to be allowed to work at night the same as the men because they get over-time and they say they are old enough to take care of themselves and want to take advantage of that situation. They say "What is the matter, we are just as good as the men." It seems to me what those ladies forget is that they form a very small group. The great mass of women workers are the young workers and they need the protection of the law absolutely and the protection these older women can give them by being willing to sacrifice in the interest of these young girls. It seems to me that is the appeal we ought to make to them, because the great mass of young women who are going to work in this country now are inexperienced, untrained. I think we should look forward to the time when we should not have to have restrictions for women that we do not have for men. I think the time will come as women develop and get more and more knowledge and experience that they will be able to look after themselves. But we are in that betwixt and between time when we still need the protective

legislation for women as a preparation for that time when the topic of legislation would be the same for women and men alike. If we were to make up a set of standards for women I think the form would be the abolition of night work for women; and that we should use that to further legislation which looks forward to at least the abolition or lessening of night work for men. We know that this is not absolutely possible. There is nothing we realize so much as we do now the lack of a good physical standard. We have always supposed we were a strong perfectly all right nation and now we know that we are not, that we are not what we ought to be in point of fact of physique; in this nation we have found that all out because we have had examinations of the men in camps. Isn't it exactly as important that the women of our nation should be strong as the men?

Second, one day of rest in seven. I don't believe that needs any argument for anyone. We know that people have to have some sort of rest in order to do their work efficiently. To get this it is a question of the organization of workers. It is a great thing in times of stress to be able to deal with groups rather than individual. Therefore it seems to me what we ought to do is to safeguard women by endeavoring to further as fast as we can the labor organizations between women.

I would like to mention one or two other points which have been spoken of very forcefully elsewhere in regard to this matter of safeguarding women—one is the exemption of women in industry with small children, that women should not be expected to go into industry if they have small children. I have had a good deal of experience this winter with a little working women's forum with which I have been connected. It has been a great interest to me to hear their point of view, and time and time again I have heard working women say, who have small children, they wish very much there was some plan whereby they could do some work outside of their home and some work inside of their home. There isn't a woman here who would not be a great deal happier if she had some work outside as well as inside of her home. I was in a city a few months ago where there was some idea of having a part

time factory in different shops by which women may work at home and could also work part of the time in factories. Now that was gotten up with the idea of increasing productivity. We don't know yet what are the industries which may have an adjustment of that sort by which women might have an interest and renewed vitality. It is one of the big questions that women should be considering, how to develop along these two lines of duty and responsibility to the homes and at the same time entrance into larger fields.

WOMEN IN NEW JERSEY INDUSTRIES

Mrs. Jessie A. R. Whitnall, Executive Secretary, Consumers' League of New Jersey

A search for statistics relating to the entrance of women into new occupations reveals the fact that such figures do not exist, and that it is impossible at the present time to gather them.

An appeal for information from individual manufacturers was not fruitful. Many of those who have government contracts hesitate quite naturally to make public the extent of their orders and the necessary additions to their plant and working force.

The annual report of the Bureau of Industrial Statistics at Trenton is in the hands of the printer ,but a manuscript copy was courteously placed in the hands of the speaker. Its data, however, applies to the year previous to the entrance of the United States into the war. A printed schedule is sent annually by this Bureau to every manufacturer in the State. The schedules for the current year are just beginning to come back from the manufacturers, and the statistics about the number of workers, hours, wages, etc., have not yet been compiled.

According to the latest available figures there are about 90,000 women in New Jersey factories. They are employed in some 2,400 plants, representing about 80 industries. These industries range from artisans' tools, books, buttons, corks,

clothing, cigars and cutlery through all the letters of the alphabet to watches and woolen goods.

There is a difference of opinion as to the shortage of male labor but apparently none as to the demand for women workers. This is nowhere more apparent than in the old lines of industry, such as the needle trades, wherein women have long been employed, but it is by no means confined to these alone. In 1915 only 143 women were engaged in the manufacture of high explosives; at the present time two firms alone employ 3,786. In 1915 the airplane industry was not even listed by the Bureau of Industrial Statistics; now, several hundred women work in New Jersey airplane factories. The manufacture of uniforms is another industry which has expanded greatly; one firm alone employs over 1,000 women in three plants.

Various employment agencies have standing orders from munitions plants and other specialized war industries for all the women available. There may therefore be no ground at present for the fear that women who have no economic reason for working, but are moved by an appeal to their patriotism, may usurp places actually needed by those who are self-supporting. In this connection, however, the following questions may well be pondered:

Shall the financially independent women be encouraged to enter the more remnuerative war industries, leaving those less able to meet the rising cost of living to the underpaid trades? Does not the higher patriotism demand that those whose need is greatest should be given the first opportunity to improve their condition? Wages in the older industries have been revised only slightly, if at all.

The shortage of male labor—or the fear of such a shortage, has led to the employment of women in trades heretofore closed to them. Among these are the operation of lathes, drill presses, tapping and other machines, running elevators, working in glass factories, tending gates at railroad crossings, acting as conductors and guards on electric trains, and as cleaners, switch operators and machinists' helpers in railroad yards.

All this work is in such an experimental stage that it is difficult to draw general conclusions. The higher wages, the patriotic appeal, the adventure of undertaking the new and untried, have undoubtedly proven an attraction to many women. Employers state quite generally that women are dependable, loyal and competent. Whether they are physically capable of continuous employment at these more arduous tasks it is perhaps too early to decide. In the meantime every possible provision should be made for safeguarding their health and welfare, both as workers whose efficiency must be kept at the highest point, and as the mothers of future citizens.

Several dangers surrounding the wholesale employment of women in tasks formerly performed by men may be briefly indicated:

The first of these is that they may not be paid the same rate of wages as men are for the same job. Any lesser rate is unjust, not only to the women workers themselves, but to the men who on returning from the battle front will need to resume their former occupations; and yet already in one New Jersey plant women are receiving 30 cents an hour for a task which brought 55 cents to the men they have supplanted; in another women receive 25 cents an hour for performing a piece of work for which men were paid 30 cents. Employers argue that the productive capacity of women has not yet been demonstrated, but this argument cannot apply to the rate paid for work done by the piece. One reason why it has been difficult to secure a sufficient number of men in certain industries is that the proferred wage was insufficient for the needs of the head of a family.

A second danger is the entrance of women into industries for which they are physically unfitted as a sex. It has been England's experience for instance that women are more susceptible to certain fumes and poisons than men; that their employment in the manufacture of picric acid and other chemicals has resulted in premature and still births. Exposure to all sorts of weather, as at railroad crossings; absence from a rest room for a long period, as in the transportation service, and lifting heavy weights, as in the winding of armatures,

are all risks which no woman should be allowed to undertake without a medical examination and strict supervision and regulation.

The increase of night work is a third danger. Though fourteen great industrial countries and seven of our states have seen the wisdom of prohibiting night work, New Jersey still permits the health of its women workers to be jeopardized in this manner. Recuperation from fatigue takes place only in sleep, and sleep during the day is almost constantly interrupted by noise, light and lack of privacy. That certain manufacturers have opened plants in New Jersey because privileged here to work women on a night shift cannot be questioned. One such plant is located at Carney's Point, where about 800 women are employed at cutting powder.

There is a moral as well as a physical menace in night work. Women in signal houses at railroad crossings have sent complaints to the office of the Consumers' League of their loneliness and fear. Elevator girls now employed in several office buildings also dread the night hours. In the glass factories of south Jersey about sixty girls are employed on the graveyard shift, which commences at 5 P. M. and ends at two in the morning. Many of the plants are located in outlying districts and the girl workers must get home as best they can at this unseasonable hour. In one of the glass factories a little colored girl, a recent arrival from the South and just sixteen years old, told the investigator that she lived two miles from the plant. "How do you get home?" she was asked. "Oh I rides a bicycle on nice nights, and in bad weather I walks." "Are you not afraid to go alone at that hour of the night?" "Oh, no ma'am; they's a white boy lives on the farm jes' beyond my home, and sometimes he goes with me."

Still another problem to be solved is that of housing and transportation. Some manufacturers are handling it in an enlightened way by building barracks for the girl workers similar to those of the soldiers at the cantonments. Such provision has been made for the employees of the Du Pont Company at Carney's Point, where about 800 girls are housed. Single and double rooms, or cheaper beds in dormitories are

available, with comfortable living rooms and ample toilet accommodations. In other places, however, no such intelligence has been displayed. At an arsenal in the northern part of the State several hundred women workers are boarded out almost over an entire county. Those who live farthest from the plant must leave home by 5:30 in the morning and do not get back until eight at night. They are transported in unheated jitneys; their discomfort, if not actual suffering during the rigors of the past wniter must have been almost unbearable.

This situation is not, however, confined to rural districts. Even in the larger industrial centers workers have been recruited from neighboring towns and have found transportation difficult. The trolleys are crowded and they must stand clinging to a strap after a long day of standing while at work. The families with which some of them board refuse to provide the necessarily early breakfast—they must all report at their working places by seven o'clock, so that they are compelled to go without eating until lunch time. Under these circumstances there seems to be an obligation on the part of employers, moral if not legal, to provide a lunch room where at least milk and hot tea, coffee or cocoa may be obtained.

One other menace may be mentioned in passing: the increase of factory work done in private, uninspected homes. This inevitably means poor pay, child labor, over-long hours, night work and improper sanitation in many instances. Danger from infection is so great that the United States government has wisely provided that all work on the uniforms of private soldiers must be done in well-regulated factories. In some other industries, however, manufacturers, because of their difficulty in securing a sufficient number of workers for their plants are sending out an increasing amount of work into homes.

I have thus briefly outlined some of the conditions under which the wage-earning women of New Jersey are compelled to labor.. We are all agreed that the war must be won. Let us not forget that the very winning of it depends partly at least upon how we conserve the health and efficiency of our

workers. We expect them to turn out vast quantities of supplies and ammunition. We call them the second line of defense, and upon them depends the success of the first line,—our men in the service. Let us not forget either that the burden of reconstruction will fall most heavily on the next generation. The larger patriotism looks forward to the rebuilding of America and our own beloved State and demands the protection of the mothers of our race.

CHILDREN AS LABORERS

Charles A. MacCall, Supervisor of Attendance, Newark

I want to ask everybody here not to let this war proposition get too strongly in your ears so that you think the children should leave school and go to work. That is one of the greatest dangers we are facing today. The President, the United States Commissioner of Education and all those connected with the great affairs of this country say that it is not necessary and if we all hang together, we can prevent it. Of course, the high wages that are now being offered tempts the child. Our office has been flooded with applications. We have refused them all on the ground that it induces children to do work after school. In Newark I presume we issue twenty-five to twenty-six hundred working papers to children every year. This year we have tried to cut that down instead of having an increase.

By child labor I mean children under the age of sixteen years. For at sixteen years a child seems to have gotten beyond state or government control insofar as his or her education is concerned. Thousands of children are legally leaving school at fourteen and in many states even at an earlier age. Tempted by the large wage which is offered, parents resort to all sorts of devices to secure the release of their children at as early an age as possible, justifying their conduct with the thought that they had not received any better education and they do not feel that it is incumbent upon them

to keep their children in school when they might be earning a good wage.

All industrial plants are urged to speed up to their limit in production especially for war purposes and labor is not easily obtained so that employers are glad to pay many times greater wages to boys and girls than they ever have received before. But the President and the United States Commissioner of Education have repeatedly declared that there is no need for children of school age being employed. In fact they have strenuously urged that all children of school age be kept in school and that compulsory education and child labor laws be more than ever strictly enforced.

The reason for this can be plainly seen for the moment an entering wedge is made through either of these laws the whole structure of public education is threatened. The countries of Europe have suffered severely because they were so engrossed with the affairs of war that they were unable to see the terrible damage that was being done to their educational systems caused by the suspension of child labor and compulsory education laws.

Some of the highest educational authorities in England have openly admitted that the whole fabric of their excellent public educational system which was the result of hundreds of years of progress will have to be entirely reorganized after the close of the war. Another result of laxity in enforcing school attendance is an immense increase in juvenile delinquency in the countries "over there".

I recently read a letter from a prominent schoolmaster in a large English city who states that it is with great regret that the school masters of England have been compelled to again resort to the rod because of the growing lawlessness of the pupils. This admission alone, in the face of the fact of England's proud boasts for many years that no corporal punishment was either necessary or allowed in their public schools, shows to what an extent the schools and pupils have been injured through laxity in the enforcement of the law compelling school attendance.

People are too prone to look upon only one side of a ques-

tion during these extraordinary times. For example, during the past six months a well meaning body of men, actuated by the highest principles of patriotism, evolved a scheme whereby school pupils were asked to pledge themselves to earn ten dollars each for the benefit of the war funds. It was doubtless the intention of these people to have pupils earn this money outside of school hours by such work as running errands, shoveling snow, and doing special work for their parents. The boys, however, soon found that they could secure employment after school and on Saturdays in various factories and mercantile establishments. In Newark our office was overrun with applications for special permits to do this work. I refused to grant such permits to any children under fourteen years of age and endeavored to persuade all others to withdraw their applications. I did this even at the risk of seeming to be interfering with an excellent cause for the reason that I felt that the danger incurred in this proceeding was greater than could be compensated for by the ten dollars which might be earned.

These are the facts: A boy anxious to earn what he could for the war funds secures after school employment with a printer, for illustration. He is a bright, capable boy to whom an education would be invaluable. His employer recognizes his ability and pays him sometimes as high as four dollars per week for his after school and Saturday work. Being short of help the employer asks the boy if he is eligible to secure working papers and upon finding that he is eligible offers him twelve dollars per week if he will secure his working papers and regularly enter his employ.

The boy naturally tells his parents of the offer. The father who is struggling with the present high cost of living, dazzled by the prospect of the boy's earnings paying the rent and otherwise assisting in the support of the family immediately secures papers for the boy and he leaves school never to return to finish his ducation.

This is the way this scheme and others of a like character have worked out in hundreds of cases. Hundreds of chldren who never should have left school at an early age were

sacrificed because of the lack of thought on the part of the promoters of schemes which to their minds were of a distinctly patriotic and harmless nature.

Now a word as to the harmful effects of labor upon children under sixteen years of age. A survey recently made by the school psychologist in Cincinnati of one thousand boys, five hundred of whom were at work and five hundred at school, showed that the five hundred who had been at work showed twenty per cent. less progress both mentally and physically than the five hundred who attended school during a given year. These boys were all between fourteen and fifteen years of age and were selected from the same sort of environment so that there could be no class or blood distinction to enter in the test. The boys were put to many tests of a physical and mental nature and the results showed as has been stated.

In these times of unrest it is quite mutual for us to think of but one thing and that is the war, but we must give heed to our children because it is for them that we are now striving to make the world a decent place to live in. Do not let us allow them to grow up without an education because of any industrial stress for if we do, this country will receive a setback such as it has never known.

THE CHAIRMAN: As Mr. Ernest Thompson Seton is in the audience we would be glad to have a few words from him.

ERNEST THOMPSON SETON, *President Woodcraft League of America:* My dear President and friends, I highly appreciate the privilege of standing before you. I did not come here expecting to speak but I appeared as a representative of the Woodcraft League, and I found myself so very much in accord with the atmosphere of the place that I feel like claiming the privilege of brotherhood, that we are simply members of the same army, all fighting the same battle. One or two ideas were given out which impressed me very much. They are what one might call the secondary battles of the war. I think all of you realize the dangers of sacrificing the youth in what seems the dangerous way to win the war. Some of our writers have spoken of after the war consideration, forgetting the fact that we are now confronting after-war conditions. The old-

fashioned way was to cure disease. We are getting a little wiser now, and think less of curing disease than of prevention. That I take it is exactly the idea of this meeting—we are here to prevent these things before they occur. We know from published accounts that juvenile delinquency has greatly increased in some parts of Europe, and somebody said that it hadn't yet greatly increased in New York City. I have heard precisely the opposite .statement made and I think on fairly good authority, that juvenile delinquency has increased in different places up as high as 65 per cent. above normal. So many of our best leaders are taken away from our midst and enlisted in some form of service. It is for us to fill their places.

Shall we become dormant in the matter of helping the young, the most precious things in the land? No, quite the reverse. I, unfortunately, was brought up in a very old-fashioned school which had for its law that we were born very wicked and that we must be saved. We realize today that children are not born bad, but we must save them from going bad. Suppose you see a boy in some harmless mischief, for instance tying a tin to a dog's tail. Now if you with your old-fashioned ethics go to that boy and say "You bold, bad wicked boy, let that dog alone," and then read him a nice story of a good boy who died and went to heaven, how much use will that boy have for you or your story or the heaven? On the other hand you get his attention if you adopt the modern method which assumes that all our instincts may be powers for good, and say "Bully for you, that's great, now here we will have some fun. That isn't the way to tie a tin—just hold on and I will tie a knot that will hold." Next you say, "Never mind the dog, I will show you how to tie a knot that will stick," and then, if you know your business as a leader of boys or girls, you tie two knots, one on the string, the other on the boy, tighten it around his heart, and by means of that string you will lead that boy into places you wish to take him and you never have to worry about the dog again. That is the idea we work with. We presume that all the overpowering instincts of the boy and the girl are not things to be counted

as absolutely depraved. No, most of them good—all of them may be made powers for good. If human nature is going wrong never crush it. If it is going wrong divert it; that is your job as a leader of the young.

I am in Newark today giving lectures on Woodcraft to different organizations. We ask you to accept our Woodcraft program. And what is that? First, woodcraft is a man-working scheme with a blue-sky method. An out-door proposition, trying to build up human beings. Second, it is something to think about, something to remember, something to enjoy in the woods, with a few hints at character building for manhood. I will tell you one more thought in connection with the woodcraft. It was the oldest science known to man, it was woodcraft in the beginning that created man out of the earth. His life was in the woods, his daily abode was with the forces of nature and the beasts of the woods his daily task to overcome. Then later the men got around the fire and this gave him his wonderful uplift above the beast. He learned to get together, to discuss things with the friends of the family, and mutually around the fire, there grew up the idea of human society, of brotherhood. If I were going to train a billy goat for a public performance I should not put that billy goat in a tank; if I were going to train a seal I should not tie that seal on top of a log. But put them in a circle about a fire and your results will be wonderful.

This is the message I am trying to tell of how to help the youth of our land both during the war and after.

Monday Evening, April 22, 1918

Topic: CO-ORDINATION AND CORRELATION BETWEEN PUBLIC AND PRIVATE CHARITIES

Prof. Frank A. Fetter, Princeton, Chairman

Ladies and Gentlemen: The evening program will begin with selections by the Jubilee Singers from the Manual Training and Industrial School for Colored Youth, Bordentown.

