

concerned receives notice and, if possible, at least three or four days time should be allowed between time of notice and date of meeting; and the consent of the majority of those concerned to hold the meeting should be secured.

New Institutes

During 1932 and the first three months of 1933, fifty (50) Institutes were organized in the following counties and districts:

Table listing 50 institutes across various counties and districts, including Brant, Bruce, Carleton, Dufferin, Grenville, Grey, Haldimand, Halton, Hastings, Huron, Lambton, Lanark, Lennox, Lincoln, Middlesex, Norfolk, Northumberland, Ontario, Peel, Perth, Peterborough, Renfrew, Simcoe, Waterloo, Welland, Wellington, Wentworth, York, and Northern regions like Algoma, Muskoka, Parry Sound, Rainy River, St. Joseph, Temiskaming, and Thunder Bay.

There are, no doubt, many groups of rural women who could organize if they had a just appreciation of the possibilities in education along practical lines, social advantages, and service opportunities to be found in the Women's Institute.

The possibilities of organizing in each county should be considered at the district annuals.

Song Sheets

Song Sheets, published by the Provincial Board, may be secured at 1/2c. per copy from Miss M. V. Powell, Institutes Branch, Parliament Buildings, Toronto. These branches which have increased their membership since they received song sheets may get the additional number to which they are entitled by writing to Miss Powell.

Undesirable Films

It has been reported to the members of the board from time to time that most undesirable, in fact, in some cases, very objectionable films are still shown throughout the province, and in order that the provincial board may have some definite information upon which to base their objections to the proper authorities, Institute officers are requested to report to the secretary, Miss M. V. Powell, Parliament Buildings, Toronto, place and date of showing, and name of films of undesirable character, and regarding which they wish the board to make protest.

The officers should keep this copy of "Home and country" for reference. Also have this as well as the additional copy which may be sent them circulated among the members so far as possible. Keep on file one copy of every "Home and Country," which will be furnished without cost from time to time.

FINANCING THE INSTITUTES

Money-making is not the main or even one of the chief objectives of the Women's Institutes; nevertheless, in order to carry on effectively, it is necessary to give very careful thought to the financing at this time, both so far as the Institutes themselves, and Departmental service, are concerned. With a reduced appropriation, it has been necessary to curtail expenditure for various features. First, we have had to reduce the number of meetings in the summer series from 750 three years ago to 385 this year. The number of demonstration-lecture courses is reduced by giving preference to the places which have not had a course for a couple of years, and three-day courses have taken the place of two-week courses, in a number of centres. The assistance at district annuals and conventions has been curtailed.

In view of the fact that the grant from the county council has been withheld in some districts with a possibility of other counties doing likewise, it is well that we give some thought to financing the district organization. The bulk of district funds comes from Government and county grants, while in a few districts the branches contribute to district funds in varying amounts, 10c. per member being the usual sum. May we be allowed to make a few general statements which will be of value to the district board of directors when they are formulating a policy for financing. Government assistance has been given the Institutes on the understanding that any woman or girl (sixteen or over) may enjoy membership in the Institute and be entitled to the literature distributed to the members without any additional tax. So, while a branch may determine to contribute a lump sum, or a stated amount per member, to the district organization, it is not permissible to tax the individual beyond the regular twenty-five cents. The additional funds are raised in various ways.

It will be helpful in determining a policy for financing the district to have information as to the methods followed by the Institutes in general. We find in some districts that 75 per cent or more of the grant received from the Government is used in paying the salary of the district secretary. The great variation in salary to the district secretaries is shown in the following statement:

Table showing salary ranges for district secretaries: \$76.00 (17 branches), 75.00 (28), 60.00 (16), 50.00 (10), 50.00 (12), 50.00 (18), 45.00 (17), 35.00 (9), 25.00 (13), 20.00 (21), 16.00 (7), 15.00 (7), 15.00 (7), 10.00 (7).

