

EXTENSION SERVICE
Review

MARCH 1953

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Ear to the Ground

- Spring is in the offing, and with it comes Clean-Up Week, designated locally and observed rather generally in the interests of fire prevention and better community living.

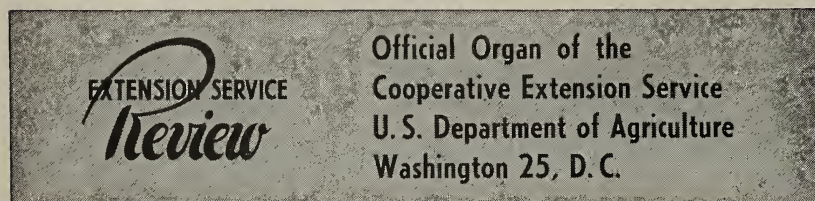
- Spring means more drivers on the road, and vacation driving is being planned. Traffic safety is a good discussion topic. Home demonstration effort might be sparked by entering a candidate for the Carol Lane Awards which offer a \$1,000 defense bond and a bronze "Safety Oscar" to the woman or to the club organizing and fostering the most outstanding traffic safety program in a community or State. You can get further information from the National Safety Council, 425 North Michigan Avenue, Chicago, Ill.

- March is Red Cross month, and we are again reminded of the many services this organization brings to those in distress—of the safety and first-aid training—of the comforts sent to the boys in Korea—of the 1½ million pints of blood given to hospitals in this country and the 2½ million pints shipped to Korea.

- Home demonstration workers are getting ready for National Home Demonstration Week, and so are we with a special issue next month. If you want to know what New England home demonstration agents are doing to encourage recruitment, or want to be thrilled with a picture glimpse of the streamlined office and demonstration equipment which the home demonstration agent in Tampa, Fla., uses, or are curious about what part women are taking in soil conservation activities, or about a beautiful peace garden on the Canadian border, read your April REVIEW.

- Other features of substance are "Public Relations—What Is It," a report on the work of the subcommittee of the Committee on Extension Organization and Policy of the Land-Grant College Association by Associate Director Ballard of Oregon; and the first of a series of articles based on papers given at the home demonstration workshop on human relations.

- The two Oklahoma 4-H Club boys examining the grasses on the cover are typical of 2 million 4-H members who celebrated 4-H Club Week.



VOL. 24

MARCH 1953

NO. 3

Prepared in Division of Extension Information

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Published monthly by direction of the Secretary of Agriculture as administrative information required for the proper transaction of the public business. The printing of this publication has been approved by the Director of the Bureau of the Budget (July 8, 1952). The REVIEW is issued free by law to workers engaged in extension activities. Others may obtain copies from the Superintendent of Documents, Government Printing Office, Washington 25, D. C., at 10 cents per copy or by subscription at \$1.00 a year, domestic, and \$1.50 foreign.

Meet the New DIRECTOR

DIRECTOR Clarence M. Ferguson's friends and close associates know that "Fergie" has his eyes set on distant horizons. He sees opportunities ahead for farm people who seek facts and advice so that they may help themselves.

Conversely, he maintains that Extension needs the facts and advice of the people it serves if that service is to be efficient and effective. This prompted him, early in his Ohio term as director, to seek a State extension advisory committee.

Most of Ohio's 88 counties already had either formal or informal advisory groups. "If an advisory committee is good for the county extension program, we need one for the State program, too," he told his supervisory staff. "We must teach by example."

Thus the State group was formed, with each county committee or council designating a member to represent it on the State "Committee of 88." After the initial year of temporary operation, this committee elected a chairman and other officers and became an effective adviser to the State staff on policies, programs, procedures, priorities, and budget.

This committee is only one of many Ohio institutions that Ferguson helped create or make stronger. His keen judgment and good humor have guided Ohio farm folk to answers for many problems.

Ohio poultrymen improved production and efficiency through his work. When marketing of eggs and poultry became a serious problem, he helped them organize strong cooperative markets and egg auctions.

Interested in good feeds and feeding practices, he took an active role in organizing the Ohio Animal Nutrition Conference, which annually draws national attendance and interest.