CHAIRMAN: The subject for this evening is a very fundamental one: "Co-ordination and Co-relation Between Public and Private Charities." This is not one of those human-interest subjects that grips the imagination; it does not seem to be in close contact with human realities. It is like the cold planning of a campaign by the War staff, while out there on the field are all the deeds of heroism; yet all the individual heroism is in vain if the general plan is not right. Social work calls for much hard thinking, much hard work, and endless conferences and discussions, in order to work out the proper plans. But if this is not done the efforts of devoted individuals are expended in vain.

The word "Charities" apparently of late is on the defensive. Even those who a few years ago delighted in calling themselves charity workers have been apologizing for the term. A few years ago that excellent periodical "Charities" came to our desk each week; it discarded the title to become the "Survey." The National Conference of Charities, after long deliberation changed its name to the "Conference of Social Work." Now, I would not debate the question, but surely this has something of the appearance of a confession of failure. It is said that the word charities had acquired a bad meaning, had come to mean more dole-giving. Modern scientific philanthropy has been attempting to change that conception, but apparently it has failed. This is not the first time in the world that the word charity has had to be explained. The Apostle Paul found some misunderstanding

two thousand years ago, and he said "Tho I give all my goods to feed the poor and have not charity, I am nothing."

The modern ideal of a conference of charity is that of a meeting of experts—professional philanthropists and professors of sociology. Let us strive to make charity a matter of expert knowledge but let us likewise remember that the Apostle said, "Knowledge puffeth up, but charity edifieth." Social workers will not succeed in solving our problem by all their expertness if with it does not go that fine old spirit of charity; that which Mrs. Jacobson referred to today as fundamental in all social work, the human touch, the social sympathy.

The greatest problem of public charity is to develop and conserve this spirit. Only living people with hearts that can love and sympathize, that can feel and sacrifice, can be charitable. What is "the public" but a great abstraction? All charity in a true sense must be personal charity; and yet there is a real reason for the distinction between public and private charity. Men and women moved by sympathy for their fellowmen, act individually or group themselves in voluntary organizations, and we call that private charity. When problems cannot be effectively dealt with by private effort, men act together in larger political organizations and we call that public charity. But we cannot delegate to public officials the tasks of charity and go off and leave them. They are doing our work and we must support them and aid them or they will fail, because there will be lacking that element which makes any activity worthy of the name of charity.

The past year has seen the drafting and enactment of the most sweeping and important single act of charitable legislation in the history of the State of New Jersey. One of those most influential in the drafting of this bill said to me that the plan was not one to entrust the care of the State's wards to public officials and to cut off the private citizen and the philanthropic public of the State from their full participation in the work. On the contrary, he said, the more he had studied the problem the more he realized that any such plan would be a failure. What they were trying to do was to secure

better legislation through which the philanthropic citizens of the State could better and more efficiently express themselves.

We shall this evening present certain aspects of this recent legislation in the State of New Jersey. We were in hopes to have as representatives of the new State Board, the two men who were Chairmen of the two commissions respectively on State Prison and on Charities, but they are both at this time out of the tSate. We are, however, most fortunate to have with us the Acting Chairman of the Board, Hon. Ogden H. Hammond, who will now address us.

CORRELATION OF THE PUBLIC CHARITIES

Ogden H. Hammond, Acting Chairman State Board of Charities and Corrections

The State Board of Charities and Corrections was created by Senate Bill No. 15. The Board is composed of eight members and the Governor ex-officio. The members are to serve without pay and are appointed for terms running from one to eight years.

At the first meeting held in Trenton on March 20, 1918, for organization, Dwight Morrow was elected Chairman; O. H. Hammond, Vice-Chairman; Richard Stockton was designated as Acting Commissioner of Charities; Miss Bessie Sutphen, Acting Secretary. A committee of three, E. P. Earle of Montclair, Dr. W. S. Jones of Camden and Mrs. Lewis S. Thompson of Red Bank, were appointed to investigate and recommend to the Board the permanent Commissioner.

At a subsequent meeting of the Board, Mr. Wm. W. B. Duryee of the State Department of Agriculture was appointed Director of Farms and Mr. George Grosscup was appointed Prison Labor Agent.

These appointments were made at the pleasure of the

Board and were made at this time for the reason that the important work of co-ordinating the work of the different farms of the State should be carried on and that the problem of utilizing the prison labor should be met as far as possible when the contracts would end on July 1, 1918.

By the creation of this new Board practically all the old laws which related to the management and control of the State Institutions, both charitable and correctional, have been repealed. This is a radical change and it may appear to some of you that radical measures will be taken. I wish to assure you that as far as I myself am concerned, and I believe I speak for the majority of the Board, that no extreme steps will be taken. The management of State Institutions cannot stand still; they must either progress or go backwards. The policy of the Board will be to advance along conservative lines and to keep this one great purpose in view—the improvement of the moral, mental and physical well being of the inmates, the idea being to make these inmates as far as possible an asset to the State and to Society rather than a detriment.

New Jersey institutions are now under the management of superintendents and boards of managers or trustees who are as faithful in the performance of their duties and in their loyalty to the State as may be found in any similar institutions in other states. To tear down such a structure by radical steps would be to defeat the purpose for which this Board was created. The policy on the other hand will be to build up, to bring about a co-ordination of the activities of these different institutions—to standardize the accounting systems and the various articles which these institutions purchase and produce, but above all to develop the social welfare of the inmates for it is by the betterment of the man himself of his family, the children in particular, can this great problem be solved—reformation like charity should begin at home and I believe in the future that here is where the greatest amount of work will eventually be done.

To sum up, therefore, what the Board will be, I will say that it will be the connecting link between all those different charitable and correctional institutions, a clearing house of

ideas and policies to be adopted, a board of conference and suggestion and of mutual benefit. As Professor Fetter has just said, "It will be by the human touch and not along institutional lines that real progress in the treatment of inmates will be made."

THE CHAIRMAN: We feel very grateful for the words that have been spoken and for the spirit that animated them. This is a very critical time in the history of New Jersey public work, for upon the policy that is developed within the next twelve months will very largely depend the history of New Jersey in the next twenty years. Bagehot, the great English writer on political subjects, said that a written constitution was not so important to good government as the spirit of the men administering it, and he declared that the New England Colonists could have made any kind of a constitution work successfully. The particular wording of our new charities bill is far less important than the spirit of those who have just been appointed to the Board. The bill is so formed that they can interpret it in this way or in that and still, doubtless, be within the law and the constitution. We cannot put all the responsibility upon them, for just as much depends on our spirit and, more broadly, that of all the people of this State. What shall be out attitude toward this Board? Shall we quibble at this or that part of the bill that we would have liked to have had different, or shall we in a spirit of co-operation support it heartily? It is of vital importance that, beginning with this very meeting, the New Jersey Board of Charities and Correction shall be an active factor in this Conference, and not merely sit there at the State House in Trenton apart from the people. We hope that it will each year be unanimously represented here, reporting to the public and private social workers here represented, and in turn drawing inspiration from them and their work.

I call next on Prof. E. R. Johnstone, of Vineland, who will speak on "The Relation of a Board of Directors to Its Institution and the Superintendent."

THE RELATION OF A BOARD OF DIRECTORS TO ITS INSTITUTION AND THE SUPERINTENDENT

Prof. E. R. Johnstone, Vineland

Ladies and gentlemen, this was a joke. I didn't mean to speak on anything of this kind at this conference, but when we were speaking of the Superintendent and the troubles we thought he was going to have, I said, "Somebody ought to write a paper on this," and somebody said, "Well, why don't you do it." When I got the program my name was on it and that is what it said, and I didn't know how to do it, and I kept putting it off, and this morning in my room here in this hotel I sat down and I couldn't do it. I tried to think what kind of an individual I was; people had called me a scientist, a business man, an executive; they called me "Doctor" and "Profesor," and all sorts of names, and because I was duly modest I accepted them all and tried to live up to them, and when I tried to write on this subject, "The Relation of a Board of Directors to its Institution and the Superintendent," I thought of all the kinds of Board of Directors I knew and who had been called all sorts of names. I thought I would like to write like an ordinary common-place man. I wrote about it just like a little child would write a fairy story.

AN ALLEGORY.

Once upon a time the fairy Inspiro was sailing through the land and he came to a beautiful park covering many acres, and in this park were many buildings, large and small, stately and well-built, yet comfortable withal.

On the lawns were people playing, in the fields were others working, and all were singing. Through the open windows came the sound of voices, pleasant to hear and kindly in tone.

Going up to the most imposing of the buildings, Inspiro read on the corner-stone:

"DEDICATED BY THE STATE OF NEW JERSEY."

and on the line below:

"WHOSOEVER SHALL BE IN NEED, LET HIM ENTER HERE."

Entering the wide portals about which vines grew and

flowers bloomed, Inspiro came into a wide hall. A pleasant-faced, pleasant-voiced young woman greeted him. "May I look around?" said he. "Certainly," she replied. "We are always glad to have visitors."

Following his guide, he entered the room called "Efficiency." Here were desks with many papers marked "Requisitions and Orders," "Bills and Vouchers," "Reports and Records." In reply to his question, the cheerful person in charge told him that this department received its inspiration from the Financial Department of the State.

In the next room were school books, maps and drawings, devices of many kinds for the imparting of knowledge and the development of will and reason and judgment. Said the cheerful woman in charge, "We get our inspiration from the State Department of Education."

Next were charts on health and sanitation, models of open-air rooms and lessons on the physical care of the individual; everything in fact that might help to make a strong effective body and to prolong life, and the cheerful young men here said, "We get our inspiration from the State Board of Health."

Beyond this were model garden patches, tables for breeding, and of feeding rations, spraying formulas, and planting and harvesting calendars. And the inspiration for this came from the State Department of Agriculture.

From room to room Inspiro was conducted. Here were institution industries, here dietetics, here roads, here forestry, here weights and measures. Finally he asked his guide, "Is there any department of the State that does not enter into the needs of the institutions?" "None," she replied. "Which do you consider the most important?" is asked. "Follow me," she said, and straightway led him into a great hall. It was roomy and sunny, bright and cheerful. Entering it one felt like coming into a new world. "This," she said, "is the heart of the whole thing. This gets its inspiration from the State Department of Charities and Corrections. We call it the Hall of Love and Betterment."

"The Department is interested in all that you have seen in the other rooms. It is particular that the business shall

be efficiently done and it demands enough money to do it well. It wants every possible ward of the State who is capable of useful occupation, to have it, but it provides against overwork. It requires the best of medical and sanitary care. It secures the finest of training and every other need of those under its supervision. But it does not waste its time on the details of any of thse things. They are worked out by the other State Departments."

"Many years ago it was thought that Charity and Correction meant business first, and the State Charity was considered a business affair first of all. The result was a place of business machinery, everything was measured in dollars."

"Then arose a new idea. Large minded people filled with common sense and high conceptions combined—people who could live and love and still do great things, worked and labored in divers ways. And one day, behold the Legislature enacted a great bill and the Governor appointed a Board that believed in the need of all of the things which you have seen, but set far above those the high ideals of Charity and Reformation in their truest sense. They appointed Boards of Directors for each institution, and as each name was considered, they said 'Is this person in hearty accord with the aims of this institution? Will he keep in touch with the best thought and experience in the country and in the world? Is his personality such that he will work in harmony with the others on the Board? Will he be an inspiration to the Superintendent, employes and inmates, not a reactionary?' And if they could answer 'Yes' to these and other like questions they said 'He shall be appointed to dwell in the Hall of Love and Betterment."

After walking a few steps, she continued 'In the years long past, most of the time at every Board Meeting and most of the visits throughout the institutions were those that had to do with business affairs, costs, repairs, equipment, etc. This being true, the Superintendent, in order to most satisfactorily meet the question of his Board, had to be in the most intimate touch with every petty business detail. His officers, feeling his attitude of mind, were most concerned with the material

side of their divisions. Teachers and industrial workers had before them constantly the cost and saving of materials. Even the attendants and caretakers had before them, always, lessons in economy. 'Be careful of soap, don't let clothing be torn, too many dishes are broken, furniture is destroyed.' "

"Do not misunderstand me," she continued, "all of these things were necessary, most necessary, but they should be secondary to a common sense love and ideal of reformation that looks particularly to the happiness and betterment of the inmates as individuals."

"In some institutions this was true. You could feel it. Before you had been in the place an hour you became conscious of a certain spirit that seemed to radiate the whole institution."

Then she turned and faced Inspiro, saying impressively, "You and I wish more than we wish for any other thing, that we may have happiness; not tomorrow, but now. The inmates of all institutions have exactly the same desire and they can only get it in its fullest degree when the ideal begins at the top. If the members of the Board of Directors of the charitable and correctional institutions of any State are appointed, first, because they have high ideals of charity and reformation, they will spend but a small fraction of their time, thought and energy on the business and material side of things, only enough to be sure that those entrusted to their care are having all that they need in every way. Other State Departments are better equipped to do these things. But the greater part of their time, thought and energy will be devoted to the principles and ideals for which their institutions have been organized. This applies to the Central Board and to the Commissioner as well."

"Such Boards will visit the wards of the State as individuals and will come always with encouragement to employer and inmate. They will not inspect in the unpleasant sense. The average inspector is looking for the thing that is wrong. He is negative. When he speaks of something wrong before another inmate or employe, he is technically called a "Snooper." He is unwelcome. Things are deliberately hidden from him. He establishes the fact that certain things are bad. And you

and I know that when people are disturbed or angry they immediately try to do the worst possible thing. And that is the thing that someone has established as a bad thing to do. Things that are found wrong (unless they endanger life or health) should be kept for the ear of the Superintendent only. And we all know that most Superintendents are already aware of them and are using every effort to set them right."

"But the new kind of Board Members are visitors, not inspectors, and are most welcome individuals. They are looking for the things that are good and right. They radiate joy and happiness wherever they go. They encourage and stimulate in a positive manner. Everything is thrown wide open to such. They establish the fact that certain things are good. And because everyone in the world loves praise, everyone works hard to have something still better the next time that that visitor comes"

"In the psychological laboratories of today there are instruments by which it may be proved that if you praise and encourage you may increase the net units of energy of any person, while if you scold and find fault you just as surely decrease the net units of energy."

"It is wonderful," said Inspiro, when she had finished. "And do you mean to say that the State Board really has that thought uppermost in its mind?" "It is all true," she replied. "Come and see for yourself." Then for many hours she led him throughout the State. Everywhere they found contentment, activity, joy, and the highest degree of practical results.

After his visit, he mused as he sailed away: "It is true. They have so uplifted, enthused, inspired and encouraged every institution in the State that each individual Board member, Superintendent, employe and inmate shows the effect. No wonder people come from all parts of the country to see how it is done in New Jersey. They are all more efficient. Their dollars go farther. Their aims are carried out to a wonderful degree, and from the Commissioner to the littlest child, all are happy."

"Happy?" he smiled whimsically. "When will our great world learn that happiness is here, and now; that he who is

happiest does his work with the greatest efficiency."

THE CHAIRMAN: Mr. Flemming and I heard Professor Johnstone make this bluff—so to speak—and we called it on him. We will now hear Professor Kirchway, of New York, who was so closely associated with the progress of the Bill.

THE CHARITIES BILL

Professor George W. Kirchwey, New York School of Philanthropy

MR. CHAIRMAN, LADIES AND GENTLEMEN: On my arrival here at this late hour I have been greeted with what will be to you, as it was to me, the very welcome intelligence that by some coincidence the speech which I was to deliver to you was delivered by Mr. Hammond. I am told, however, that I may, if I choose, multiply words for ten or fifteen minutes, until I realize that the audience is becoming so burdened that I would better stop.

I will endeavor in the short time at my disposal to tell you a little about the new Charities and Corrections Bill. I don't know whether your minds and emotions have yet reached the point of saturation with respect to that bill. It has been very much talked about in the circles with which I have come into contact, and you have heard about it here and your own thoughts have been much concerned with it for a good many weeks, not to say months, past. Perhaps there is little that I can add, excepting possibly to give you, from the intimate point of view of one who co-operated with the Prison Inquiry Commission in its investigations, some idea of the aims that inspired the Commission. The Commission was charged solely with the duty of investigating into the condition of the penal and correctional institutions of the State, which are five in number. It had nothing to do with the investigation of the charities, and it did not transcend the sphere to which it was limited. At the same time it made some very curious and interesting discoveries. It not only found that it could not investigate any one correctional institution without finding itself tied up with all of them, compelled to unravel the com-

plicated web of which they were all a part, but that it could not touch the correctional system without becoming to some extent involved in the system of charities, and it found iteslf unable to propose a solution of the problem of securing an ordered, co-ordinated, systematic administration of the penal and reformatory institutions without at the same time involving in any scheme which it might propose the whole system of charities.

I had the honor to appear before the Senate Committee at Trenton at the hearing on the bill, and a member of the Committee asked me whether I did not think it a mistake to combine in one administrative unit two sets of institutions that were so different in character and aims as the charitable and correctional institutions of the State. I had no difficulty in answering that the two systems were not in essence wholly distinct and different systems dealing with wholly different classes of persons—to be dealt with in a different way because they were different in character and aim,—but that the persons to be dealt with and the purpose which both systems aimed to achieve were, upon the whole, substantially the same. I went a step farther. I went so far as to say that I believed the best results would be attained if the correctional system should be administered from this time on in the spirit and by the methods in and by which the best charitable institutions were being administered. I called attention to the fact that recent investigation had shown that of the inmates of Sing Sing Prison, over one-half, paproximately 60 per cent., were either mentally defective or insane or so afflicted mentally that they were as good as insane. And what is true of Sing Sing is doubtless true of Trenton, of Rahway, of the State Home for Boys, and of all the other reformatory and penal institutions. In other words, the old notion that a criminal is a criminal, and the lunatic is a lunatic, that "the East is the East, and the West is the West, and never the two shall meet," has gone by the board. The lunatic, the imbecile, the psychopath may or may not also be a criminal, but, if, as is almost invariably the case, his mental and moral irresponsibility antedates his criminal act, it is clear, is it not, that what he

needs and what he is entitled to is hospital treatment rather than punishment in a penal institution. Perhaps when we have made an adequate study of the remaining 40 per cent. of our correctional population—those whom the psychiatrists class as "normal"—we shall find that there are methods of treatment—psychological, educational—which will give our penal institutions more of the character of hospitals—moral hospitals—than they now possess.