Neither the Department of Agriculture nor the Provincial Federation wish to dictate to the Institutes as to expenditure of funds, but we feel a responsibility in placing information in the hands of the branches so that their representatives will be in a position to intelligently deal with this feature at the time of the district annual.

The chief items of expenditure in most districts are for salary of district secretary and expenses of district officers; but in some counties there are special undertakings which entail considerable work on the part of the secretary, in which cases it is only just that remuneration

be based on the regular secretarial work and additional responsibilities. It should be determined by the district board of directors as to what amount, approximately, will be devoted to paying the expenses of the officers and directors in attending board meetings, conventions, visiting branches, organizing, etc. When determining upon a policy for your district, it will be well to remember:

That the Institutes have been developed to their present proportions and efficiency largely through the voluntary service of the officers and members.

That the salaries are not in most cases based on the number of branches in the district.

There are in every district women and girls with the necessary educational foundation and experience in branch activities and methods to enable them to satisfactorily fill the position of secretary-treasurer. The responsibilities are not difficult or burdensome and will become less arduous when plans for the coming year are completed.

Where the salary of the district secretary is greater than sixty-five per cent of the Government grant, the possibility of readjusting the grant will be considered.

If we were asked to set a minimum and maximum, we would place it at Fifteen Dollars (\$15.00) and Fifty Dollars (\$50.00), making allowance for an increase above the maximum where the secretary is asked to accept responsibilities beyond the "regular" duties of all secretaries. Possibly a very good basis would be Ten Dollars (\$10.00) with One Dollar and Fifty Cents (\$1.50) added on account of each branch.

We must, of course, leave the responsibility of formulating a financial policy for the district with the representatives at the district annual and the board of directors.

Financing the Branch

The successful branch plans first to make the programmes for the year of educational value to the members, and after making a survey of the needs of the community considers the degree to which the Institute members can meet these needs. Libraries, halls, parks, assistance to schools, were among the features receiving financial aid from the Institutes. Whatever programme is decided upon, the officers should remember that the members for the current year should not make promises of financial assistance on behalf of the members for the following year. The fact that a branch has assisted a certain undertaking this year does not necessarily imply that they will continue to give assistance in following years. In these times of stress it is particularly desirable that no member be required to pay more than the twenty-five cent fee. All additional funds should be raised by special means other than taxing the individual.

The great majority of branch secretaries receive nothing for their services but are willing to make their contribution to the success of the group in this way. This spirit of service has been one of the chief factors in making for the success of the Institutes in general.

May we again suggest to the Institutes that it is well to consider the needs of their own organization and the community before sending contributions to outside interests. If your Institute can contribute, then it should give first consideration to the appeals from undertakings within the county.

SOMETHING TO DO

By NINA MOORE JAMIESON

Note: This article was written by the late Mrs. Jamieson as one of her last.

I really don't know how we women would face life at all, except for the fact that there is always something for us to do. Something for us to do! And we forget to be sad or discouraged or even pessimistic, saved by the pressing need for the things we can do.

Sometimes these things are big enterprises, with resounding names, and financial foundations. We dream of accomplishing mighty results through our own unselfish efforts . . . but when the financial foundations go down in the flood,—what then? Must we sit back and wait for them to be rebuilt? Not at all, thank goodness! The most important work we do is done quite without reference to money.

If the Women's Institute amounts to anything as an organization (and we know how dear to our hearts it is!) now is the time for it to establish itself in our affection more firmly than ever. A friend in need, so we may well describe it. The question is, How may this friend best aid us in this year of 1932?

Naturally, when we find ourselves halted in attempting the big things, we turn our energies elsewhere. As a rule there is work for us to do right at hand. Like thrifty housekeepers, we must plan to live within our incomes, and at the same time maintain our standard of living and thinking. When times are hard, and the national outlook a bit gloomy, then ours is the woman's part as always; to be cheerful for ourselves and others, and to adapt as far as we can the resources at our command to the requirements of the daily need.