Well-known and respected throughout the State for his competence and judgment, he moved into the Ohio extension directorship with enthusiastic endorsement in 1949. He quick-

A glimpse of the everyday life of Director Ferguson through the eyes of his former coworker, Frank C. Byrnes, extension editor, Ohio

ly challenged the Ohio staff to remain on its toes, declaring "Extension work, by virtue of its very nature, must have a decentralized type of administration. It must permit the maximum of on-the-spot decisions by all staff members."

His administration was marked by a businesslike approach to all problems and procedures and was aided by his keen aptitude at getting to the root of situations. Other extension directors recognized that these abilities fitted him well for a place on the Extension Committee on Organization and Policy of the Association of Land-Grant Colleges and Universities. He served on this committee in several capacities, and was elected its chairman in late 1952.

His Chief Interest—People

His chief interest, however, remained with people—at home and abroad. Expanding foreign aid programs attracted his attention, and Ohio had heavy traffic in foreign trainees and visitors. Staff members interested in temporary foreign assignments were encouraged to accept them.

Ferguson, one of seven children of Scotch-Irish parents, went from the local schools of the Canadian community of his birth to the Ontario Agricultural College at Guelph. There he majored in animal science and was graduated in 1921, after military service with the Royal Canadian Air Force. He then joined the staff of Michigan State College, first as an extension poultryman and later as an instructor on the resident staff.

While at Michigan State he met the Mrs. Ferguson-to-be. At the age of 7 she came to America from Norway with parents, who settled near Northwood, Iowa. After attending St. Olaf College, she transferred to

Michigan State and not so long afterwards, in 1927, married the young poultryman.

Ferguson in 1928 went to Columbia, South America, to help organize an agricultural experiment station. His son John was born while they were at Bogota.

When they returned to the United States in 1929, Ferguson joined the extension staff in Ohio as a poultry specialist. He held this position until appointed director of Ohio Extension Service, January 1, 1949.

During his travels about Ohio, meeting with county agents, farm leaders and farm people, Ferguson's early confidence in farm folk matured into a strong conviction.

He keyed all of his work—first as a specialist and later as director—to the philosophy that rural people could be counted upon to make the right decisions if given the facts they needed.

Repeatedly, he told county agents, "If you want the correct answer to any farm problem, just call in a group of farmers and their combined answer will be it."

"Farm families in America," he says, "grow up with deep convictions and well-founded faith in their land, faith in their own ability to plan, to manage and to work, faith in their neighbors, in their farm organizations, in their schools, churches, and their financial and business concerns. Above all, they have a deep and abiding faith in the leadership which you extension workers and volunteer advisers are providing."

This faith and confidence in people make Ferguson a humble man. When appointed State director, he received from a county agent a telegram that read: "Congratulations, I hope your reign will be long and fruitful."

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Planning for Retirement

DOROTHY V. SMITH
Assistant Extension Editor
New Jersey

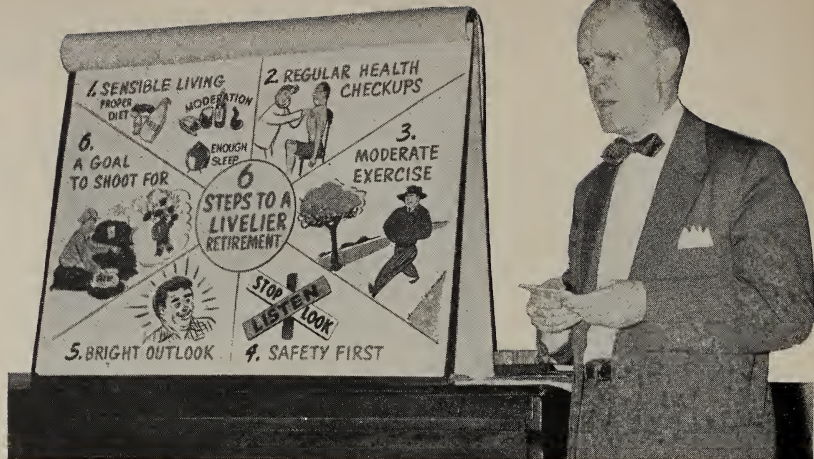
WHAT are you going to do when you retire? Write the Great Novel, open a bicycle repair shop, be a second Grandma Moses? Or maybe it's a wise and philosophical guide to the North Woods you aspire to be. Or the owner of a small farm even.