We stand with this bill in our hands at the foot of a precipice over which the flood of shattered humanity, the broken souls and bodies of men, women and children are being hurled, and we gather up these human wrecks and, as far as we can, restore them to such a condition of repair as is still possible; and if they are ever fit to resume the struggle for existence in which they have been wrecked, we aim to put them back to "make good," in the world outside. And if they cannot be made fit to resume the battle of life in the world that has once rejected them as unfit, we must keep them, as best we can, in a hospital for incurables where they will no longer be a source of wretchedness to themselves and of moral and physical contamination to the community outside. The problem is one and the same, is it not, whether the person had been convicted of a crime or whether he has been found to be insane or feeble-minded? He must be put in such a state of repair that he can make his way, if that be possible, and if that be not possible we must seek the same end with regard to those who have been convicted of crime as with respect to those who have been found to be incurably insane or feeble-minded. We must segregate them and keep them from again becoming a menace to the well-being of the community.

When the Prison Inquiry Commission set forth to propose, as it was charged to do, a solution of the problem, it found itself very much embarrassed to find one in any form of machinery which had yet been devised; and, as it wrestled with the problem and studied the experience of other communities in dealing with it, it came to the conclusion to which I think all wise men must ultimately come, that there is no salvation in machinery. There is a very striking story of

Solon, the Athenian legislator, who, after putting his new criminal code into effect, went into voluntary exile for ten years, in order that the operation of the new laws should not be affected by his personal influence; and, after ten years, his self-imposed exile at an end, he came back and found his laws flouted and everything in confusion. And when people reproached him and told him his laws were no good, he replied: "The fault is not with my laws but with the administration of them. If they have failed it is the people of Athens who are to blame." We are not told whether Solon learned from this experience the lesson which we, most of us I fear, have still to learn—that a good law is only the first short step toward improvement. We still have too much faith in the efficacy of legislation. We forget that the law has no more vitality than that which is imparted to it by the administration which it receives; that the very best laws may be perverted by bad administration, and that even a very imperfect law in the hands of a wise and public-spirited administrator may operate very much better than a very perfect law which is not wisely administered.

And so the Commission set forth to devise and recommend a system under which, may I say, anything is possible; a system so flexible and yet charged with so much power that it might be perverted by bad administration to the basest uses, or that might, by wise, prudent, judicious administration, be of incalculable benefit to the people of the State. In short the Commission came to the conclusion that it could not devise an administration powerless to do wrong unless it devised one at the same time powerless to do right; and so a plan has been proposed which is capable, according to your own sweet will, of working either weal or woe—and I don't know of a better plan than that. The aim was not, as I say, to devise and put into effect a plan which would be self-operative but rather one which would not work unless it was supported by the people, the members of this Conference, the people of the State of New Jersey. I believe that under no system of administration that could be set up by human wisdom could you get efficiency in the administration of the

criminal and charitable institutions in this State on any other terms. Hear the language of the Commission; I quote from its report: "Your Commission believes that in this, as in all other schemes of government, the attitude of the people towards the institutions that may be set up will determine the character and development of such institutions much more than any form of government that the wisdom of the Legislature can devise."

In other words, my friends, it is up to you and not up to the Board of Charities and Corrections or any Commissioner that may be selected. Never since the days of Solomon have we succeeded in getting the ideal wise man into judicial or other high office—and I have had my doubts about Solomon. There is no escape in a democracy from the individual responsibility of every member of that democracy. You may delegate power but never can you delegate the ultimate responsibility for the sound workings of your democratic institutions. That is true in the achievements of peace just as it is true in the achievements of war. So I would end by saying that just as the responsibility for the success of this great experiment in penal and charitable administration has now come to rest as never before on every individual citizen of the State of New Jersey, so in exactly the same way and in no other does the responsibility for carrying on this great war in which we have become involved rest upon every citizen of the commonwealth. I did not come here to make a war-like appeal to you, but one cannot touch upon the subject of administration in a popular government without coming to a new realization of the fact that the ultimate responsibiilty rests upon, and cannot be shifted from, every man, woman and child in the community. And one cannot at such a time as this speak of the responsibility of democracy without thinking also of the great opportunity which in our time has come to this greatest of all democracies. It is not a duty, only, to make of your penal, correctional and charitable system what it should be, it is an opportunity that you should stretch out your arms to welcome. It is not a duty, only, to buy Liberty Bonds, to sacrifice your life or the lives of those nearest and dearest to

you in the great interests of humanity—it is not a duty, only, it is a great opportunity, the greatest that has ever come to a people; and it is in that sense that I would like to have you regard the life that lies before you in this time of struggle and opportunity. Who would care to be born into a world in which one did not have to struggle for better things! Some of us have sometimes even doubted whether a Heaven paved with gold and furnished with golden harps and with nothing to struggle against and nothing to fight for was really worth having. The true man and woman, with the spirit of fire in his soul, which Prometheus brought down from Olympus, with the spirit of adventure and daring which is the most godlike thing in us, would not choose to be born into a world or at any other time than one such as this, when everything that makes life worth living depends on himself—on the greatness of his will, on his devotion to the common weal.

RESTORING DISABLED SOLDIERS

J. J. Kelso, Superintendent, Neglected and Dependent Children, Toronto

Mr. J. J. Kelso of Toronto, who is the Government director of Child-Welfare work, showed about one hundred officially prepared slides, illustrating in a vivid way the splendid work Canada is doing in caring for and restoring to civil life her wounded and disabled soldiers. Nearly half a million men were sent overseas and of this number 35,000 have returned. The Hospital cases numbered about 18,000 and of these about 11,000 are at present under treatment. There are 1,200 men who have lost a leg or an arm, and as quickly as possible these are fitted with artificial limbs. Trade schools for the returned soldier are established all over Canada, and before the men are finally discharged from the army they are ready to take a good position. A liberal pension fund is provided by the Government, the appropriation for this year being eight million dollars. The address gave a lot of useful information to those who will take up similar work in this country.

Tuesday Morning, April 23, 1918

Topic: SAVING THE CHILDREN IN WAR TIMES

A. W. Abbott, Orange, Chairman

LADIES AND GENTLEMEN OF THE CONFERENCE: We were told last night that we were to begin on time. We are about fifteen minutes late. We believe that this morning's session will be one of vital interest to this conference, because it has to do solely with child life, and whatever has to do with the welfare of the child is of great importance to every social worker of the State of New Jersey. In the few remarks that I shall make as your Chairman, I want to state something with regard to the legislation that was passed by the 1918 Session of the Legislature of New Jersey that had to do with the Juvenile Court and child welfare laws in general.

LEGISLATION CONCERNING JUVENILE COURT AND CHILD WELFARE

WORK ACCOMPLISHED BY THE NEW JERSEY LEGISLATURE, SESSION OF 1918

During the 1918 session of the New Jersey Legislature several bills were introduced and passed having to do with making the Juvenile Court and Child Welfare Laws more workable. A great deal of time had been spent by people interested in Child Saving Work in New Jersey as a result of which Legislation which was accomplished this year has placed New Jersey in the forefront so far as the care of children are concerned.

Child Workers of the State of New Jersey found that in operating under the Juvenile Court Law in many cases an injustice was done to the child. The Child Welfare Act, approved April 8, 1915 ,was passed in order to force parents to properly perform their functions as Guardians of both the

body and mind of the child, but unfortunately the Domesitc Relations Court Bill, on account of the clause prohibiting that Court from having criminal jurisdiction, could not have jurisdiction under the Child Welfare Act and, therefore, such cases of necessity had to be tried in the County Court or in the Local Police Magistrate's Courts. It was found that by prosecuting the parents instead of the children we could secure results by forcing the parents to keep up the home and therefore protect the child. It also secured another excellent result in decreasing very largely the number of children committed into the State Institutions. Seven Bills were drawn to accomplish this object six of which were passed unanimously and were approved by Governor Edge on February 8, 1918, and I believe will do this work most effectively and place the Laws of New Jersey in the lead of any State in the Union. It is a self-evident fact that if we can force the parents to do their full duty by the children and keep a proper home, that the vast majority of the children will grow up to be good normal citizens. New Jersey can be proud of the fact that its dependent children today are as well taken care of as any child in the State and they are taking their positions in life and are a credit to the State. If we are doing this for the dependent children should we not at least be as careful with the delinquent children, especially when the vast majority of delinquent children become delinquents on account of the life of their parents. Therefore, the parents should be punished and not the children. If we have the power to punish the parents a great many of them will reform their ways and we will secure not only the reformation of the child but also of the parents thereby increasing greatly the benefits of the child also.

The Juvenile Court Law in Counties of the First Class provided that a child must be convicted of being a Juvenile Delinquent in order to place such a child in the care of the New Jersey State Board of Children's Guardians so that he may receive the protection of the State and be properly cared for. Assembly Bill No. 18, which is now Chapter 81 of the Laws of 1918, has stricken out this portion of the Juvenile Court Act and transferred it to the Act Concerning the Domes-

tic Relations Court where it properly belongs. The parents are all interested and proper defendants and justice can not be done to the child where he alone is defendant before the Court and under the old Law it was necessary for the Court before the conviction of the child to induce some good-natured citizen or child-caring society to take up the prosecution of the parents in the Lower Police Magistrate's Court. Other amendments to the Law correct patent errors and also to supply a place where not only the child can be taken care of but the mother.

Heretofore when a child at the age of fifteen and one-half years was placed on probation the period of his probation ceased in six months time when he reached the age of sixteen years. This ought not to be for the Probation Office would of necessity have to surrender the case and cease its work of reforming the child's character. Many cases have come to the attention of the Court where the child after leaving the care of the Probation Officer has taken a downward course and finally landed in the Criminal Courts whereas many of these children could have been saved if the Probation Officer could have continued his work with them. Assembly Bill No. 20, which is now Chapter 82 of the Laws of 1918, provides that the jurisdiction of the Probation Officer over the child committed to him can continue for the full term of the probationary period of which the maximum is three years, thus carrying the child over the danger period of life. This we feel is a most excellent law as the Chief Probation Officer of Essex County has stated.

Assembly Bill No. 21, which is Chapter 83 of the Laws of 1918, provides that the Judge of the Juvenile Court sitting as Judge of the Court of Domestic Relations will now have full power to hear and determine cases not only under the Disorderly Person's Act as formerly but also under the Poor Law and the Child Welfare Act. Our Juvenile Court Act was based upon what was then believed to be the proper way of handling children's cases, but since that Law was passed it has been found that the child can be far better protected and the parents of many children can be forced to reform their

bad habits by prosecuting the parents and forcing into their minds the fact that if they do not bring up and educate their children properly the State of New Jersey will do it for them and send the parents to jail. One Municipality of New Jersey had a school attendance of 85 per cent. A new Judge was appointed who had the parents prosecuted under the Child Welfare Act of 1915 and he made three parents reimburse the city for the city's loss of ten cents per day for each day the child was absent, in less than three months the school attendance had been increased to 95 per cent. This illustrates what is happening in other classes of cases of a similar character and the parental affection when properly aroused will do more to cause the rehabilitation of the home than any other force that can be used. We Child Workers of the State wish to use its force to the full extent as it has been proved far more efficient than any other system we can use.

Assembly Bill No. 23, which is now Chapter 85 of the Laws of 1918, provides that Juvenile Courts shall now have jurisdiction of a criminal nature and this Law gives that Court the proper jurisdiction. The correction made in the Child Welfare Act of 1915 provides for a better Court practice than was contained in the original Act and it was made with the unanimous approval of both the Judges and the Child Careing Societies who have been operating under this Act. Amendments to Section six and eight under the Law provide for what is believed to be a better form of procedure for the commitment of dependent and neglectd children and makes the practice under this Act agree with the method of committing Juvenile Delinquents.

Under Section one of the Juvenile Act of 1903, page 447, a person under the age of sixteen years who is jointly committed with one or more persons over the age of sixteen years and would thereby be classed as a criminal. Assembly Bill No. 24, which is now Chapter 86 of the Laws of 1918, provides that a person under the age of sixteen years so convicted shall not be adjudged a criminal but as a Juvenile Delinquent and the record of his judgment is to be forwarded to the Clerk of the Juvenile Court.

These new Laws should be studied very carefully by every Social Worker throughout the State of New Jersey. They are the last word in Legislation concerning Child Welfare and as I said at the outset, they place New Jersey in the foremost ranks of all the States in the Country. The Laws of 1918 are now published in book form and every Child Welfare Worker should secure a copy from the Clerk of the Municipality in which you work, and study carefully Chapters 81 to 86 inclusive, pages 211 to 221, of the Laws of 1918 and compare them with the Laws which they amend or are supplements thereto.

I wish to call your attention to a Manual of Laws prepared by General Secretary C. L. Stonaker of the State Charities Aid and Prison Reform Association including laws connected with the work of the Overseers of the Poor. Juvenile Court and Child Welfare Societies brought right up to date with amendments as passed at the 1918 session of the Legislature. Copies of this Manual may be obtained at Mr. Stonaker's office, 13 Central Avenue, Newark, for twenty-five (25) cents each and I want to say a copy ought to be in the hands of every Social Worker in the State of New Jersey. Copies in Pamphlet form of the Child Welfare Act of 1915 with amendments and supplements passed at the 1918 session of the Legislature may be obtained from the chairman of this meeting at the small cost of one cent each per copy.

I also wish to emphasize the fact that at the 1918 Session of the Legislature a Commission was appointed by the Speaker of the Assembly, Hon. Charles A. Wolverton, consisting of five (5) Assemblymen to investigate the matter of Juvenile and Domestic Relations Courts in the State. The Commission has organized and will hold two Conferences with every Social Worker in New Jersey interested in the dependent and delinquent child. The first Conference by courtesy of Hon. Edward Schoen, Juvenile Court Judge of Essex County, will be held in the Essex County Court House, Newark, Thursday afternoon, May 2, 1918, at 2:30 o'clock. This Conference will be open to all Social Workers in County Court Judges, Probation Officers, Child Saving Agencies, Bureaus of Associated Chari-

ties, Superintendents of Schools, School Attendance Officers and all persons interested in Juvenile dependency and delinquency. The second Conference will be held on Thursday afternoon, May 16, 1918, at 2 o'clock in the Camden County Court House, Camden, New Jersey, by courtesy of Hon. Charles A. Wolverton, Prosecutor of the Pleas of Camden County, and to this Conference are invited all Social Workers in New Jersey South and including Trenton.

We hope the Commission will consider very carefully the suggestion made by President Robert L. Flemming in his address on Sunday night at the opening Session of this Conference to change the name of Juvenile Court to "Family Tribunal" and to make it a Court of Equity and not a Criminal Court. This can be done if it receives the unanimous support of all the Social Workers in New Jersey.

It is with a great deal of pleasure that I have the honor to introduce the chief speaker of the morning, a man who has been well trained and is well tried in work of the dependent and neglected child of our sister country, Canada. Most of us, if not all of us, heard Mr. Kelso last night. I had the pleasure of meeting Mr. Kelso at various national conferences of our country. He has come from Canada to meet with us annually at some of the most important conferences that have been held. It was my pleasure to meet Mr. Kelso first at the Detroit Conference in 1902. We have kept tabs on each other ever since and I am sure what Mr. Kelso has to say will be of great interest to us, especially at this time, his topic being "Taking Care of Soldiers' Families."

TAKING CARE OF SOLDIERS' FAMILIES

J. J. Kelso, Superintendent, Neglected and Dependent Children, Toronto

Friends, it is certainly quite a pleasure to come across the line and meet social workers, because I am always quite at home in the United States and feel there is a kindred spirit among us all in talking over the social work in which we are

engaged. We have learned something through the war that I thought might be of interest to you this morning. One hears a good deal of talk about the inequality of wealth and the problem of having so much money in the hands of the few and so little in the hands of the many, and this is often the cause of much distress and wretchedness in our large cities and all over the country. The war as it affected our own City of Toronto has brought much practical benefit financially. That is a strange thing, because war is supposed to be wasteful and destructive in the extreme, costing millions of dollars every day, and yet in our city the effect has been to raise up the working classes and put them at once in a position of independence and almost affluence. In Canada we have a great many people of English, Irish and Scotch descent, and a large number of our poorest settlers came from England. The moment war was declared there was a great impulse for service, and thousands of men voluntarily enlisted. In the one City of Toronto, with half a million population, we sent to the war 45,000 men. That is a large number to take out of any city, and you can readily understand how it would dislocate business and all the various industries and disturb the whole life the community. Of those 45,000 there was a large number that belonged to the emigrant class, as we would call them—and that is one thing you must say to the credit of the emigrant,—that he has proven himself loyal to the old motherland and eager to serve in her time of need. Many of these men have made excellent soldiers though they may not have been altogether the best kind of citizens. A large number of men who earned say $15 pr week would give about half of this or less to their wives to run the house on, spending the balance in the tavern and on cigars and amusements. There is a great deal of selfishness among men and many fail to realize how much they owe to their wives. Families were living on the ragged edge of poverty, distress and charity. They had to be helped by the Church, and by the Charity organizations—getting a dollar here and there to keep things going. Children in many instances so poorly clad that they couldn't go to school. Well, these men all went off to war and left their

families behind, most of the homes averaging from three to five children—we had one family where the man went to war leaving a wife and ten children. The country said, "Of course, we must take care of the families because these men are giving their all for the war. That is the least we can do." Our Government decided that "for every married man that goes to the war we will give the wife $20 a month (now $25). In addition military regulations require that every man enlisting must leave $15 per month of his pay with his family. Thus the wife starts in with $20 from the Government, $15 of his assigned pay; and to supplement this we organized a Patriotic Fund to further help these women and children. Wonderful generosity has been shown and millions of dollars have been raised for war relief work. The people of Toronto have given nearly five millions to a Patriotic Fund, given freely and gladly, and sometimes money is contributed by people who could ill afford it, so anxious are they to do their share—working girls getting seven to ten dollars a week would give one dollar a week to help these families. This money is distributed on the basis of so much per child and so much to the wife, and altogether it brings into the family a sum running from $35 to $85 a month. That money comes in as regular as clock-work. All they have to do is to go to their local bank and draw the money. I have seen these poor people lined up at the bank counter, all getting from $30 to $70 each. And what a change socially! It simply meant that these people began to live respectably, clothed their children, better school attendance, more comforts in the family and with self-respect so increased that they were able to hold up their heads like other people. The poor are often discouraged and oppressed simply because they are poor. They haven't the inspiration that would enable them to look like other people. We have seen families that were in poverty and filth and misery transformed through this regular money into decent, tidy, respectable folk. There has been criticism that they are getting too much money, but that wasn't a fair criticism, and it came mostly from people who imagine that the Lord has decreed that certain families should always be poor and correspond-

ingly humble. One woman who bought a piano was reproved by the committee and informed that they were going to lessen the amount. Now, that woman came to me as a court of appeal and said: "Do you think I was too extravagant? When I was a girl I learned to play the piano, but, unfortunately, I married a poor man and I never had a piano in the house from the time I left my mother's house. When I began to get a little money I thought here is a chance to take up music again." Wasn't that a reasonable explanation? She loved music and having a knowledge of it naturally craved for a piano as an outlet for her pentup emotions. The very poorest people have a right to all the beautiful things of life. We must not be too critical. Now you can see how all those people are helped by the war and what a benefit it has been to the city to have these families better supported. There has been the more equal distribution of wealth we have longed for. This patriotic fund is expended at the present time at the rate of $150,000 a month in Toronto, in addition to the other amounts already mentioned. For the improvement of moral conditions there is a great moral lever through the Patriotic fund. We have, of course, a large number of ladies engaged in investigating the homes and supervising the distribution of this money. If a woman is not living the right way, is guilty of any immorality, then they have the power to stop the payment. There is nothing that will straighten people up quicker than that. It has given us a power and authority that, if rightly used, may be of inestimable value, but this is another point on which we have to be reasonable. There has been considerable immorality among soldiers' wives since the men went away, but we ought to have a great deal of sympathy with those classes. There were hundreds of women accustomed to a certain amount of protection from their husbands who were suddenly left alone and they were expected to walk circumspectly and never speak to another man. Some of these women have said to me: "The ladies on the committee say you must not have a man come to see you and you must not go out driving, but they never invite us to their homes or do anything to brighten us up." We don't realize enough the diffi-

culties and temptations from their side. I have had women come to me and say, "Those committees give us lots of advice but we would do far better if they would invite us to tea." That would be real practical friendship. Often in addressing Probation officers and leaders in boys' work my advice has been: "Don't give the boy advice, give him a good dinner."