Therefore in our programme, we make ample provision for social gatherings. We must get together and enjoy ourselves. It will do us good to get better acquainted with our neighbors, and to discover what wide possibilities for enjoyment there are in the simple, old-fashioned ways of entertaining ourselves. As long as we were able to pay professional entertainers to come and put on their programmes for us we were in danger of ignoring home talent; but we have musicians and we have debaters within our own ranks. We have clever boys and girls right at home who can out of their own bright gaiety and intelligence provide us with a type of merriment we had quite forgotten about. Their easy nonsense, their little plays and charades and skits and songs, largely their own composition, have an element of naturalness and spontaneity that we welcome with delight.

Besides giving amusement and lightness to ourselves, these efforts give an opportunity to their creators, a chance to go ahead and develop, which in other times might be closed by pressure of other things no whit more valuable. We might deliberately arrange, these days, to bring out whatever talent there is in our own communities. Thus we may turn our very adversity to good account!

What else? The plain neighborliness of pioneer days is coming back once more. In times of bereavement among our friends we cannot, today, just order flowers from the city and let it go at that. We haven't the money for flowers. So we take thought for the needs of the bereaved home, and quietly go ourselves, with our human touch of sympathy and service, our hands to help with the extra work, our quick eyes and understanding to see and to share the sorrow and

loneliness. Flowers are lovely, they bring their message of hope and beauty, but they cannot say any more than we can say ourselves, when we go in kindness and love to comfort our friends in trouble.

Perhaps we may be able to foster some handicraft in our locality. What is there that we do well enough to justify concentrating on it now? At least we could get together at a quilting bee or so and discuss the matter. We would get a quilt made, anyway. We might decide out of our findings that a Milk Day would be worth while in our neighborhood. Five-minute talks on milk production, care, cleanliness, quality, food value, place in the diet, marketing possibilities, — and, perhaps, milk products, such as butter, home-made cheese, buttermilk, ice cream, and ways of absorbing the surplus at home. There are endless points to be taken up about milk.

The inevitable refreshments might feature milk. If such a day did nothing more than getting people together on a common ground of interest it would give them so much to think over and to follow out in thought, action and investigation, that it would be a day long remembered and treasured.

Emphasis in all lines of work is placed, today, upon quality. When the market is crowded and slow, then quality must be evident in any product that is to make its way. Quality! No scamped or inferior work need hope to be noticed. Fortunately, rural workers are in a position now as never before to attend to this matter of quality. If research is needed, study of methods and materials, time offers now. Crowded and hurried days will be upon us again presently, when we'll be so busy doing things, we'll no longer have time or energy for this quiet absorbed study. So let us study now! Let us concentrate on finding and using the very best methods in production.

We might study English, these days. Oh, how we do give ourselves away when we open our lips to speak! But we have standard authors within reach, the poets, the masters of English. They can teach us, gently and beautifully, if we will only take them down from the shelves, and give them a chance. Then what of our manners? Do we know as much as we should about correctness in introducing people, for instance, or do we belong to the "Pleased-ta-meetcha" tribe? Are we certain that our young people have been taught simple etiquette? It is so very important that boys as well as girls, should have courteous, easy manners. And who is to teach them, out ourselves?

"It is nice to take Mary out," said a boy to his mother, "she always knows just what to do, and she never makes a fellow feel foolish or conspicuous. I've learned a whole lot from her. She wears the right clothes, and she says the right thing; she knows when to go ahead, and when to let me go ahead. In a restaurant or a theatre, or at a party, she is sure of herself."

That boy was taking a course in etiquette, and he knew it. Presently he, too, would be sure of himself. But the question is, Where did Mary learn? And how are your Mary and mine going to learn? Neighborliness and handicrafts, and home talents, and English, and etiquette! Yes, we have plenty to keep us busy, now as always, thank you!