Of course, the very first thing you'll do after your ceremonial dinner is over and you've received all the well-wishing handshakes of your colleagues is to take that trip around the world and see all those far-off exotic places you didn't have time to take in during your working years. Then you'll settle down to your own particular Shangri-La, throw away the alarm clock, and live happily for years and years and years.

A wonderful daydream, isn't it? And it's all the more wonderful when you realize that it can be reality—just as much a reality as wasting away the sunset years and becoming a burden to relatives. A lot depends upon how much you plan ahead.

In view of the fact that people are living longer these days and the elderly population is getting larger, more and more industries are helping employees get ready for retirement. And the New Jersey Extension Service is doing it, too.

The New Jersey Extension staff has long been aware of the problems—and the opportunities—of old age. The specialist in human relations has shown movies and held discussions on looking to the future and the agricultural economics specialist has promoted plans for father-son partnerships and ways to retire from farming gradually. But this has all been for the "clientele."



Joseph J. Slavin of an oil company gives members of the New Jersey Extension Service a sample of the advice employees of his company get as they approach retirement. Senior employees are encouraged to learn to take care of their health during the older years, plan their finances wisely, broaden their interests, and seek satisfaction in useful activity.

Recently, a staff meeting was held with a program on "Thinking Ahead Toward Retirement," planned by Phyllis Page Bradshaw, human relations specialist. Associate Extension Director Lindley G. Cook, liked the idea and urged all agents and specialists to attend.

"What pleased me about the turnout," said Director Cook, "was that there were as many young people there as those on the verge of retirement. You know, this matter of retiring can look a whole lot different when you're 30 than it does when you're 60."

What Does Federal System Offer

Without revealing his own focal distance, Lindley Cook took part in the day's program by explaining some points and answering questions about the Federal retirement system.

However, the principal feature of the morning's program was a discussion by a panel of four persons—one of whom is an expert on retirement by virtue of personal experience. She was Dr. Ellen C. Potter, 81-year-old former deputy commissioner of Institutions and Agencies in New Jersey, who called herself "Exhibit A."

Others were Dr. Emil Frankel, director of the division of research and statistics, and Dr. Robert C. Myers,

chief of the community mental hygiene services, both of the State Department of Institutions and Agencies, and Dr. Frank V. Beck, extension specialist in agricultural economics. Elizabeth Graddy, extension leader in home economics, was moderator.

Although retired, Dr. Potter, a physician, is active in volunteer work. She attributed happiness in the later years to health, intellectual alertness, emotional discipline, spiritual peace, and economic security.

It was agreed by the panel that few people like to just "sit in the sun," even though they may have thought they'd like it before retiring. It's a great waste to throw out knowledge just because the owner has reached 65 years, the group observed. And a need was expressed for some source of advice in the community where people can turn for help about what to do.

The help which an oil company is offering its senior employees along this line was described by Joseph J. Slavin, formerly employee relations manager at Bayonne where the program was started.

Series of small group meetings are held for employees starting when they are within 5 years of retirement, Mr. Slavin reported. At these meet-

(Continued on page 58)

Georgia Building Big 4-H Club Center

THE DREAM of Georgia 4-H Club members is becoming a reality. The building of their 4-H Club Center is an ambitious project, which includes the construction of 72 cottages and many other buildings along the pine-studded banks of a 110-acre lake at Rock Eagle Park. Farther up the hill will be the dining and recreation halls for 1,200 and demonstration buildings and workshops.

When this center is completed many more club members will be able to go to camp than previously. Since 1905, when 4-H began in Georgia with 151 Newton County boys growing an acre of corn each, camping has been one of the major phases of 4-H Club work. In fact, the camping program has grown until 10,000 members attend a week's summer camp annually.

4-H membership has grown also. In 1952, there were more than 126,000 4-H'ers in this State. Their camping facilities were taxed to the limit in providing instruction and recreation for the lucky 10,000. Many counties have been taking 15 or 20 members to camp instead of 100 or 150 who would want to go.

Besides supervised recreation and other features of the program, camps teach conservation of natural resources such as soil and forests. They conserve an even more valuable crop—young people.