As time went on soldiers were killed and, unfortunately, we lost a lot of men. Our City Council was very generous and said, "Every man that goes to the war from Toronto we will insure him for $1,000," and this has meant a very heavy and constantly increasing expenditure running into millons of dollars. The Canadian Government last week in its estimates of expenditures for 1918 set apart eight millions to meet payments to families and to the soldiers permanently maimed and injured. This money is coming into our cities and is a sure payment that is being distributed at the rate of about $100,000 a month in Toronto. You can see, therefore, that while we may be piling up a huge national and civic debt, this money is going to release us in some measure from that terrible curse of poverty and pauperism. We have practically no poor relief at present; we have nobody in our city that really needs relief, because through the financial distribution and other uplifting agencies combined with unlimited opportunities for employment there is evidence on all sides of the most wonderful prosperity.

Another thing that was of great benefit to us and that came directly from the war, was the enactment of prohibition. Our Provincial Government simply by an Order-in-Council passed a law proclaiming prohibition for the period of the war. That went out all over the country, that prohibition was to go into effect on September 16th, a year and a half ago. People could hardly believe it when it took place, and surely parliament and all concerned saw at once the wonderful change for the beter. Families that were hopelessly sunken in wretchedness and misery became sober, steady, law-abiding. When it became inconvenient to get drink the men gradually settled down; many former heavy drinkers are now putting in their spare time in little gardens trying to raise vegetables for their families.

These are all very encouraging thoughts to social workers.

You all know the old-fashioned idea that all dependents should be put in public institutions—we were very much afraid that the Government would establish large institutions and fill them with maimed soldiers and war orphans, and we were immensely relieved when they said "No, we are not going to do anything of the kind, we are going to keep those children in the families of our people, first of all to find out their relatives and place the war orphans with their own blood as far as it can be done, and failing that we will board them in families." We have a great many of these children whose parents are both dead in family homes and we encourage them to maintain the children without payment from public funds. The moment you begin to pay for children in family homes you put the whole thing on a commercial basis. In our Province and Dominion we place out thousands of children in foster homes and don't pay a dollar for board. Even where there are war insurances we say to them "Now, you want to do a good thing, take these children and educate them at your own expense and let this money accumulate so that later on they can go to college," and we have a great many people who have refused to take the pension and say "We will provide all the board for the child if we could have a certain small sum for clothing, and we hope to see this boy go to college and the money can then be applied on an advanced education." That is a very beautiful spirit and it is the only spirit in which we should do work for children. We seek through the Churches and women's institutes and benevolent organizations for people to adopt needy children, because they can render service not only to the State but to God in the training of these boys and girls for citizenship. That is the motive that underlies our work.

Now, if you will allow us to do so I would like to tell you something about our child protection work in Ontario. I know that New Jersey has the best laws on earth, but a speaker said last night "there is no salvation by machinery." These laws must be put into operation and vitalized by love and efficiency and the kindly spirit. I have always found you

can accomplish a thousand times more with even the most degraded and outcast people by love and sympathy than by coercion and prosecution, hauling them to police courts. I believe if all social workers would cultivate that real spirit of comradeship with the people, the poorest and friendless, they can awaken something good that is within them and bring it into active force.

In our country we have a child-protection system that thoroughly covers the rural as well as urban population. In many States you will find a splendid Children's Aid Society in a city, but five miles out in the country there is absolutely no organization. In another town you see a small struggling society, nobody interested because it is poorly managed; here and there good societies, and then other equally important districts with no social relief work of any kind. In our part of the country we have a system that covers the city, the town, the village, and even stretches way out into sections where only the Indians live. In our system we have a central government office which is financed entirely by the State; all the machinery of that central office—thirteen clerks and officers acting under the General Superintendent, and a Children's Aid Society in every community as the active agents in the work. No society can be organized for child-saving work without a Government permit and this guarantees supervision and a certain degree of efficiency. That is in order that we may control and direct the work. We have sixty-two of these organizations, managed and controlled by local benevolent people but following the exact same system. Copies of the act, local papers and other printed matter are supplied from the central office. We have forty-five to fifty County Agents of Children's Aid Societies and they are paid salaries, running from $1,200 to $2,000 a year. Every case of a child made a ward has to be reported to the central office. All the evidence is sent by the district society to the central office to be scanned, certified and entered on record. We have all these cases in such shape that if any case be appealed to the higher courts the likelihood is the Society will be sustained because of careful procedure in the first instance. Out of twelve appeals tried

before the higher courts last year there was only one that was granted.

Another important thing is that we have all these children, about sixteen thousand in number, recorded and supervised in a government office just as carefully as we would record the discovery of a gold mine. We have the records that go back for twenty-five years and some of these are immensely valuable and interesting at the present time. Then note, the great value of a Government department of vital statistics and the prompt entry of all births. Every youth that enlists or is near the age for service has to have a birth certificate. We have had thousands of lads apply for a certificate of their birth because if they are eighteen or nineteen the recruiting officer steps up to them and says, "Well, you look as if you ought to be in the army." He says, "I am only nineteen." The law requires that he must carry a copy of his birth certificate. All those records are preserved in the Parliament Buildings and are available for a small fee. In our Children's Aid work young people come back after they have married and want to know their history. A girl will come in, about twenty-two, married, and say "You know I was under the care of the Children's Aid Society in a certain place for many years, now I am married. Have I got any relatives, is there any brother, sister or anybody you think it would be well for me to know?" We bring the young people into touch with relatives when it is advisable sometimes fifteen or twenty years after they have been taken in charge by the Society.

I want to say to all child-saving people,—one of the very first things you ought to do is to get in writing a complete family history; find out the aunt, grandmother, uncle, put it all down and file it away and you will find the data immensely helpful later on, because they are sure to keep coming back. We have in my office thousands of records that can be referred to at any minute.

Another important thing is the supervision of children in foster homes. I think there is no greater brutality than to adopt children out indiscriminately and then rely entirely on correspondence as to how they are treated. We don't believe

in that, and all our Societies having recorded their children in the central office we divide these children up according to counties and we have every child personally visited. We send out official children's visitors and the whole expense of travel is borne by the Government. This is something that should be done everywhere. Sometimes a child will be located in a very out-of-the-way place and it may require going on the train for a trip of perhaps two hundred miles, then taking a motor car or horse and driving twenty or thirty miles more, because we have a big country and foster homes are scattered. No matter where a child is, we secure in writing a complete report of its welfare and progress by Children's Aid specialists. We have these reports made in duplicate and one is filed in the central office, the other goes to the Society interested. If there is any proof that the child is not going to school, looks unhappy, or is ill-treated, we can take children away from people even when they don't want to give them up. No child should be compelled to live with anybody who does not want it. I remember well a boy who had been up before the Juvenile Court about six times. At last he was brought to me for an interview. All I said was: "Begin at the beginning and tell me all about your troubles." In a few minutes he had the tears running down my cheeks out of sheer sympathy for him. The whole story was: "Mother died, father married again, now they don't want me around. His heart was starving from lack of affection and friendship and he was driven to lawlessness through despair and homelessness. Inside of a month we had that boy placed with big-hearted people who tried to make up for his great loss, and the result was there was no more trouble with him. If we only get at the root cause of delinquency in children and remove that, we would stop a great deal of trouble.

In every State there should be some efficient method of covering the country with a social welfare network. In some districts and villages schools are very poorly attended. Uplift work for the child is the basis of all community progress. The real Children's Aid friend must be working all the time seeking to improve the school system, the housing conditions,

recreation, moral standards—you see how the welfare of the child enters into everything!

There is not much time left to speak about reformatories for boys and girls. You have your two big institutions for boys and they are well filled. I believe, however, there are too many hasty commitments to such institutions, especially from the smaller places where social work is not well organized. Each institution of this description should have preventive officers, always aiming to keep comparatively innocent boys out and getting good homes for inmates at the first sign of penitence and willingness to do right. Drifting on in the enforced companionship of the idle and vicious element they may come to greater harm and be a permanent loss to the State. All those cases ought to come to the Reformatory through the Children's Aid after the most enhaustive consideration and I am a great believer in having young ladies look after boys, for what boy with a manly heart does not appreciate the kindly friendship of a young lady! We had a case I have often spoken of in meetings just to show what is in the heart of a boy: A lad charged with all sorts of offences was committed to the Reform School, and the police notified the school to send officers to take this boy out. They said, "If you will have him delivered at the station we will have someone there to receive him." Two big policemen escorted him down to the station when a little slim woman stepped up and said, "Is this my boy?" The officers looked astonished and said, "Do you expect to take this boy out to the school?" When the officers went away she said, "Now, you know I couldn't run after you and I couldn't fight you, I would have to depend on your honor. Can I trust you to go with me?" and the boy said, "Yes." She said, "That is all that is necessary, I will believe you." There is no use trusting people with a string to it—better go the limit. She had sense enough to send this boy to buy his ticket and to carry her parcels. When they got in the train the lad said, "If those cops had given me the slightest chance I would certainly have run away from them," and then he looked up at her archly and said, "But you know, I wouldn't run away from you for the world."

Most delinquent lads should be treated just like children and not as criminals, and the supervision of a young lady is better than an unsympathetic officer.

War with all its horrors has done a tremendous lot for the country in the way of new and progressive legislation. There is no cloud so dark but has a silver lining, and when the war is over, as we pray it soon may be, and we look back and see all the progress made in social work and the new spirit of altruism that has been awakened, I believe we will recognize that God has a wise purpose in all He does. I have talked with people, mothers who have lost their boys, their joy in life, those whose hearts have been broken and a great many people who have suffered through the war, and yet do you know it has beautified and glorified their lives as nothing else possibly could. Common suffering and loss is bringing the people closer together. Social work is better appreciated and is being more efficiently developed than it ever was; money is given more freely for every good object. People said at the beginning of the war: "We will have to close our charities, we will have to retrench," and foreign missionary societies said, "We will have to close the mission." It hasn't proven that way at all. Our charities have more money, our churches have more money, foreign missions are better off than ever and there is no worthy cause being neglected, because if you get a person accustomed to giving, the joy of giving enlarges their heart and they find new happiness in service for humanity. I think you have nothing to fear about any lack of money, the thing to do is to go right on with the good work. You have in New Jersey the best Social laws that can be devised, a splendid body of high-minded social workers, and there's a great future before you in advancing the status of the child, and thus permanently elevating and improving the home and the State.

MRS. JACOBSON: I wish to bespeak a word of appreciation for Mr. Kelso's inspiring talk. I would like to ask Mr. Kelso a question. In the case of these families that are not poverty-stricken, what is going to happen when John Jones comes back from the war, making $15 a week, giving his

family four or five? What is going to be the result of raising these families out of the depths and bringing them to a place they cannot maintain when their husbands return.

MR. KELSO: I am fully convinced we shall never go back on any good thing we ever start. This great stream of charitable giving will be devoted to social adjustment, everything that is beautiful. We have been reaching a standard of existence people have not seen. I believe the time is coming when people will not be required to work more than six hours a day. That may seem very optimistic. Machinery is being so wonderfully perfected. That spirit of invention is very characteristic of the American people. It is being developed to such an extent it will not be necessary for people to slave. It is coming, and we all ought to work for it. We are not here simply to be drones and slaves. Don't let's wait for Heaven somewhere in the skies; Heaven is all around us.

THE CHAIRMAN: I cannot allow any more questions just now to Mr. Kelso. We have some stated speakers and to these we are going to throw the meeting open. Some of these gentlemen are going to take up five minutes and some less. The first five minutes is not going to be taken up because Mr. Stonaker has been called to war work in New York and is now engaged in that work and regrets his inability to come to this meeting.

The next speaker will tell of "Conditions in New Jersey."

Rev. J. C. Stock, Supertintendent N. J. Children's Home Society

Since our country entered into the war there has been a reduced number of homeless children received for placement in family homes, and also a reduced number of children who have been helped by the New Jersey Children's Home Society. The same condition prevails with us as with kindred organizations in this State and with organizations as described by Mr. Kelso. One reason given by him is true with us. Men are making larger wages at this time and they are able to support their families. They may spend just as much money as heretofore for drink, but they have been earning so much

there is enough left for the support of their families. This is especially true in southern New Jersey, where men are leaving pulpits and finding employment in the several shipyards down there, and still there is room for more, and the wages they are receiving is almost beyond belief. A young man visited my home last Saturday evening. He said that his ordinary pay was $50 a week and his overtime brought it up to $72 that week, and he is going to take another position shortly that pays $1 an hour. That is not uncommon; young men twenty-three years old work for $52 a week, others receive $69 for the same time. There is money in abundance, so that these families formerly neglected are being cared for by the father. He has money enough to provide for them. The war has made work for men. As I remarked this morning, in the case of those who are not willing to work, the Legislature of New Jersey has provided a law that the men shall take up the lot that the war has made for them. Another cause is that the Government has so generously provided money for the families of its soldiers. We have been called upon in several instances to seek out men who had enlisted under assumed names and as single men, and we have been able to bring the matter to the attention of the Government so that one-third has been paid to the families in addition to the money which the Government allots to families. Previous to the war, there was dependency in some of these families. There are improved conditions. We are taking fewer children, and on the other hand, strange as it may seem, we are having more applications from homes for children, for adoptions than we have ever had before and we cannot supply the demand for children under four years of age for families who wish to adopt them. On the other hand we are having just as great a demand for boys above the age of twelve years from families to take the place of men who have entered the service of their country. We are living at a time when there are certainly improved conditions among the childhood of the State of New Jersey.

Rev. Canon Augustine Elmendorf, Secretary Social Service Commission, Diocese of Newark

Our subject this morning is the question of Child Welfare in New Jersey. It divides itself, as I see it, into two parts. First, the great work carried on by the State Board of Children's Guardians, and second, the rest of us.

I want to bear testimony first to the great work which is carried on by the State Board of Children's Guardians, which it has been my privilege to know about, not merely as one interested in their work, but because I have made a personal investigation of the way in which children coming under their care are placed out and the kinds of homes in which they are placed. It has been my privilege to call on the children and see these homes in Sussex, Essex, Monmouth, Hudson, and Burlington Counties and I want to testify to the admirable work which has been done, the careful supervision given by the inspectors and to the happiness of the children.

In regard to the rest of the work carried on in New Jersey, we are in a condition where we make possible the exploitation of children. Anyone who desires to make a living, if he is so disposed, can gather together a few forlorn children then go out and beg for their support, and incidentally his own. There is nothing to prevent anyone doing this, whether it is for the best interest of the children or not.

One of the things it seems that we should work for is that there should be some method by which the State could be brought into connection with all child welfare work. Dr. Kelso said that they have some such system in Canada. We are not agreed regarding the desirability of having State supervision of private institutions, but when it comes to the question of caring for children at least we might work out something in the nature of State supervision, inspection, or endorsement because we ought not to leave children in conditions where poverty may make it possible for them to be exploited by anyone desiring to care for them, whether they be fitted to do so or not.

THE CHAIRMAN: The next speaker is very well known in New Jersey. For several years she has been the Superintendent of the State Home for Girls in Trenton.

Mrs. E. V. H. Mansell, Superintendent State Home for Girls, Trenton

We have 253 girls in the home at present. We have 249 on the outside who are being cared for by our three parole officers, who visit the girls. I don't think there is any girl under our care who isn't looked after at least once a month.

The girls do the principal part of the farm work under a woman farmer. Last year we ploughed up our front lawn and planted beans, which were very helpful during the year. In the houses the girls do the canning and preserving, so that we may use things later on. Last year we raised $15,000 on our farm and we are hoping for still better products this year.

The girls have school work during the day and this year we have engaged two teachers from the Trenton schools, who come in at night to give them additional instruction, given in the form of lectures and pleasant talks so that the girls are not fatigued in attempting this work after their household duties.

We have had a law passed which gives us authority to board our small children. We couldn't very well send a girl out until she is sixteen. As they come in at the age of ten, it would be at least six years before we could indenture them. We don't want them institutionalized but want them adjusted to ideal outside conditions. We find families who take these girls, board them and send them to school. They must show a report so that we may know what they are doing in school. The girls who are paroled to their people must also show us their school report.

The teachers in the colored schools have organized a society they call "The Big Sisters." They take the colored girls who are living outside to entertainments, and various places. Nine of our girls go to the Trenton day schools and come home in the afternoon.