Georgia folks decided that the only way to provide adequate camping facilities was to get a centrally located spot for a large 4-H center. The spot was found, and on July 1, 1950, the Secretary of Agriculture signed a 99-year lease transferring 1,452 acres of land and a 110-acre

lake from the Soil Conservation Service to the Board of Regents, University System of Georgia. The property is known as Rock Eagle Park.

Located 10 miles north of Eatonton in Putnam County, the camp is easily accessible to all counties of Georgia. It is only 45 miles from Athens, thus within easy reach of all the services and facilities of the University of Georgia.

One of the largest undertakings of the Georgia 4-H Club Foundation—an educational nonprofit foundation—is to receive and handle funds for constructing the State 4-H Club Center. Several organizations and foundations have each donated \$10,000 for building a cottage. In the meantime, 4-H members have been busy raising money for the center.

The undertaking, planned originally as a long-term program with 4-H members raising most of the funds themselves, has been turned over into a rapid-fire construction job with the completion goal set for 1955. Governor Herman Talmadge approved the transfer of a skilled prison camp at Rock Eagle and announced that the State would match all funds raised by 4-H members and their friends. Governor Talmadge was a former 4-H Club member in Telfair County and attended two camps of the organization at old Camp Wilkins in Athens.

The skilled prisoner labor camp of 100 or more prisoners moved to Rock Eagle on May 31 and began construction of the 4-H Center on June 1. While the ultimate goal of the camp is the conservation of human resources the same objective is being accomplished in the construction of the camp. Prisoners who are working there are being taught skills which will make them useful members of society upon the completion of their prison sentences.

The original estimate of the cost of the 4-H Center was \$1,500,000 but the availability of prison labor has reduced the figure to around \$1,000,000.

The center is being built in units, making it possible for several meetings to be held at once. There will be four groups of 300 capacity, each of which may operate separately or the four as one large unit. Besides the cottages, the center will include an administration building, center store and post office; five recreation buildings; one dining hall with a 900 capacity, and one for 300; three educational, demonstration, and exhibit buildings; one auditorium with room for 1,200; an infirmary; a chapel; and other buildings.

All buildings are being permanently constructed for year-round use.

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Gov. Herman Talmadge dedicates the first two cottages at the Georgia 4-H Center.

New Merchandizing Program Serves City Folks Too

ARTHUR V. EDWARDS

Assistant Extension Editor, Missouri

IT'S TIME to get more poultry on the consumer table. That's the thinking of industry folks, farmer producers, and agricultural leaders in Missouri. Expanding production—broilers alone jumped from 2½ million to 22 million in 5 years—shows the need for a free flow of poultry through market channels the year round. And these leaders also believe that the greater use of poultry will benefit the consumer most since it offers one of the lowest-cost high protein foods.

These facts pointed the way to a new merchandising program 18 months ago, directed to the retailer and consumer. A glance at the industry at that time showed that approximately 92 percent of all eggs produced were sold for human consumption. Some 90 percent of the turkeys produced were the large-type birds. This is also true of 75 percent of those produced in the Nation. As a result, poultry meat was often passed up because large whole birds did not fit the family table. And many times dressed birds on display had dried out to the point that consumers shunned them.

This was the situation which faced Ted Joule, Missouri extension poultry marketing specialist. He applied some new ideas in extension methods. Problems in retail displaying and buyer preference were approached at their source. Joule's entire program was directed through county extension offices in Missouri's 114 counties.

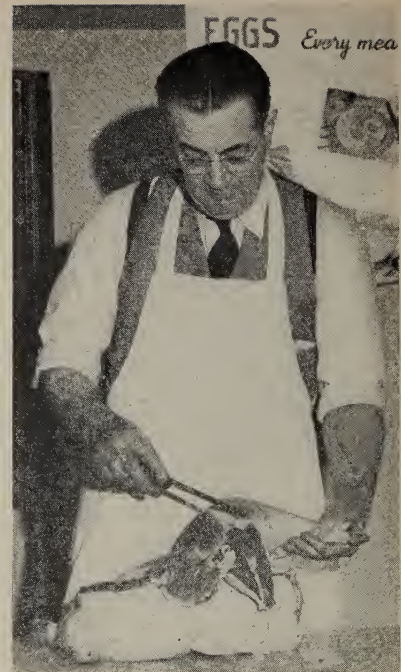
Agents contacted chambers of commerce. They were asked to appoint a representative to sit in on a

planning meeting. At this planning session details were worked out for a session with the poultry industry group to discuss a complete merchandising program for the area.

To date, 40 industry group meetings have been held, sponsored by local chambers of commerce; these are continuing to be scheduled. At these meetings any business dealing in marketing poultry products from the producer to the consumer has been invited to take part. This goes so far as to include ice companies, locker plants, hatcheries, and other related organizations. Meeting details are worked out jointly by the chamber of commerce representative and the county agent.

Programs have included a discussion of the poultry situation on both production and marketing. The local situation is covered closely as is the State and national picture. In Missouri, it has shaped up something like this. Broiler production is way up. Eggs are sold unclassified. Large type turkeys do not sell the year-round as such. But when cut up and offered by the piece they compete favorably with any other meats. The need to show consumers how to use poultry more efficiently and economically for a source of high protein human food is pointed out. The same is true for the need to furnish consumers with a maximum choice in grades of eggs and cuts of poultry the year round.

The possibility of a merchandising school to be followed by a consumer demonstration has been discussed and offered. It has been approved practically 100 percent. Once ap-



Ted Joule, extension poultry marketing specialist, demonstrates cutting turkey by the piece at one of the many sessions he attended.

proved, Joule has suggested that the group set up a poultry industry committee with their own chairman and county agents and county home agents serving as ex-officio members.

Once the committee is organized and working, a school program is worked out, all details being handled by the committee. This is strictly a retailer merchandising training school. Plans were for classes of 12 to 15 in a local area. But they have normally run from 15 to 30. Schools include working sessions on egg candling, grading, cutting, tray-packing, displaying, and pricing. Home agents are in charge of any food preparation for the schools—such as preparing turkey by the piece.

Joule has found that retailers cooperate readily. And this has given a boost to poultry product sales. But the merchandising program to be really effective must reach the consumer.

Consequently, consumer demonstrations sponsored and organized by the committee have followed, and

(Continued on page 59)

There's a Law Which Protects Farmers

Against Sharp Practices in Produce Deals

DAN ALFIERI, PMA Office of Information Service

WHEN A HUCKSTER'S check bounced back marked "insufficient funds," Farmer Albert Umbach of Huntington, Long Island, tried the few and rather limited methods he knew in an unsuccessful attempt to locate the culprit. However, the amount of \$115.50—representing the value of a quantity of cabbage—hardly warranted hiring expensive legal help. Mr. Umbach was about ready to reconcile himself to the fact that he'd been "taken" by a fast operator.

Finally, more as a warning to his fellow-farmers than with any real hope of getting his money, the Long

Island grower wrote the details of his experience in a letter to the "Publisher's Desk" column of the *Rural New Yorker* magazine—and unknowingly set off a chain reaction which brought help from the U. S. Department of Agriculture, action under a 22-year-old law known as the Perishable Agricultural Commodities Act, and ended in restitution of \$110 of the debt.

Like many farmers, Mr. Umbach didn't realize that the Perishable Agricultural Commodities Act—called PACA for short—offers day-to-day help and protection to growers and the produce industry. Deal-

ers, commission merchants and brokers are well acquainted with—and respect—the provisions of the Act aimed at protecting them from unfair and fraudulent practices in the interstate buying, selling, and consigning of fresh and frozen fruits and vegetables.

And, of course, Mr. Umbach didn't know that he could have employed this important aid to orderly marketing more quickly and simply by a telephone call or letter to the Regulatory Division of the Production and Marketing Administration's Fruit and Vegetable Branch in Washington or one of its field offices.

In fact, it was only by accident last October that the sharp eyes of a USDA employee in the New York City office saw Mr. Umbach's letter in the farm publication and brought it to the attention of the field office of the Regulatory Division. But despite this unorthodox and roundabout method of bringing a complaint, Mr. Umbach had recovered all but \$5 of the bad check before Christmas, even though PACA Investigator Paul Koenigsberg of the New York office had to pick up a cold trail that led a rather winding path to Philadelphia and involved another dealer in addition to the original huckster.