We have some girls who have been taught dressmaking who now go out to dressmaking establishments and bring home their wares. Girls who are indentured are allowed one-half their money to keep their wardrobe in order, the other is banked and given to them when twenty-one, or if a girl marries with the consent of the Board she is allowed to pur-

chase her trousseau. I want the people of New Jersey to come to visit us and the girls. If you have any girl in the home you are especially interested in, come and see her; write to her. We have had kind friends who have taken the names of girls and written to them. I wish some of the people would take the names of girls and would write to them. The girls value a personal letter.

THE CHAIRMAN: The next speaker is a newcomer to social work in Essex County and the State of New Jersey.

Edward Schoen, Judge Essex County Juvenile Court, Newark

My brief experience as Judge of the Juvenile Court of this County does not qualify me to speak with authority on problems which have perplexed the most earnest social workers.

I can only endeavor to translate into words some "first impressions," which I have "kodaked" from the observation tower of the Juvenile Court.

First, I have concluded that the term "Juvenile Delinquent" as applied to the boys and girls who come before the Court, is a mis-nomer. The boys and girls who are brought into the Juvenile Court are merely the objective symptoms of social disorder. In disposing of the cases before me I have not yet pronounced the word "Guilty," and I do not intend to. If I did, I would feel that it was just as barbarous as the act of the ancient ruler who wrote his laws in small letters and posted them on high posts the more easily to ensnare his subjects. This evil brought into the basic law of our land, the provision that in order to make a law operative, it must be published. A citizen is then presumed to know the law, and any infraction makes him guilty. But what has been done to bring home to our juveniles the code of right and wrong? Given an alcoholic parent, illiterate and unclean, morally and physically, together with bad housing conditions, can you charge the child who is growing up in such surroundings, with delinquency? For such a child, laws of right living are in small letters indeed. And on very high posts. His little eyes have never seen them and his little ears have never heard them. Delinquents? How can one be delinquent before one knows the standard by which to measure one's conduct?

A very learned writer, speaking of a "child" said, "A child is a man in a small letter. He is nature's fresh picture newly done in oil, which time and much handling dims and defaces! His soul is yet a white paper, unscribbled with observations of the world, wherewith at length it becomes a blurred notebook. He is purely happy because he *knows no Evil.*"

As the little urchins appear before me in court, dimmed and defaced, I cannot summon the will to punish them, but I must confess to a vengeful feeling against the hand of vandalism which defaced that "fresh picture newly drawn in oil." The re-touching and restoring process can be applied when the vandal's hand which has defaced the picture, is permanently made impotent.

And this brings me to a question which should be uppermost in our minds in this work of protecting and helping the child.

Do we give enough time and thought to the causes which bring boys and girls of tender years into Court? Having found the cause, do we make the proper effort to eradicate it?

A good doctor, before beginning to treat a physical disorder, will endeavor to find the cause for the symptoms complained of. So, in the treatment of the social disorder, of which juvenile delinquency is the symptom, let us seek out the causes and eradicate them. In this field the Juvenile Court can do a large work, and I conceive it to be no small part of its function. The Juvenile Court should be a laboratory, where the germs which are destroying wholesome child life, and producing an ænamic body-politic, may be detected and then isolated.

The State endeavors to protect our health with laws regulating the manufacture of what we eat, and drink and wear. These laws prescribe in the minutest detail, the working conditions which must exist where food or clothing is made. The vigilant eye of inspectors of the labor department and of the Board of Health are ever on the alert for violations of these regulations. We have routed out sweatshops! Why? Because it was shown that wearing apparel made in unsanitary surroundings may be the carrier of health-destroying

germs. Have we been equally vigilant in routing out conditions, morally unsanitary, under which the characters of the future men and women are being molded? Are the ingredients, when fused and welded, going to produce a metal with the true American ring? Conditions, morally unsanitary, must be combatted with—every weapon that can be commandeered, and this brings me to a suggestion for more volunteer probation officers, and for the formation of a large vigilance committee; something similar to the system of volunteer automobile inspectors for the detection of auto violators, and speeders. Such a committee could watch for and report, at once, any practices which are operating to injuriously affect the character of any child, and point out specific cases. It could be of inestimable assistance to the Court in eliminating *causes* for juvenile short-comings. In a community like ours where the population is so large, the efforts of our little staff consisting of four court attendants might be likened unto the little Dutch Boy who tried to stop the leak in the dyke with his little fist.

The result accomplished in the Juvenile Court depends largely upon the spirit with which its proceedings are conducted by the presiding judge. The name you give the Court will not contribute to the sum total of its accomplishments. It matters little whether we call it a Juvenile Court; a Court of Domestic Relations or a Home Welfare Court. Though I agree with those who advocate the extension of the powers of the Court along the lines of equity procedure. If the Judge presides with an eye single to determining whether or not the child is guilty—or not guilty—of the offense with which he is charged, he misconceives the function of the Court. If he seeks to find and eradicate the causes, then—

Finis, corona, opus.

THE CHAIRMAN: The next speaker is so well known in New Jersey that she needs no introduction.

Mrs. H. Otto Wittpenn, President, State Board of Children's Guardians, Jersey City

The staff of the Department of the State Board of Children's Guardians, which carries on the work under "An Act

to Promote Home Life for Dependent Children" commonly called the "Widow's Pension," consists of the General Agent, one Assistant to the General Agent, ten Agents, one General Office Assistant, one Clerk, one Typewriter Copyist and one Stenographer.

The cost of the administration of this department to the State was $19,977.26 for the year 1916 to 1917. $259,399.16 was paid by the Counties to the widows throughout the State.

From October 31, 1916, to November 1, 1917, 732 petitions were filed throughout the State, 890 petitions were heard, 425 petitions were denied, 36 petitions were withdrawn, 169 petitions were pending decision, or considered decision reserved by Court on November 1, 1917.

Since July 4, 1913, when the Act, entitled "An Act to Promote Home Life for Dependent Children" went into effect, up to April 1, 1918, there have been 5,282 petitions filed throughout the State, 5,057 petitions heard, 2,534 petitions denied, 267 petitions withdrawn, 86 petition decisions reserved by Court on April 1, 1918, 2,170 petitions granted, 294 orders revoked by Court, 1,876 families receiving relief on April 1, 1918, 225 petitions awaiting haering on April 1, 1918.

Number of families in care of Board April 1, 1918, 2,170; number of children in care of Board, April 1, 1918, 4,128; number of visits to families from November 1, 1918, to April 1, 1918, 16,264.

Under the settlement clause of this Law "A widow must have lived five years continuously prior to the filing of her petition, in the County to which she applies for relief."

The following amounts can be granted under the Law:

One child $9, maximum; $5 for the second child, and $4 for each addition child, as follows:

One child, $9; two children, $14; three children, $18; four children, $22; five children, $26; six children, $30; seven children, $34; eight children, $38.

The Judge may at his discretion, grant less than the above amounts if the case so merits.

We feel very kindly our responsibility in reference to the proper supervision of these families, but with the present field

and office staff we are not able to keep in as close touch with these families as the law requires. We have been able to make on an average of between two and three visits to each family during the past year. We feel the results we have in view will be obtained only when we are able to visit at least six times a year in accordance with the law. Our inability to visit these families regularly is the greatest problem we have to meet in this work, because so many of the women who are receiving relief need so much personal encouragement and advice in the expenditure of money and care of the home.

The number of children in the care of the Board April 1, 1918, was 1940. Of this number 1,090 were in boarding homes, Of the 1,950 children in our care, 127 of these children are placed in private Institutions throughout the State. This number includes both dependent and delinquent children.

One of the greatest problems during the year has been to secure homes for children either boarding or free, owing to the increased cost of everything and in many cases the removal of the men of the family for war service. Many of these applications for children have been withdrawn because the sons have been drafted and they did not feel they could undertake the added expense attached to caring for children, particularly for the amount of board we pay. At the beginning of the year the Board increased the amount of board from $2 per week to $3 per week, even with this increase we are having trouble to find homes. Never since the beginning of our work have we been obliged to systematically canvass for homes until this year, when we were obliged to do this, and the result of this canvass was not very satisfactory.

509 children have been committed during the year. This is the largest number of committments for one year since the beginning of our work, and is due to the fact that a number of new laws have been enacted for the commitment of children to us through the Courts, as 105 of this number have come to us under the court committments. The cases coming to us in this way are more difficult to place immediately in private families, because they are committed direct from the Court to us in a deplorable condition in which they are found.

It sometimes takes several weeks before they are in a fit condition to be placed in a private family. A great many of these children are suffering from malnutrition, bad teeth, skin diseases and other conditions caused by the neglect of their parents. The first thing to be done is to place them where they can have a bath, clean clothing and have their heads cleaned.

The policy of this Board is not to place the normal child in an Institution. However, we find now that we are receiving children under several different Laws other than the Law passed in 1899 creating the New Jersey State Board of Children's Guardians, namely, the Law of 1910, providing commitment of Juvenile delinquents by the Juvenile Court, and also the Law of 1912, providing committment of neglected children by the Juvenile Court, and the child Welfare Act of 1915.

We are getting under Court committments a new class of children,—some of whom need temporary Institutional care. We feel in such cases it is better for the child to be placed temporarily in a private Institution by us—rather than to have it committed by the Court to one of the State Institutions. First, because there is no stigma attached to the child who is placed by the State Board of Children's Guardians in a private Institution; second, because every child placed by us in a private Institution is supervised as closely as the children who are in private families; and on account of this supervision we are able to learn the character and general inclination of the child, and become better able to tell whether it can be controlled in a private family, after a reasonable period of training in an Institution; third, because after temporary training in a private Institution the child is placed in a private family, and subsequently lives a normal life.

We have twenty boys in the United States Service (Army and Navy), all giving a good account of themselves.

The cost to the counties and municipalities during the past year for board, clothing, medical and dental work, was $142,671.

The cost to the State for the administration of the work was $22,640.32.

THE CHAIRMAN: The next speaker is a very dear friend of mine. I owe a great deal to him because of what my son is today.

Charles R. Scott, State Secretary, Boys' Work, Young Men's Christian Association

The Young Men's Christian Association in its work with boys of the 'teen age includes boys in the Grammar, High and Preparatory Schools, boys in factories, stores, and offices, as well as in our State Institutions, and in foreign and colored sections of our large cities.

The present War conditions greatly increases the need for work with boys for there is a restlessness on the part of the youth of our State. We have discovered that there is a lack of home restraint. Father and brothers have enlisted; mothers have had to go to work while many others are devoted to their work in connection with the Surgical Dressings and Red Cross. This has led boys to grow indifferent and careless, and the police court records show an increase in Juvenile delinquency. At the State Home at Jamesburg there was an increase of 175 boys committed during 1917 over 1916.

We have also discovered that the boys' love of adventure has led many to enlist under age, which has unsettled their companions in school and community. They have been reading thrilling tales in books and magazines; they have heard many patriotic addresses; they see the movies and as the soldiers and sailors are their heroes they naturally imitate them. There is an abnormal demand for boy labor and abnormally high wages are being paid to them. Easy money subjects them to the fiercest temptations and they spend freely for many unnecessary things. The movies and cigarettes are great attractions. They can see no difference. They can see no reason why they should not smoke when every agency is going out of the way to furnish tobacco for the men in the service. Gambling is very noticeable and other temptations have been too much for them. War time problems, therefore, seem to touch every phase of our home life and every time an American soldier is killed the value of every Amrican boy increases. They are our second line of defense and a National Asset. Can we afford to neglect them?

With all the restlessness we have also discovered that the boys are thinking and are responsive to leadership. The Association has adopted a policy which will increase the budgets, give better supervision, and provide an active program, which should conserve the boy life of the State and prepare for the Reconstruction Period.

THE CHAIRMAN: We have a new-comer in social work in Essex County who will take up a few minutes in describing conditions in Essex County, as she has found them.

Miss Anna Louise Davis, Superintendent, Essex County Parental School, Newark

My interest and work in your community is in the welfare of the supposed delinquent child. In Newark you probably have the best example in this country of a high class laboratory to study the causes of juvenile delinquency. I wish the Newark people knew us better. The visitors who come to us seem to think we have a strange or unusual child. The fact is, we have a very active and very normal child. We have in the School our very good Judge and Doctor and Psychologist; resident trained nurse, efficient teachers, high-grade supervisors and everything needed to study the child, to grade him as to mentality and find out the cause of his delinquency, and that report is a matter of record, and we can make all the statistics you need from that and can give the judge the necessary data for his case, but what I want to say to you this morning is this: that while we can study the child and give you the causes of his delinquency, back of it all there seems to be very little use to have this child arrested and brought to us, and classify him and then send him back into his own home and same conditions, the same street corner and street gang, and have the machinery of the law again go forth and re-arrest that child and bring him back to us, because while we may study the child there, if we put him back into the same condition we are not removing the cause of his delinquency. My view is, after you have just heard of the very splendid things they are doing in Toronto with the large expenditure of money for their children, I want to ask that

you will here in this country, possibly spend less money but give a little bit more of human interest to these children, that we may have more follow-up work for our children and more care. You know the active nature that these children have that come to us that causes them to be delinquent if handled correctly would make them just what we want them to be. You know how children love companionship. They would very much rather have a soap-box and hammer than the very best toy. Children love the gang spirit, they love to be together. Take the ordinary child that has no other friends but the street corner gang, if you can clean that up and direct the energies of these children you will save them from the courts.

J. C. Sperry, Supervisor Attendance, Jersey City

The principal thing I see emphasized here has been the ordinary child delinquent, and in that I agree thoroughly. I don't believe in pessimism. I do believe that these boys that go wrong do so as the result of their environment. I had a nice little fellow come down to my office, with a defiant expression on his face. I said "Did you come down here to fight?" I said, "There isn't any fighting here. Now, darn you, smile." The trouble is the lack of sympathy, lack of encouragement, the boy doesn't get any at home and doesn't get any in school. I would like to get all of this band of workers engaged in my work. I would like to see if you could not make an impression upon the school teachers and upon the parents, so we could make the conditions under which these boys exist entirely different. You know no man makes a success unless he has a desire for it. If you can make that desire so strong he will exert every bit of his ambition to accomplish that desire. If we can get the same kind of work on the boy we will get somewhere. Let's hold up a higher ideal and get that desire excited.

THE CHAIRMAN: We are going to close this open parliament with Mr. McDougall, who is connected with the Bureau of Associated Charities in Newark.

A. W. MacDougall, Superintendent, Bureau of Associated Charities, Newark

My speech ought to be acceptable because it will be the last. I am sorry we haven't more time at these meetings to discuss more fully the content of all the good papers that have been read. I represent a group of societies that are dealing with the family problem, day after day. I want to contribute two thoughts that have come to me strongly throughout these meetings. We are just now in the midst of preparing for war, of doing our part to bring the great war to a successful conclusion. Naturally and rightly, we are bending every energy to this end, contributing all our resources and concentrating all our thoughts upon it. There is also another phase of this war. We are fighting to make the world safe for democracy; therefore, in all our preparations to end the war we must at the same time have in mind the after-war period and make these preparations play into a program for a more sincere and complete democracy when the war is ended.

We wrote recently to one of our legislators urging the passage of the law abolishing night work for women. In answer, he expressed belief in the passage of such a law, but thought it a bad time to urge such legislation. He did not realize that on the contrary it was the very time to urge such Legislation; since women were taking the place of men and English experience had proven the greater efficiency of labor when properly safe-guarded.

We heard, in one of our sessions, from the Home Service workers of the Red Cross that the soldiers' families did not want charity. The service rendered the soldiers' families ought not to be a charity, but neither should the service rendered our poor families be a "charity." Societies like the one I represent are trying to get away from this idea of charity and it is one of the opportunities of the Red Cross Home Service Workers to carry this new idea of charity, of service, over into the new order after the war.

Let us give these Home Service volunters this new conception of charity. We are fighting to get rid of the idea of

charity and to substitute the idea of self-help and self-reliance.

Another thought regarding the carrying over into the new era after the war of things we have learned in our preparation for the war. The government is spending hundreds of millions of dollars on war preparation, and we are contributing millions of dollars for Red Cross, Y. M. C. A. and other war charities. Let us carry the new spirit and the bigger idea over into the new order and spend millions of dollars on getting rid of some of our enemies of social life such as tuberculosis and other preventable diseases menacing our country now and that will be menacing it still, after the war.

Finally, may I express the hope that in future Conferences we will give the best of our thought to a study of the family and all those influences that help or retard family life. Personally, I believe this to be the most fundamental topic of the Conference, the one that is at the base of all the other social problems we are discussing.

THE CHAIRMAN: Before we separate let us show our appreciation for the splendid talk that Mr. Kelso gave us this morning. We cannot let a Canadian do all he did and let him go back without some expression from us.

A rising vote of thanks was tendered Mr. Kelso.

Tuesday Afternoon, April 23, 1918

Topic: COMMUNITY SERVICES (Other than relief) ARISING OUT OF THE WAR

Mrs. H. Otto Wittpenn, Chairman

In going back to the beginnings of this conference which has been meeting, I think for seventeen years there is one figure which stands pre-eminent before the minds of those who have been privileged as few of us have to attend every meeting. I don't know how many of you knew and remember Mrs. Williamson. I suppose her efforts influenced others in putting on the statute books some of the most useful laws. I love to think of this Conference as a question of progress

in character, which goes from place to place and gets much from the place to which it goes and leaves much behind. That is what we have been trying to do year after year, and so each one of our sojourns of a few days has brought with it its own particular note. I want to believe the note we take away is going to be the note that was so beautifully expressed by the poet of our clan, Professor Johnstone; the note of happiness. It is that I want to see brought out in our program this afternoon.

It is youth which has a right to recreation, and somebody with a great vision has seen to it that the importance of recreation be emphasized in reference to the young people gathered in our camps and cantonments. That is our subject for this afternoon and I think it is original and interesting, and I am sure we are all going to enjoy it immensely. The first one on this program will be Dr. William O. Easton, brother of our Secretary,—Educational Director, Camp Activities, International Committee, Y. M. C. A.

EDUCATIONAL WORK IN THE ARMY AND NAVY

William O. Easton, Director, Camp Activities, International Committee, Y. M. C. A.

OBJECTIVES OF ASSOCIATION EDUCATIONAL WORK.

The primary purpose of the educational program in the Army and Navy is increased efficiency in the immediate task of winning victory for the great cause for which our country is contending; the secondary purpose is preparation for the better social relationships to follow the war. With these purposes in view it has been found necessary to re-state largely educational methods.

As this war is one of ideas and ideals the winning of it depends not only upon physical force but upon an educational program based upon real spiritual factors, so that through a sympathetic understanding of the issues involved an appeal

may be made to the best in our soldiers. Army morals is fortified by an appreciation of the great issues at stake. Every man who goes over the top has a right to know why, and what is to be gained by his sacrifice. With these prime considerations in mind the purpose of educational work may be stated formally as follows:

DEMAND FOR AND SCOPE OF THE WORK.

A democratic army must be not only physically, but intellectually equipped. When the National Army was first assembled there was little appreciation of the educational needs of the men. It was thought that after a day's work in military training, the men would not and could not devote themselves to study. Many, therefore, hold that only entertainments would be patronized and that only light literature would be read. The men themselves, by their demand for books of a serious nature and for instructive lectures, soon dispelled this idea. Now each center provides an extensive educational program to meet this demand.

The testimony of all who have observed Young Men's Christian Association work in camps on the Mexican border and with the British and French armies at the front, agrees in rating educational work as one of the largest services the Association can offer. The testimony is also borne out by the cordial support and co-operation given the work at the present time.

EDUCATIONAL PROGRESS.

The educational progress is adapted to the conditions and the needs of the men at each camp center. In presenting each subject, the appeal to the student is through the concrete—the ends to be gained are made definite and immediate. Starting with problems to be solved, the students are led by gradual stages to related questions. Education is interpreted to them in terms of living and designed to help them meet present conditions affecting them.

EDUCATIONAL WORK.

The class work is grouped under the following headings:

1. *Illiteracy.*—In the training camps and centers, thousands of men, American born and speaking English, are unable to read or write. To understand semaphore signals and to read camp signs they must know the alphabet. To write to their home folks or to sign the pay-roll, a legible hand is required. Elementary work for large numbers is required to enable them to read and understand orders and to induce alertness and quickness of response.

The military authorities now appreciate the necessity for this work in elementary subjects and co-operate to the fullest extent, ordering attendance upon classes in many camps; detailing men as teachers and supervisors, relieving them of other duties.

2. *Americanization Work.*—The United States has always been the refuge for those who have sought a larger opportunity. As a result we have a cosmopolitan population, much of it not yet assimilated. These peoples of various races from all parts of the world have brought to this country their ideals and aspirations. We of the native population have in a measure neglected them—have not sought with enough care to train them in our standards—have not appreciated sufficiently their standards.

To meet the needs a large program is now in process including:—

(a) *English for Foreigners.*—English conversation, Reading, Spelling and Correspondence. For the camps a special series of conversation lessons has been prepared relating English instruction to army practice. Other series of lessons are being developed.

(b) *Civics and Citizenship.*—Naturalization processes; History of our own country with some reference to the countries from which groups have come; civics and Government of the United States with attention to democratic ideals, locally applied; Patriotism and the present war and its objectives; The organization of our forces on land and sea, and the place of each man in this organization.

These subjects may be developed through text books used as readers, through lectures often by men who speak the language of the group concerned, and through the formation of self-governing organizations in which the principles of enlightened democracy find expressions.

(c) *Welfare Work.*—Among men of foreign birth, including attention to the inspirational features of life; the prevention of exploitation; the provision of sane types of recreation; and care for the ambitious, giving each an opportunity to commissions or higher ratings.

3. *Grammar School Work.*—In our Army and Navy those not fitted by training for the more complicated tasks they are called upon to do demand instruction in common school subjects:—

(a) *English and History.*—To improve their spelling, their penmanship, their ability to read and understand as well as to write and send reports and dispatches, and to enlarge their range of interests with the enlarging of our country's horizon.

In this connection the various lectures given are utilized as material for English and History instruction. For portions of this work, special outlines have been prepared based upon texts for class use.

(b) *Geography and Elementary Science.*—To train men to see, to hear, to understand and to appreciate world relationships. To fit them personally to care for their health and vitality, and to prepare the way for further progress.

(c) *Vocational Courses.*—Sketching and Drawing; Arts and Crafts; Elements of Electricity, Chemistry, Physics. Each subject is developed with reference to the present occupation and needs of the group of men under consideration.

4. *Technical and Vocational Training.*—The Army and Navy, under its own control, does most of this work but there are instances where the Association can aid. There are in operation now courses in electricity, automobile repair, animal husbandry, homing pigeons, gas engine construction and other similar subjects.

In connection with the work of the home associations, special courses have been arranged in such subjects as Airplane Construction; Automobile Repair and Operation; Gas Engines; Radio and Wireless Telegraphy and other specialized needs.

5. *Conversational French.*—The ability to understand and speak French is vital to the winning of the war. To understand a command, to be able to transmit an order in French, may save a battle and thus determine the final outcome. Further, a knowledge of the language of France is essential to the comfort and convenience of the men back of the lines in their associations with the French people. It also adds to an appreciation of that nation to which we are so much in debt.

The usual method of organizing work in French is as follows:—

(a) Secure the appointment of an educational committee, including the Camp Educational Secretary as the Acting Secretary of the Committee.

(b) Group officers and men for class work, according to their knowledge of French and arrange for the instruction that each group needs.

(c) Appoint for each camp, a Teacher-Supervisor of French and one or two assistants to instruct directly officers and men, and a normal class made up of those who will pass on to others the instruction received. In many instances nearby universities or local French teachers co-operate in rendering this service. The Training Centre may itself furnish the supervision and the teaching needed. Camp signs and slides in French and the use of the concert method have proven very helpful.

6. *War Backgrounds and Outlook.* — Clubs, Reading Courses and Lectures.

Contentment, camp spirit, army morale and better discipline result from the proper kind of educational activities of a less formal type.

The men in training should be strengthened in the conviction that the cause for which they are fighting is worth while.

To accomplish these ends, the following lecture and reading course suggestions are made—to indicate types rather than specific topics. Each lecturer will prefer to suggest his own topics and outlines.

(a) How to formulate a program:—

(1(Discover the needs of the men through conferences with them and form tentative lecture plans accordingly.

(2) Consult the Educational Committee concerning your plans and enlist help in selecting topics and speakers, in arranging times and places of meetings, and in securing teachers, leaders or presiding officers.

(3) In special instances only encourage attendance upon lectures or courses under military order. Men who are under detailed direction for long periods for other work should not be subjected to further restraints without sufficient cause.

(4) Advertise your plans on bulletin boards and in other ways, and prepare suggestions of magazine articles, references in books and pamphlets, and outlines of subjects or topics to be treated. On occasion post photographs and special newspaper or magazine articles for general information.

(5) Discover among the men, talent not now used. Develop the workers in camp. Do not depend too largely upon outside talent. Good speakers, writers and actors who can produce plays or pageants are found in most of the camps and naval training centers, and can be enlisted for service in presenting great movements in European and American History.

(6) Encourage the forum idea, inviting questions and discussions, when the leader is qualified to carry through such a program.

(b) A few illustrative topics as bases or suggestions for lectures, fireside talks, debates, formal and informal discussions, and addresses by officers or educational committee men to the men are given below. Each secretary or lecturer will work out others.

(1) "The Education That Made the War." A reading and discussion course on Germany's educational policy, pre-

pared by Robert E. Moore of Colgate University and arranged with a view to the transmission of its contents to the men by companies.

(2) "Crises In American History." A reading and discussion course under twelve headings, presenting the essential points in the development of our country's history. This material, prepared by David S. Mussey of Columbia University, should serve as a basis for lectures, debates, and fireside talks on American History and Government problems.

(3) "Russian History. Her People, Her Religion, Her Literature, Her Special Problems." A reading course designed to acquaint the thoughtful with the essential things that have made the Russian character what it is. The story of a "Thousand Years of Russian History," a study of the Russian spirit as interpreted by their leading writers since 1840, will give the student an appreciative understanding of this versatile and subtle people.

(4) "An Interpretation of Italy." An outline of the history of a people who have contributed much to Law, Freedom of Thought, Humanitarian Ideals, and Political Liberty; Early Italy in Review; The 12th and 13th Centuries; the Renaissance Movement; Italian Unity under Mazzini, Cavour and Garibaldi; Italy Today.

(5) "A Study of the Great War." A topical outline prepared by S .B. Harding. Published by the Committee on Public Information. Presents the fundamental causes of the war as they have appeared in ideas; the historical backgrounds in the period 1870-1914; and the development of the war to date.

(6) "France." Her part in History; Her struggles for Freedom; Her people and their customs; Her geography; Her language and literature; an interpretation of France to America.

(7) "The Near East." Unknown and neglected; an historical outline of peoples and countries, around which have centered for centuries wars and rumors of wars. We have here the inheritance of the Eastern Empire to which has been added the blighting domination of the Turks.

(8) "The Far East." Some of the issues there unsolved in the present war; The Emergence of China; The awakening of Japan; The Conditions in India; Far-away Siberia and Korea; all these are for the most part simply expressions. Through patient study these distant places must become living centres of human energy.

(9) "International Law as It Relates to War." An outline designed for the thoughtful who are desirous of knowing from this angle the principles and the practices at the bases of the present conflict.

(10) "A Series of Six Lectures with Slides," prepared by Professor J. F. Jameson of The National Board for Historical Service, with titles as follows:

The Warring Powers and Their Geography.
The French Republic and What It Stands For.
The Growth of Germany and Her Ambitions.
The British Empire and What It Stands For.
How the War Came About, and How It Developed.
The American Democracy and The War.

(11) Lessons in Geography, including lectures illustrated and based on a Handbook of Northern France, prepared by Prof. W. M. Davis of Cambridge, Chairman of the Committee of the National Board for Geographic Service.

A small Handbook containing suggestions for unlimited travelers, telling them what to look for and how to use their eyes and ears to the best advantage, is in preparation.

Other lessons on such topics as: The River Piave; The Bagdad Railway; Palestine; The English Channel, Its Significance in History; The River Rhine.

These and like topics presented interpretively hold the interest and give a breadth of view acquired in no other way.

(12) Problems of Reconstruction Facing America.

So vast and far-reaching are these that the best in Christian Statesmanship is challenged. There are involved: Social and economic policies for individuals, groups and nations; Welfare Developments of all descriptions, and educational and political readjustments, involving an appreciation of the higher standards and ideals of a Christian civilization.

7. *The Æsthetic Needs* of the Men in training have received little attention.

Here again the leisure hour can be turned to profit, and the talent for art appreciation and expression can be cultivated in practical ways.

To illustrate, at the Great Lakes Training Station, Mr. Dudley Crafts Watson has visited the boys weekly, teaching them in masses how to draw and sketch, and giving illustrated lectures on European Cathedrals, and European Art, which "we'll see, over there." At first the men were skeptical of their ability to draw. Soon, however, enough material was collected for an art exhibit and as a final result the commanding officer decreed that the boys should have an opportunity in a special place to develop their art talents.

A further illustration will broaden the conception of the work. In another centre, the commanding officer believes in music as a moral force and has given, with marked success, weekly interpretive recitals of the great musical masters.

Why not use the appreciation of the beautiful, inherent in all, in the building up of morale? Present through art and artistic expression ideals of moral worth in resisting the present attack on civilization. Use the available talent in and near the camps to train our men in one or other of the following:

Sketching and drawing, including the more intelligent use of pencil and drawing pad.

Appreciation of Art and Architecture of the Past, through Illustrated Lectures outlined by a committee of art leaders on European Cathedrals.

European and Modern Art and its relation to our present life.

Appreciation of Music, through a series of interpretive recitals of the World's Masterpieces. This can easily be made to lead to vocal and *instrumental instruction.* Mass singing in auditoriums or in the open have been greatly appreciated.

Hand-work—the larger use of the jack-knife.

Modeling, and its present day applications.

Caricature and the study of life, and the problems involved.

Practical applications of Art to War Work.

Drawing and Design—more formally planned.

8. *Health Education.*

There is nothing that affects the lives of enlisted men—soldiers or sailors—as vitally as HEALTH. To preserve it, in all its aspects, medical corps are organized and any health program must be carried out in closest co-operation with those officers.

The following topics, with modifications, have been found helpful as bases for lectures and discussions. These are often given by men chosen in the local camp or from nearby communities:

(a) Personal Hygiene—including attention to such subjects as First Aid In Emergencies; "The Fundamental Conditions of Health"; Respiration; Circulation; Digestion; Elimination; Care of the Feet, Hands, Eyes, Nose, Throat, etc.

(b) Community Hygiene—a study of Germs and Infectious Diseases; the use of such material as is furnished by the National Tuberculosis Association, the Social Hygiene Association observing the caution of extreme emphasis and using the material provided by the Sex-Education Bureau; Temperance in Its Scientific, Economic and Moral Aspects.

9. *Economic Education.*

Under this heading come topics difficult to treat adequately yet vitally important at this time and in days to come. Such subjects will be considered as Thrift of Time, of Money, of Influence, of Character. Opportunities for advancement in democratic as opposed to autocratic countries; types of education that help to develop democracies; vocational guidance and its significance. Problems of industrial and economic reconstruction, if widely presented, will help to establish, when the time comes, good will among all on the basis of justice to all.

10. *Social Education.*

This topic, as a subject of education, has received little attention. It includes right conduct under all conditions, preparedness to meet situations of a more or less personal nature, correct use of language, personal efficiency and other like subjects.

This phase of the educational program can be developed

through the presentation of the relationships of the men to their associates, the study of racial characteristics; travel talks, discussion of social customs and manners and domestic life of the peoples with whom we are now working.

The content of these bodies can be presented through Fireside Talks, Informal.

CAMP TRAINING ACTIVITIES OF THE FOSDICK COMMISSION.

The Function of this Commission ,appointed by the Secretary of War is to coordinate the work of all agencies active in the camps and around the camps, and to assure the provision of proper conditions surrounding the camps and ample provision of recreation and amusement both in and out of the camps. The Commission has endorsed the Young Men's Christian Association as an important agency within the camps, and has asked the Association to continue and extend its program of activities. The Commission also provides auditorium for mass singing, lectures, and other activities. Civilian Aides for physical work, and other supplementary features are added as needed. They use existing agencies surrounding the camps, correlating their work for camp betterment.

CHAPLAINS.

Chaplains are commissioned officers in the Army and Navy. Their responsibilities include educational activities among their other duties. The educational work of the Association is supplementary to, and is carried on in cooperation with the Chaplains. Through them the Association finds an easy approach to the men, and can contribute in large measure to the effectiveness of their work.

CO-OPERATING AGENCIES.

The War Work Council of the Young Men's Christian Association is representative of our entire country. The funds with which the activities are carried on have come from the people of the entire country. The plans are based on the needs of men. The organization represents a movement in

which all agencies and all people share. It is a medium through which the home, the school, the church and even the State itself, give expression to the deepest desires and the highest hopes of the men and of those for whom the men are fighting.

The above statement indicates how impossible it is to acknowledge the co-operative aid of those who have helped to make the work possible, not only through contributions but through actual service rendered.

Colleges, Universities and Public School systems have freely given of their men.

The American Library Association, representing a vast public, has placed at the disposal of the men a great storehouse of information and inspiration.

Business, Scientific, Professional, Artistic and Library clubs for both men and women, have responded with talent and personal service times without number.

Individuals unattached to any special group, persons representing our own and foreign governments, associations with both national and local attachments and communities near the various camps organized for war service, have without stint helped to add a touch of home to camp life.

The Young Men's Christian Association is proud of its position as an agency of service. It is also humble because it recognizes that its capacity to serve bears a direct relation to its ability to merit the confidence and respect of all concerned.

KNIGHTS OF COLUMBUS WAR ACTIVITIES

James FitzPatrick, Secretary, Camp Dix

There are two phases to the work of the Knights of Columbus in camp, one primary and essential, the other secondary and non-essential. It may strike you as peculiar that the great stress is laid not on the social side of the work that we do, but our efforts are directed toward one thing, to help the men who are carrying the gun, if need be to die. We realize the benefit of entertainment, of the motion pictures, and in passing I want to say something which may be news to you, that we have been obliged to exercise the most constant vigilance to protect the men in camp from the most insidious form of unhealthy corruption, the motion picture film. It may be news to you to know that American motion pictures are censured in China and that we have to exercise the most scrupulous vigilance to see that they are of an American character and that the American manhood is not seriously undermined by them. There is no force in American life today, not even the Press, which exerts such power as the motion picture. I am a theatrical man and I think perhaps I may be a greenhorn to a good many things, but if every man and woman of this country raised their voices the motion picture theatres of this country would be cleansed, and if the films are not clean the blame rests with the women who can do it and don't do it. We realize the value of all these things, we realize the value of meeting a man when he comes in on the draft, and I would digress just an instant to draw a picture for you of the way your boys, your brothers and my brother if I had one, come into camp, what they go through and how homesick they are for something that is far different from entertainment. Down at Camp Dix, where I am stationed temporarily, about two weeks ago there was a contingent of 10,000 men which came in from the State of New York. The innoculation barracks is just across from my room and one

night I happened to look across and saw this long line of men awaiting their turn. My associate and I went out to say "Hello" to the men, and found they had not had so much as a drink of cold water since leaving their home town, many hours before. We got pails and carried water until six o'clock the next morning. The following night we had coffee. We learn by experience, that cup of cold water did more to take away the initial curse of separation of those boys from those they loved than anything else we could have done for them. We could have had Galli Curci sing for them, we could have had Caruso to sing for them, and we would not have done half so much to win their love and affection as we did with those pails of water carried in the dead of night. So when you hear stress laid upon the entertainment facilities and the entertainment activities in camp you must always remember that back of them are the things that you never hear about, because after all, in this work the same as in every other work, the really big vital things done no-one ever knows about.