Informal Settlements

Farmers, like all small businessmen and individuals, dread being enmeshed in extensive and involved legal proceedings in the solution of their difficulties. Significantly, about 90 percent of all complaints filed under the act have been settled informally, without any of the trappings usually associated with resolving differences of opinion.

T. C. Curry, Chief of the Regulatory Division in Washington, emphasizes that the policy in the administration of PACA is to cooperate rather than regulate. Somewhat akin to the "cracker barrel" idea of sitting down, getting the facts straight, and talking things over, informal settlements have been successful in some 48,200 of the 52,800 cases filed since 1930. These amicable settlements have resulted in payments totaling \$12,500,000 in those 22 years.

But when individuals refuse to or
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T. S. Curry (left), in charge of the Perishable Agricultural Commodity Act work in Washington, D. C., discusses a complaint from a shipper over private telephone line installed for such use, while assistant, W. G. Lensen, supplies details of the case.

THE PRINCIPLE of springboard action is to dip downward as a means of gaining momentum for a much stronger and farther leap upward. So let's first look at where we have been in 4-H Club work. What ground is already covered? What principles are now established and accepted? Then perhaps we can speculate about the heights to which this initial impetus, plus a redoubled leap from here on, may carry us in the next 50 years.

Some Early Principles

The first thing I would mention is the idea of Equal Dignity and Status for Rural Youth. Forty years ago one might have observed distinct differences between rural boys and girls and their city cousins. 4-H education, recreation, recognitions, tours, trips, club and community activities have helped equalize the opportunities and the development of rural young people.

In a democracy, group thought, activity, and cooperation are of fundamental importance and so we have developed the club idea and learn knowledge, skills, and attitudes basic to successful citizenship. There are over 85,000 4-H Clubs. They are found in every agricultural county. There are no dues or fees except as members may vote them for local use. Membership is on a non-political, nondenominational basis. All boys and girls are eligible for membership.

Boys and girls have natural propinquities. Their soundest spiritual and mental growth depends upon development of proper attitudes toward each other. This is most easily done in a coeducation group process so the idea of boys and girls working together in the same club has grown.

The paternalistic system has, to a large degree, been replaced by the family council table. Now it's "We and Ours" instead of "Papa's and Mama's." A start toward farm or property ownership at an early age speeds the attainment and insures the tradition of the family-type farm.

By glorifying and glamourizing work habits and the results of constructive effort, the 4-H program has helped instill production values and sound attitudes toward the dignity

FIFTY YEARS—

Springboard to What in 4-H Club Work

E. W. AITON, Leader
4-H Club and YMW Programs

and value of work into the minds of millions of young people.

Personal pride, satisfactions, and incentives for growth and expansion result from individual ownership of property. The project system has been a useful device for achieving this.

The heart "H" has always been a major consideration in the development of 4-H Club programs. 4-H Sunday is eagerly looked to as a time to call attention to the importance of worship in building well rounded lives. The vesper programs, candle-lighting ceremonies, and similar activities have given 4-H training vital significance in the development of American youth.

Because they are less set in their ways youth can "show the way" to improvements by adults.

With the home, farm, and family as a laboratory, 4-H pioneered in the application of principles to practice. This idea serves as an incentive and "transfer medium" for the learning process. From the first every 4-H member has carried a practical demonstration project which is within his ability, stimulating to his interest, and of economic or social importance.

The 4-H Club belongs to the community. The officers are young people elected from and by their own membership. The adult leaders volunteer their help.

In addition to information of a strictly agricultural and home economics nature, youth of 10 to 21 years of age are helped with such problems as: Whether to stay on the farm, shall I be a farmer or farm home-maker? How to prepare for a chosen vocation, how to make personal ad-

justments to life, and other puzzling questions on health, safety, conservation, recreation, and community life.

An earnest struggle for survival and recognition is a part of competitive society. Individual competitions have been a part of 4-H Club work in the past. For the future we should recognize that *group* competitions bring the same results in motivation, and in addition help young people learn to work together.