The other phase of the work, and this is the most essential phase, is the religious side. We start with a premise and we work upon it that the vital thing in a man's life is that he die well. We realize that this is the one thing that makes the true soldier. You can give him material training and you can feed his body, and if you fail to develop and mature the soul that God breathed into him, then you haven't got a soldier. A very distinguished professor was killed in battle. He said in a little book called "The Ways of War' 'that if an army cannot fight on an empty stomach it cannot fight on an empty soul," and that is our reason for existence. We bend every effort to see that a man's soul is fed and strengthened. I don't mean by that we just chase him around the parade ground with a club, but we put within his reach the means of soul feeding which he, as well as we, know are the means whereby his soul may be fed. There is no difference of opinion as to what satisfies that hunger. We have no illusions that anything but the one thing will satisfy it. We have no illusions about the man going into the front line trench with nothing between him and his God but his naked soul. So we take the prelim-

inary steps to see that he has a chance to protect that soul before he goes in. All this is for men of our own faith, because, like the Y. M. C. A., we make no attempt to encroach upon the rights of any other man to the faith in which he believes. We have masses for the man, and I wish that we who are out in the world and sit in our snug self-satisfied home so conscious of our own rectitude, could see the humble Christian faith of the men that are making up the army of this nation. I know something of men. I have fought for them and with them and against them, and I want to say there never was a finer body of men collected in the history of the world than the men that are making up the army of the United States of America. You will hear people at intervals, on occasions, come back from the trenches and perhaps come back from the training camps, and they will give vent to their feelings about the corruption that stalks unchecked in the cantonments, and you can take it from someone who knows that it is an ignorant and malicious lie. I have seen these men day after day, night after night, they were not under observation, and I want to tell you that it is only on the rarest occasions that I have heard language that wasn't all right, and I venture to say, without any fear of successful contradiction, that the moral standard of the men who are giving their lives that we may be saved, need fear no comparison with the men who stay at home. Keep that in your minds, because that is one of the insidious means of German propaganda and it is especially aimed at the armies of this country, to tell them that the men they love are being debauched and corrupted, and it is a lie! Not long ago, in fact only this afternoon, a friend of mine told me of some ships the other side of the water that were being loaded with bricks and concrete and camouflaged into the appearance of battleships, no-one apparently knew what they were for. Then volunteers were called for to man them and the complement was filled almost before the application for volunteers had died into silence. Only this afternoon the news has come forth that a number of these camouflaged battleships have been sunk in the Harbor of Ostend and the men who made up the crews of these ships escaped in a motor

boat, bombarded on all sides by land batteries and war ships. Will intelligent men imagine that men are going voluntarily into a Hell of that kind if they are not good men in the real sense of the word? I don't know of anything that expresses the character which we are trying to develop and strengthen in the men in the camps better than a story just told of General Gordon, who fell leading a charge with nothing in his hand but a walking stick. They are trying to live clean in the face of temptation such as few of us realize, because they are alone, and a lonely man is always the victim.

That is the underlying religious purpose for which the Knights of Columbus work, to place within the grasp of the men what they must do in order to possess their souls in peace, to give them every opportunity to keep that soul, in the camp, on the transports, in the trench and to go with him in the ultimate end into the face of the machine gun which means death. When we are exploiting the things which go to make up the ideal American soldier let's not forget the one essential, that without the clean soul, without the strong soul, without the fortified soul, there is no such thing as a true soldier possible. There will be need after this war is over for faith, as there is now. I don't mean the whole abstract word faith, I mean the concrete thing that carries a man through the dreariest and deepest hours of his life, when the thing he believes is steel turns to water, when his ideals are gone, when his faith in the lives of those at home is gone, when he feels that everything is done at home from the material angle, when all that distrust appears he has nothing left but his faith in God, and it is up to us in this training camp work to see that that faith is kept intact and uncorrupted. Whatever attacks that faith attacks the essential morale of the American army. It is propaganda and must be annihilated. We all pray for the end of the war, we all want to see those we love come back to us, but most of all we ought to want to be sure that those who have gone from us forever perhaps are going like soldiers and gentlemen, and everything which interposes to obstruct this necessity, to prevent that consummation ought to be destroyed as utterly as every last element

of Prussianism. Keep the home fires burning by all means, but keep the soul of the men that are doing the work strong and hot for the work that he is to do. The soldiers' work is to kill as many Germans as quickly as he can, and to keep on killing, and the sooner we wake up to that fact the better. A nation at war is not a public meeting; we are in the war to punish not to protect. There is nothing that makes for true military courage, for real fighting ability like the knowledge a man has that his soul is clean, and if the bullet has been moulded which is to carry him out of this life that he can go with a smile on his face and a song of confidence in his heart. So let us all work for the day when this thing of blood and iron, this master of German Military Dynasty is destroyed utterly.

THE CHAIRMAN: I now have great pleasure in introducing to you Mr. Cyrus Stimpson, Field Secretary of War Camp Community Service, representing what I would call, for short, "The Fosdick Commission.

Mr. Stimpson then explained the work of tying up the soldier with the community in which he is thrust, of finding foster mothers who will take a real interest in these boys away from home, of the recreational facilities offered, and of the importance of maintaining the morale of the soldier.

THE GIRLS' PATRIOTIC LEAGUE

Mrs. John W. Howell, Chairman, for Newark

The Girls' Patriotic League is an *idea* for girls to use in their various organizations, and for older women to help them to use and to understand.

It is a *link* designed to unite all American girls, without regard to creed, circumstances, or color, to give their best, in honorable character and in service, to their country, to their community, and to each other.

It is a filmy *organization* that readily thickens into working toughness, wherever girls are not yet organized.

From ten to thirty girls, of any age above twelve, choose a Commandant, at least twenty years old, and so constitute a detachment capable of all the activities of the League, having secured the O. K. of the League authorities.

Where girls are already organized in any way, the existing leaders simply become League Commandants also, and bring the Pledge before their girls, distribute the membership cards and buttons and bring their members to the Section Meetings of the whole League. All Commandants are kept in as close touch as possible with League authorities.

While specific work is not absolutely required, a vast amount of patriotic work has been done by the League; any honest girl who takes our Pledge will surely do some patriotic work.

The Pledge Cards have been distributed in the seats. As you can see, they read:—

> "I Pledge to uphold the honor of my country, my community, myself and other girls, and to do personal service wherever possible for my country, my community and other girls."

Many of our mass meetings close with the girls all joining hands and reciting this pledge aloud together.

The pledge is the stronghold of the League. For the rich girls and the poor, the privileged and the backward to join in such a recital is an education.

A word about our beginnings: They were in Newark.

After Mrs. Danforth, of Orange, the National President of the League, had thought for a long time about the need for a stretched-out hand for girls in wartime, she came and talked it over with Mrs. Jacobsen; and when they had called a meeting or two of girl-lovers, and had had the benefit, particularly, of the advice of Secretaries of the Girls' Friendly Society, and the Young Women's Christian Association in Newark, this fine pledge was adopted, and our dear Mrs. Jacobsen mothered the Girls' Patriotic League into organized life, as a part of her Department of Social Welfare in the National League for Women's Service in Newark. It was soon made the National Junior Branch of the elder League, with no restrictions as such a Branch, but with the clear organization to lean on for a time.

As the Junior Red Cross develops we become somewhat less important as an organization for school-girls' patriotic work, but only more important as a linking and steadying patriotic idea for school-girls, and all others.

United in this League are Detachments from Sunday Schools, Sodalities, Camp Fire Girls, Girl Scouts, Y. W. C. A. and other Clubs, Girl Friendly Societies, Hebrew organizations, Industrial groups, Playgrounds, and Community Centers as well as from Public and Private Schools. All meet and work in their own groups excepting when all are called to the occasional Mass or Section Meetings.

There are now about 65,000 members in the League, the most being in New Jersey and in Connecticut, and our National Headquarters hears from Branches in sixteen States, from Massachusetts to Texas, and from Porto Rico. In Newark between 6,000 and 7,000 buttons have been distributed.

The way any girl-lover and patriot appreciates that pledge and is glad to tell the girls about it is inspiring, and the way the girls rise to the idea is wonderful, as only young things can be wonderful.

The possibilities that lie in the faithful wearing of the League-Button by women and girls on the streets throughout the country are very great. There is a feeling that the best

conduct must accompany the Button wearing. A man on the streets was overheard to say to a companion, "No use speaking to *that* girl, look at her Button."

In South Carolina a Northern woman met congenial friends after a little Southern girl had noticed the Button as marking membership in the League to which she herself belonged.

All members are asked to wear the Button always in the street, and to keep the Pledge Card where they will surely see it every single day,—best, we find, stuck in their mirrors.

Most of my own work in the League has been done in Newark, and it has been wonderfully interesting.

To speak to 400 or 500 girls at a time, in some school, and to do it several times a day, is the opportunity that came to us last Spring. How their hands would fly up when we asked them if they would like to help the country, all together, in this war-time. How understandingly, yet strangely, they looked at each other and at us when we told them of the unworthiness of "picking up boys," the danger of speaking to strange men! How frankly they would shout out "girls" when we asked them "Who wear the silliest clothes, girls or boys?" And with what self-respecting relief they would shout "big girls" when we asked them whether "big or little girls really wear the silliest?" How they worked and are still working, at any patriotic task, Red Cross or what not that their generous Teacher-Commanders could arrange for them! How interesting to hear some Italian child cry out "My Mudder told me dat," some American "My Brother always says so," or to watch some little colored girl sit and blink in the ideas that she was receiving.

The Sodality girls of the Roman Catholic Church are part of the finest strength of the League in Newark; none catch more readily what we mean when we ask them to maintain family standards on the streets—the standards of the Best Family they know of. None work more sturdily, or have dealt more generously in financial matters. Though that is not a quite possible thing to say when I recall how the Detachment in the least well-equipped school I have been to in this city

has steadily paid the Red Cross for all the materials it might have taken for nothing, besides sending to League Headquarters from time to time gifts of money for general League expenses. Money got by collecting old rubber and tinfoil, and by having a little play.

The school children, as well as the older girls, were eager to have Dues. "Sure we can give up a piece of chewing-gum once or twice a year," but when we heard of the Junior Red Cross we thought it wiser and more patriotic to ask no regular dues for our League.

It was a rather young girl in a Presbyterian Sunday School (her church was close to a big Armory) who, when I had talked of the lack of self-respect and patriotism there is in girls being familiar with soldiers that they do not know, and had asked them not to do it, had the honesty and pluck to cry, right before her Pastor, too, "It's *too hard!*" Such an honest Rebel-girl is almost always one of ability and good looks, but her youth will betray her if we do not tell her the truth about herself.

It was an older colored girl into whose eyes came the surge of freedom and of self-release as we talked of the "Honor part" of the Pledge.

Some of our most efficient young Commandants are the Jewish girls. More mass meetings and general "Pep" seem needed to hold them.

The factory girls needed no warnings, as a rule; what they want is union together, and friendly hands held out by those who are more woman-worldly-wise, and other-worldly wise, than any young thing can be.

In an Episcopal Guild meeting one evening an older girl got up way in the back of the room and called to me: "Mrs. Howell, why is it that boys stand by each other so much better than girls?" A question full of hope for girls and women if we can keep them asking it and can show them a better way.

A leading man worker in one of our Camps said to me, "The Girls' Patriotic League is fine, keep it up; sixteen-year-old girls are little fools." No, they are not. They are women children who are more or less logically following out what they

glean to be their function in life. We are the big "fools" who leave them to "glean," and do not educate them in that which concerns their honor.

Why is it our girls and young women have been wearing such outrageous clothes for years? Why have even some of our most privileged girls worn paint and powder on their silly young faces; and failed to wear clothes on their silly young backs, until decent boys have wondered how to respectfully guide a girl in dancing with her? Why is it that the bitterest cry of all cries that go up from our bitter cities is the cry of the uninformed girls, whom our cilivilization has pushed out from the walls of home-protection into publicity and public industry, and freedom, without telling them that truth about themselves which is the best safeguard for their freedom?

So the big duty of the Girls' Patriotic League to inform and link together for self-dedication all young girls to their country's, their community's, their own and each other's honor and welfare?

Miss Katherine Gardner, Secretary of the Bergen County League, then recited a poem written especially for the County League.

TO OUR GIRLS.

Our country gives the young men it has treasured
To suffer—and to die, perhaps—for you.
By God's own standard let your gifts be measured;
To their own highest, hold your champions true.
To keep our country free, our children fearless,
Our women clean, they face the hell of war.
Arm them with memories pure, to courage peerless!
Give them a womanhood worth dying for!

NEW JERSEY WOMEN'S CLUBS IN WAR WORK

Mrs. John R. Schermerhorn, President, N. J. State Federation of Women's Clubs

The appeal which has come to the whole world for service, and service, and more service, has of course come to the Club woman. Her years of preparation in an organized body, her ever keeping abreast of the movements of the times, her common sense manner of meeting a situation, all qualified her for the work with which, instinctively, the authorities turned to her when the call came.

The impetus given to Red Cross work by the grave needs "over there" called women from every walk of life and thought to service, but naturally, the trained Club woman has stood out the country over. She has known how to organize, how to direct, and also how to follow. Many Clubs throughout the State have been the Red Cross Unit of their community. They have organized and carried on the entire Red Cross work therein, giving many hours every day to the working out of the problem.

A year ago, all the women of the country were startled by the cry "Food must be conserved, and the women of the country must do it." Only for a moment were they startled; and then, they turned to, valiantly following directions as to *how*, that came from Washington.

Many Clubs started gardening, fruit and vegetable canning, etc., forming and carrying on classes therefor in order to truly respond to the cry of "Conserve!" Many Club women sacrificed their usual summer holidays to respond to this call to service. They not only assisted one another, but they assisted their less fortunate sisters in learning how to *eliminate* waste and extravagance and to substitute *thrift* in the kitchens of the State. Consequently, thousands of pounds of meat, butter, flour, sugar, coal, etc., have been saved for the

fighting bodies on the other side, besides teaching our own home people a sadly needed lesson in practical common-sense.

The great wave of the first Liberty Loan rolled over the country and caught therein all sorts and all conditions. Again the Club women were singled out for the positions of leadership. Many of our women in this State have successfully planned and carried out the first, second and third drives. Many Clubs have purchased bonds that are laid aside for sinking funds, for a future club house, and so on. The individual response and effort can hardly be estimated. The personal purchases of bonds range from one fifty-dollar bond to bonds of larger denominations, even running into five figures.

The "little brother" of the Liberty Loan, the War Saving Stamp, has found many eager and willing friends among the Club women. Stamp Societies have been formed within the Clubs, besides individual Club women independently pledging themselves for weekly amounts. They also have, as in the Liberty Loans, organized and managed the W. S. S. drives in their communities.

The War Library Commission has also met a hearty response from the Club women. Many thousands of books have been given and collected for our own boys here and overseas through co-operation with the State Library Commission.

The N. J. Division of the Women's Committee of the Council of National Defense has drawn largely on the ranks of Club women for its organization, for throughout the State we find, from the State Chairman down, Club women acting as Vice-Chairmen, Heads of Departments, County, and Unit Chairman, organizing and directing woman's activities in the State.

The N. J. State Federation of Women's Clubs has a unique war activity among the State Federations of the country. They are maintaining a most successful Soldiers' Club at Wrightstown, "The Haversack," which is giving to many men at Camp Dix a real home life and spirit, within easy access of their preparatory school for grim duties "over there." This

Club is carried on by contributions from the Clubs and Club women in the State. The hopes, the love, the aspirations that have gone into this particular war work, have made of it a beautiful thing, of which the women themselves and the soldiers who have made it their home, are justly proud and thankful.

Besides the knitting, bandage and garment making, etc., the nursing classes, the home economy response, the almost superhuman co-operation in every direction in the way of preparation, conservation, and relief work, the Club women have gone on being all they were before the war, and more—they have fulfilled their duties as mothers and home-makers, they have helped the needy and the sad, they have given their beloved ones to their country, sending them away with smiles on their faces but with, oh, such sad but brave hearts—they have heartened their men at home, they have been in every way true, American women, full of love and loyalty and faith that all will be well, for an Allwise Hand has prepared us, and is guiding us through this dark and perilous time, to a future full of promise of higher ideals and a finer humanity. In the words of our own Miss Marion Smith:

FEDERATION SONG.

Daughters of Freedom's land,
Ready with heart and hand,
  Strong for the Right!
Now raise your voices high,
In one clear song reply
To life's appealing cry
  For love and light!

Why stand we here today?
Why but to make the way
  For hope's glad feet,
Bidding the world aspire
To purer aims and higher,
That home's own altar fire
  Burn bright and sweet.

Daughters of Freedom's land,
Holding Truth's torch ye stand,
  Crowned with God's grace,
That this great age may see
How fair its destiny,
And they who come may be
  A nobler race.

Tuesday Evening, April 23, 1918

Topic: AFTER-WAR WORK WITH THE HANDICAPPED AND THE LABOR SUPPLY

Gen. Lewis T. Bryant, Chairman

THE CHAIRMAN: Ladies and gentlemen, the subject under consideration tonight is one of the most vital importance of all the problems with which we are confronted during this time of stress and war conditions. I know of no one thing which has been done with less degree of efficiency or in a more hopeless manner than the general handling of the normal labor supply in this country. Now that there is a premium placed upon the man power of our community, our State and nation, there is an even more ever present necessity for having this labor turned over in a more scientific way and with more care and less waste. At the present time we have several well established offices, one in Newark, one in Camden, Trenton, and hope to have one in Jersey City that will be in operation during the next month. In the City of Newark and in the other cities where there is a demand for certain types of intelligent workers there is a lack of employment. These men could be taken and fitted into the vacancies which are existing in these other industrial establishments, with great advantage to themselves and to their employers. I think the way to handle the labor subject is from the very beginning. I was very much impressed to see the little children coming up to the clerks wanting to know if they had a job. I thought of my own two little boys—working without any regard to their future, without any regard to their future advancement and perhaps working under conditions unhealthy. We spend money for our vocational schools, but I think it is a splendid thing and one of the best to find after going through school, out to his first job the child should have the guidance of a helpful hand. You may be surprised to know that in New Jersey from fifteen to seventeen thousand children between

the ages of fourteen and sixteen leave the schools of this State and go into some kind of employment. How many of that seventeen thousand children have any real instruction, how many of them go out and get the first job that offers. Perhaps some friend of the family will tell them they can get in at a certain plant. They go and get that job. I have written a letter to the President of the Board of Education of the City of Newark urging upon it to provide some method of having the supervision of these thousands of children leaving schools and going to work so that they will be handled through a vocational guidance committee that will be hooked up with the employment agency of the city to see that these children are supervised and instructed.

You have on the program tonight a man who, in my opinion, has done more towards making the employment service throughout the State the measure of success it has already attained than anybody else I know. I take great pleasure in introducing to you my associate, Mr. Joseph Spitz.

FINDING JOBS FOR THE HANDICAPPED

Joseph Spitz, Director, State Employment Bureau, Newark

The present importance of employment work for the handicapped cannot be overestimated, but its real work will begin only when our armies are disbanded. A man who is suddenly rendered a cripple through any cause finds himself like a child, and to the men crippled in Service the Government owes a debt—either they must be beneficiaries of compensation insurance or trained to some work that will enable them to earn an independent livelihood.

The handicapped may be divided into several classifications:

1. Cripples—Those who have lost a limb or are disabled in leg or arm or suffer other bodily loss.

2. Invalids—Including those affected with pulmonary disease.

3. Aged—Those who require work not taxing mentally or physically.

4. Convalescents—Those who require work for a short while of a light character.

5. Blind—Who have been trained in their own schools and who are cared for by the State Commission for the Blind or are being relieved through some other channel.

6. Deaf and Dumb—Who come under classification similar to the Blind.

7. Mentally Deficient—For whom, if their condition warrants, work not too complex may be found.

8. Mothers With Children to Support or Unmarried Mothers—Such case of which must be worked out for itself. It is advisable in many of these cases to work in co-operation with the Bureau of Associated Charities and other organizations who investigate these cases.

I am going to cover the first classification principally—cripples—as I feel that that is the most urgent.

The entrance of the United States into the World War has served to heighten the interest in the employment of handicaps and the National and Economic authorities have this problem to consider which is closely connected with the War—the care and employment of the wounded soldiers brought back from the battlefield. The healing of the wounded and their preparation for self-support must be made effective by a third step—that of finding suitable employment for them when they are ready for it.

One of the heavy costs of War consists in handling of the disabled men. In the past such soldiers have been insufficiently indemnified for their injuries by pensions or admission to the Soldiers' Homes. These circumstances tend toward demoralization. The cripples can be trained toward self-support and the solution is re-education of those physically unfit to return to their former trades. The cripple should be taught some work by which he may become independent and self-reliant and not given work, the success of which, depends upon the

generosity of the public, or an old man's job—such as watchman, etc. The ideal trade to teach a cripple is one in which the wage standards are high; employment steady and the demand for labor increasing. He should be given his training near home where the educational authorities will be in closer touch with employment conditions. Before we can make good and effective placement of cripples—placements which will make the men self-reliant—it is essential in view of their physical handicap that the men be skilled in some line. The first job for the man returning from the front will be comparatively easy, but we should not be mislead by superficial conditions. The employer is patriotic and anxious to help the crippled soldiers. But when the War shall have become over for a few years the cripples will obtain remunerative employment by skill alone. Dr. Patterson will talk on the Reconstruction and Rehabilitation of the Wounded and Diseased of War and Industry later in the evening.

To find a suitable place for each individual requires a good deal of thought. This kind of employment is different from other employment work as the reciprocal necessity is to have the applicant contentedly employed and to have the employer assured of maximum efficiency. However, if honest efforts are not made to fill the employer's requirements, it would soon be impossible to create an opening for handicaps and we have not the right to sacrifice our future prospects by risking the confidence of the employers by sending inefficient operatives. The problem of satisfying both the employee and employer is at times quite difficult. We need the sympathetic co-operation of the industrial world.

In order to care for the employment of these handicapped men, it is necessary to recapitulate available opportunities and from these to endeavor to place the handicap who is seeking a means to earn a livelihood. We have in this State our Federal-State-Municipal Employment Bureau where a study is being made of this question and where a general adjustment of the open position and the man seeking employment can be made so that a man need not walk from place to place seeking work, a practice tending to create unrest. The

important function is to study the best methods of utilizing the labor of disabled men in the interests of the economic life of the country. We should not be satisfied with the mere finding of a situation for the disabled soldier or industrial worker. He should be able to return to his home under conditions which will permit him to assume personal initiative.

The competition of women after the War is taken into consideration and as laborious work as is compatible with a man's capabilities should be selected, and no one field should be overcrowded, such as telegraphy, typing, etc., which would result in a consequent lowering of prevailing standards and increasing the chances of unemployment.

There is one real difficulty to be overcome in the placing of cripples and that is to secure a ruling on the employer's responsibility in the employment of cripples so that no discrimination may be shown by insurance companies against such workers. It is also essential that the public employment service obtain the co-operation of the employers through publicity so that the service will be ready when required. All industries will not be suitable for the war cripples or other handicaps. Here are some of the occupations in which persons in each of the classifications mentioned might find suitable employment:

1. Cripples.—Shorthand, typewriting, bookkeeping, telegraphy, drawing and designing, tinsmithing, driving, orderlies, factory hands, munition inspectors, packers, firemen, plumbers, clerks, chauffeurs, tailors, shoemakers, carpenters, printers, timekeepers, bank tellers, collectors, guards, barbers, cooks, farmers, telephone operators, accountants and a host of others.

This is really the most hopeful class. Of course some men who will return will be men who are permanently disabled to such an extent that they will be unable to earn their own living under any circumstances, but we hope that there will be a minimum of cases where a man cannot be taught to support himself.

2. Invalids.—This would include those suffering from tuberculosis in such a form as would warrant their securing work. In this case every precaution must be taken to see that

working conditions are suitable and this will be a hard group to place satisfactorily. They may be placed as solicitors, watchmen, chauffeurs, drivers, collectors, janitors, elevator attendants, salesmen, light skilled factory work and light outside labor, also gardening.

3. Aged.—The aged might be used in these occupations: Watchmen, janitors, caretakers, elevator attendants, doorkeepers, telephone operators, gardening.

4. Convalescents.—Would come under practically the same class as the invalids excepting clerical work or some light inside job might be found for them.

5. and 6. Blind and Deaf and Dumb.—Have been cared for in their own institutions and are trained to do work without the use of the lost sense.

7. Mentally Deficient.—If the conditions warrant and such handicaps come to our atention, certain mechanical or manual work might be found for them as orderlies, gardening, laboring, etc.

8. The last handicap deals with mothers who are left all alone with one child or more. At times these mothers are unmarried and it seems best that they shall be placed with their children in domestic service. Places of this kind can often be found in the country. Most of these women who come to us are admirably adapted to domestic service. But there is very often the case of the widow with two or three children dependent upon her. The only solution of her problem is home work, for which she is poorly paid. With the co-operaton of the Day Nurseries these women may sometimes leave their children through the day and accept a position in a factory or in whatever she may be skilled, though whenever possible, it is always advisable to keep the mother and child together.

I think these classifications cover the ordinary run of handicaps.

There is now pending in the U. S. Senate the Simon-Alexander Bill which provides for the re-education of disabled soldiers during which time they will receive compensation equivalent to that received during active service. Let us hope

that the time is not far distant when similar provision will be made for the industrially handicapped. We all know the chances for reclaiming disabled men decrease in proportion to the time they are allowed to spend in idleness.

THE CHAIRMAN: It certainly seems self-evident to any student of the situation that one of the serious problems confronting the economic work is the proper distribution of labor, the placement of the men, women and children in the jobs for which they are best fitted. It was surprising to me, as it doubtless is to you, that about six millions of people of this country are idle most of their time. Presumably the large majority of these people are in normal health. We estimate about two million people known as floaters, never apparently settled or remain long in any position. Those who are handicapped by nature, by accident or one cause or another, are placed in a class entirely by itself.

We now will have the pleasure of hearing about this.

AN INDUSTRIAL OPPORTUNITY FOR THE BLIND

Miss Carol Purse, Superintendent, Double Duty Finger Guild, Ampere, N. J.

The Double Duty Finger Guild, which I personally like to call by its sub-title, "Electrical Workshop of the Blind," is an opportunity for the blind men or women to hold a regular job, in a regular factory, and receive for it a regular day's pay.

Those of you who have followed at all the evolution of work with the blind, know the effort which has been made in the last decade or so to find suitable occupations, and you also know how futile much of this effort has been. There are the gifted blind who are lawyers, doctors, stenographers and what not, but among the average blind all too many are still making baskets which nobody particularly wants, or doing useful work such as chair-caning and piano-tuning, which are

unfortunately irregular and not to be counted upon for steady earning. Among the people who have been much interested in this effort to find practical occupation for the blind, is Dr. Schuyler Skaats Wheeler, president of the Crocker-Wheeler Company, manufacturers of electrical machinery at Ampere, but until one year ago his thoughts on the subject had not taken definite form. Somebody remarked from this platform last evening that "reformation like charity begins at home." That idea evidently occurred to Dr. Wheeler last May, though not perhaps in those words, for it was then that Dr. Wheeler gave heed to the fact that much of the taping of armature coils in his own factory was a hand process not unlike the process utilized in basket-making and chair-making, and having made that observation Dr. Wheeler invited a few blind people to come into the factory and try this work.

That was in May, 1917. We will soon have our first birthday. There are now thirty-five blind employees at the Double Duty Finger Guild. An additional room has recently been turned over to this department of the factory and these new quarters will be the Woman's Annex. The majority of these employees are self-supporting. The living which they are able to make is not in any sense a luxurious one, but as I said in the beginning, it is an opportunity to hold a regular job, in a regular factory and to get in return what for nearly all is sufficient to pay expenses and for a few, sufficient in addition to lay a little aside. There has been much discussion during these two days on this platform concerning work for the physically handicapped who will return from the war. It will be of interest to this audience to know that the United States Government is watching closely the Crocker-Wheeler experiment and we have been asked by the office of the Surgeon General to keep them posted as to developments.

The way, of course, is not all smooth sailing. The obstacles are many. They divide themselves into somewhat roughly "external obstacles" and "internal" ones. By external obstacles I mean such things as transportation, although this is less of a problem than the average person would think, for a good many blind people travel quite alone. For many

others, however, transportation offers a distinct obstacle and something must be done before they can accept employment. The question of board for those who live beyond commuting distance is also a difficult one, the majority of homes immediately saying "no" and looking upon us as very queer when we ask them to take a blind person as a boarder. There is also much skepticism to be overcome, because, building on past experiences, the blind person on first hearing of a new enterprise is likely to shrug his shoulders and say "Oh, just another one of those promises that will last for a little while and then die." These difficulties, however, are small compared with the more subtle problems which I have called the "internal obstacles." We have nearly reached the limit of the number we can employ in the present processes. In order to extend the opportunity it is necessary frequently to try new operations. Sometimes these are successful; sometimes they are too difficult or otherwise not adapted to the skill of the blind people and much discouragement arises at times. A second problem in this classification lies in the fact that every effort is being made, primarily for the sake of the blind people themselves, to raise the department to a purely business project free from subsidy. For many blind people this is the strongest reason for wishing to be employed there. From others, when the days of discouragement arise, the remark is likely to come. Oh, it's all very well to say this is for the good of the blind people, but we know that it is a matter of making money for the Company."

A third point of difficulty closely allied with those previously stated, is one for which the blind people themselves are not to blame, but you and I and the other sighted people around the blind. One general attitude toward the blind is so habitually one of over-indulgent patronage, as if we were concerned with small children, not responsible, as if we were concerned with small children, not responsible intelligent adults, that the blind person reacts, and except in rare cases finds it difficult to hold himself to a strong sense of responsibility. Even some of the most intelligent and competent, when things do not go as they would like, tend to fall back

and say, "Well, I don't have to work anyhow; somebody will look out for me." Right here I should like to turn aside for a minute from the Double Duty Finger Guild and make a plea in behalf of the blind and our treatment toward him. We are at the crossing of the ways in our attitude of mind about many things through the big war experiences that are coming to us constanlty, and while we are thinking of the blinded soldier and what we are going to do for him, let us take heed of the blind who are already with us and get into the habit of thinking of blind people, not as a separate special class of people, but as people who happen not to see, but who in other respects are "just folks"—the same as you and I, and let us treat them precisely as we would any of the other people about us.

In closing I would like to make an offer for help in other localities. We are convinced as a result of this experiment, that there are many kinds of work which blind people can do successfully and because we have this practical experiment back of us, we find business concerns cordially responsive to what we have to say. If in your work over the State (or in other states), you find a business concern in any degree interested to consider the employment of blind people, and you would like our help in telling how capably blind people work among us, we will take great pleasure in giving this help. Our daily effort is devoted, of course, to making the Double Duty Finger Guild stronger and better in every way in our power, but we will serve our largest purpose if in addition it acts as an inspiration towards far more extended employment of the blind. If this can come to pass, we will then be worthy of the phrase by which one of our employees has described us, "The first great step in the industrial emancipation of the blind."

After a solo selection by Louisa Curcio, member of Class for the Blind in Newark Public Schools, Dr. Francis D. Patterson, Chief, Division of Industrial Hygiene and Engineering of the Department of Labor, of Harrisburg, Pennsylvania, gave an interesting talk and showed several films on the "Reconstruction and Rehabilitation of the Wounded and Dis-

eased of War and Industry." Dr. Patterson stated that, so far, very little had been done to provide for the handicapped of war. This delay will cause many to become permanently disabled who might otherwise have been saved if suitable equipment and treatment had been provided in time.

The films showed how man's ingenuity is making over and adapting the various kinds of cripples, to different kinds of industrial pursuits.

BUSINESS SESSION

Tuesday Afternoon, April 23, 1918

The President, Mr. Robert L. Flemming, Presiding

The reports of various Committees were made at this time and other business transacted.

REPORT OF COMMITTEE ON RESOLUTIONS

Your Committee on Resolutions recommends that a special vote of thanks and appreciation be extended to the Local Committee who have arranged so satisfactorily and co-operated so effectively to make this Conference a great success and particularly to those who loaned their automobiles and otherwise contributed to the entertainment and comfort of the Conference.

To the management of the Broad Street Theatre for their generous arrangement for our use of the auditorium; to the Trinity Cathedral Choir and the quartette from the Manual Training and Industrial School for Colored Youth at Bordentown, we would tender our hearty thanks. Your Committee also wishes to call your attention to the instructive exhibit assembled under the direction of Mr. A. W. MacDougall in co-operation with representatives from the Newark Museum Association.

We would extend on the part of the Conference a vote of thanks to the Program Committee for the excellent results

of their plans, and to the writers of papers and the speakers who have contributed so much to make this meeting unusually helpful, constructive and inspiring.

Your Committee feels that it is opportune to present the following special resolutions at this time:

Resolved, That recognizing the importance of the recent legislation establishing a State Department of Charities and Correction in New Jersey and feeling that this measure has the greatest possibilities for good in the development of social work in this State, we hereby pledge our hearty co-operation and loyal support to this new Department.

Resolved, That it is the sense of this Conference that the findings of the psychologists, the tuberculosis experts, the psychiatrists and other expert examiners engaged in war work in-so-far as they relate to New Jersey cases, be reported to the State Department of Charities and the State Board of Helath, to the end that adequate and suitable provision may be made for these unfortunates. Also that copies of all such records shall be sent to the Surgeon General of the Public Health, to the end that adequate and suitable provision may from the scientific standpoint.

Your Committee also wishes to re-affirm the resolution of last year in which the social workers of the State pledged their allegiance and active co-operation to the State and National Authorities in the present crisis. Also that there is supreme need in maintaining unimpaired throughout the war the various charitable and correctional agencies, and that the standards due to war conditions and relaxed supervision should not be lowered.

E. R. JOHNSTONE, *Chairman;*
FRANK A. FETTER,
C. L. STONAKER,
W. L. KINKEAD,
MRS. E. V. H. MANSELL.

REPORT OF COMMITTEE ON NOMINATION

MRS. LEWIS S. THOMPSON, *Chairman;*

A. W. MACDOUGALL,
JOHN A. CULLEN,
A. W. ABBOTT,
MRS. F. C. JACOBSON,
RABBI SOLOMON FOSTER,
MISS JENNIE LOIS ELLIS,
MRS. BRICE COLLARD,
A. D. CHANDLER.

See page ——for Officers, Executive Committee and Advisory Board of 1919 Conference.

On motion of Mr. Abbott, it was moved that Resolutions of sympathy be sent to the Federated Charities of Baltimore, and the National Child Labor Committee, as well as the National Conferences of Social Work on the deaths of Mr. James W. McGruder of Baltimore and Dr. A. J. McKelway of Washington.

Mr. MacDougall then offered a Resolution that the name of the Conference be changed to the New Jersey Conference on Social Work. On motion of Professor Johnstone this was amended to refer the changing of the name to the Executive Committee who would report at the next Conference.

REPORT OF TIME AND PLACE COMMITTEE

The Time and Place Committee unanimously decided that the invitation of Atlantic City should be accepted as the next meeting place of the Conference. This was also referred to the Executive Committee for further action.

DR. MADELEINE A. HALLOWELL, *Chairman;*
MRS. ROBERT DODD,
ZED H. COPP,
MRS. JAMES M. MCCARTHY,
MRS. LEON CUBBERLY,
DECATUR M. SAWYER.

REVISION OF CONSTITUTION, Adopted 1902, Amended 1913, 1916, 1917, 1918

Article 11, Section 3, was amended to the effect that the Secretary shall hereafter be chosen by the Executive Committee instead of the Nominating Committee.

CLOSING REMARKS OF PRESIDENT

Personally, I simply want to thank those who have made this Conference such a success. Your Local Committee deserves all kinds of praise, and the Secretary also certainly made the duties of the President exceedingly light. Before I leave I want to acknowledge my debt of gratitude both to the Secretary and to all those of the Local Committee who made this Conference such a great success.

I now want to introduce to you the President-Elect of the 1919 Conference. I can assure you he is one that will pull this Conference through this war season in a way that will be a credit to New Jersey. I take pleasure in introducing to you Prof. Frank A. Fetter of Princeton.

REMARKS OF PRESIDENT-ELECT

I feel in a way that I am a newcomer in New Jersey. I have served as long a time as was necessary for Jacob to win Rachael. It is seven years since I came to this State from New York, where for many years I had been active in the State Conference there. I assure you that the crossing of State line does not mean the transfer of loyalty, because we have but one cause and whether one has worked in the State of New York or the State of California or Indiana—and I have worked in all of those States—one feels that there are no State lines in this work. It is a national work, it is humanitarian work that far transcends the boundaries of States or Nations.

Last year we were disturbed as we met at Montclair just after the momentous decision that we were to enter this great war; we looked forward with misgivings to the year before us, fearing that the taking on of these great burdens of the war would means the sacrifice of these social interests that are so dear to our hearts, and we then adopted a certain resolution "Firmly resolved that there shall be no step backward," and at every session of this conference here we have had the enheartening assurance that our fondest hopes have been

realized, that instead of a year of retrogression it has been a year of progress. Now, we are getting fairly into the war. The strain upon our energies and resources will be so enormous that we wonder whether it will be possible to keep up the work of this next year. That is the task before us. We have not only the achievement of the twelve months past, but in every State of the Union it is the same story, this social work is going forward in the face of the difficulties and apparent rivalry.

Psychologists assure us that there are sources of energy that are untapped in every one of us. Professor James called them "those reservoirs of nervous energy which lie there all unused with most of us most of the time" and it is that which makes possible this endurance. It is upon them we must draw every moment and hour during the twelve months to come, and I call upon all of you here as members of this Conference to resolve and devote yourself to that task so that when we meet a year from now we shall have a glorious story to tell. Our boys will be giving their lives, we shall be giving of our money and effort and our dearest hopes, but we shall with all that be slackers if we do not do our share toward making this a finer and better nation as a result of these human sacrifices which we have endured together.

INDEX