Even a skeptic, if there were one, could not deny that 4-H Club work is deep in the hearts and culture of our country. The working tools of 4-H are people themselves. In all, more than 4 million members, parents, leaders and friends are involved in the program today because they like it. And they come back for more because it satisfies felt needs or interests. Well over half of our farm boys and girls join a 4-H Club at some time during their growing-up years. In small towns and villages, too, our recruiting program for new members is effective on a large proportion of available young people. Some successful 4-H programs are working in large cities such as Denver, Detroit, Indianapolis, and Portland, Ore.

Let's compare our extension program to a cafeteria. "New patrons" are coming to the 4-H Club counter at the rate of about 660,000 per year. And each year about 1,350,000 "old patrons" return. These future leaders of rural America sample our educational menus and remain to dine with us for about 3 years on an average. Since we are now attracting a large percentage of the rural youth, at some time in their lives, one ob-



Early 4-H Clubs established lasting principles.



Modern clubs add progressive educational methods.

vious answer to larger 4-H membership in rural areas is longer tenure. Longer tenure results from better and more attractive programs. So let's start by examining and improving our educational "bill of fare."

We Reach The Younger Members Effectively

Boys and girls club work pioneered in the use of individual projects as the work unit. It was a happy choice. It reflects the sound and foresighted leadership of early extension leaders. Many of these leaders were recruited from the ranks of school superintendents and principals. Perhaps it is significant that school methods in those early days were farthest advanced and most progressive in the primary or elementary grades. Techniques for educating the high school age boy and girl were less understood. They remain so today. Might this be one reason why 4-H Club work, like other national youth organizations, works best for the boy or girl of 10 to 14 years? If so, let's take a close look at our program for the older much-discussed teen age before we jump too far to right or left from where we are.

Indeed, as we look ahead we see at least ten factors to be considered in attempting to interest members longer and serve better the needs of boys and girls:

First we need more and better training for present and future extension workers, parents, and volunteer local leaders. Special attention needs to be given to human relations

and human development education. This is largely a matter of understanding the problems and growing-up stages through which people pass from birth to death, at different rates and ages.

Cooperation of parents and adults is essential to 4-H Club work. It may well be that extension workers will spend a larger part of their time and effort training and helping that vast army of adults who work with youth. The multiplying factor or spread of our own influence is greatly expanded by this method.

The great challenge to educators today is to help young people find and stabilize a personal "value system" that will carry them through life's complex journey with happiness, honor and credit to family, Nation, and Creator. A fuller, deeper, and more tangible program of 4-H Club citizenship and character-building activities is needed. It must receive early emphasis.

The development, expansion or improvement of extension work with young men and women will encourage 4-H members, too. The existence of an attractive "graduate program" inspires many to continue and expand their 4-H interests. Extension young men and women's programs (YMW) are an effective leadership training ground for work with 4-H Clubs, farm organizations and other community activities.

As the administrative units for public schools become larger and students as well as teachers are withdrawn farther away from the home

and neighborhood, the need for a program like 4-H Club work becomes even more acute. 4-H needs to be more and more closely built into the local community in order to fill the gap that is left when schools move out. Meetings held in homes of members, with local leaders and parents to help, will retain many of the important values of community or neighborhood activity.

Cooperation of interested civic, educational and commercial groups on educational phases of 4-H Club work will continue to multiply the effects and benefits of the program.

The educational projects and programs offered to youth must be constantly reviewed in light of modern trends and the changing interests and needs of young people. Just "more of same" is not good enough for an active, dynamic youth in 1953.

Constant study and evaluation of our work and programs is a must for every extension worker. New thrusts against man's most ancient enemies of ignorance, poverty and disease must be soundly based. Scientific methods and procedures apply to extension education as well as to research.

Perhaps most significant of all will be the emphasis on people as the end product. Especially in 4-H Club work we must study and employ those methods which give the best crop of happy, adequate, and well-adjusted citizens for a changing world. Our projects, competitive and recreative activities must be constantly related to this over-all aim of Extension.

Why Are Young Folks *That Way*?

GLENN C. DILDINE
Project Coordinator
National 4-H Club Foundation

A research project on developmental needs of youth aims to find and make available some of the answers needed by extension agents in working with young people.

WHY do some of the young people with whom we work seem to enjoy their projects so much, while others are so slow and uninterested? What can I do with 15-year-old Janet who is so taken with the boys, and messes up our girls' meetings unless we have a social get-together with the boys? Why do so many of our new members drop out after a year or so? Questions like these are immediate and vital to all of us who work with young people. It is encouraging that we now have a wealth of good research to help us find the answers, but much of it is so new and so technical that most of us have not had the chance, in school and professional training, to learn about it and make it a part of our own attitudes and skills.

Research and Training Project

Recognizing this situation, the Extension Committee on Organization and Policy of the Association of Land-Grant Colleges and Universities has asked the National 4-H Club Foundation to set up a research and training project with the three responsibilities described in the following paragraphs.

One of the first things needed is an inventory of present knowledge, explaining causes of growth and behavior, and translation into usable teaching materials. We recognize that, before we can decide what to do to help a person, we need to understand why he acts as he does now, why we find him changing his behavior as he grows older, why he acts so differently from many of his pals and yet does many things along with them. Until we know causes, we cannot plan effective programs. If a 4-H Club member is desperately seeking our acceptance and support, he will not work and learn well if we ignore him or if he guesses that we

think he is a troublesome nuisance. What can present research tell us about all this?

Each person tends to go through a common human series of changes in appearance and behavior. This is because normal changes in growing bodies, coupled with the pressure of adult expectations and demands on boys and girls, create a predictable series of changing internal needs at successive stages of growth, pushing young people to work at a predictable series of developmental tasks or "growing-up jobs." For example, most 10-year-olds are more concerned with making the grade with others of their own sex than with some one of the opposite sex, while at 16 or 17 we can anticipate just the opposite. Then, after one reaches maturity, age is less important than marriage and job status in controlling a person's needs and behavior; an unmarried 25-year-old is usually working at tasks more like those of an unmarried 18-year-old than like those of a married person of his own age.

Knowledge To Be Summarized

Careful, long-range observation of growing people has provided a wealth of this kind of information. The project will summarize pertinent knowledge about needs, motives, tasks, and behavior at pre-adolescence, early adolescence, late adolescence, and early adulthood. We know that developmental needs and tasks will differ somewhat for boys and for girls at the same age, and for children from different social groups in the same community. For example, children from low-income families, when compared with those of higher-income parents, tend to have more freedom, earlier, in managing their own affairs. This speeds up the time when they act grown-up; they

often see less value in school and drop out sooner, they are more interested earlier in getting a self-supporting job, and they tend to marry earlier. Understanding such things can help us take advantage of "stage of growth they're in," instead of being baffled by it and rejecting its force and control. . . . Maybe 15-year-old Janet needs more companionship with boys now, and possibly more of her club work could be in mixed groups rather than with girls alone; when she was 10, this wouldn't have made so much difference to her.

Each person works at his own unique combination of needs and tasks, in his own way, at his own rate. It is not enough, and may even be dangerous, just to know the common needs and tasks of young people, because we cannot safely twist and distort individuals to make them fit a mythical average person. So we will also need to look into research which explains reasons for differences, how these differences are reflected in behavior, and how we can learn to recognize and do full justice to the uniqueness of each person with whom we work. Key reasons for differences follow.

Important physical differences exist in the time at which different people reach comparable stages of growth. In an average group of 14-year-old boys, most will be just growing downy whiskers, changing voices, getting awkwardly interested in girls. But a few of these 14-year-olds may be physically more like most 11-year-olds, while another one or two may be as far along as most 17-year-olds, old hands at being men by now. But the average 14-year-old girl will be about 2 years ahead of boys, and her group will show similar differences between early and late maturers, with all that this implies for behavior. We may well ask, "What is a 14-year-old?" Research answers,

"You can't ask it that way; instead, you must ask, 'Where in the human steps of growing up is *this particular 14-year-old*, and how has he come to feel about the way he *thinks* he looks?'" It is clear that no set 4-H program will fit all 14-year-olds.

Other physical differences also set the stage for unique behavior. Energy available to behave with differs with state of health, nutrition, and fatigue, with size and proportions of body, with inside emotional balance, and with a person's own ideas of what he enjoys spending his energy for.

Equally important are *differences in social inheritance*, that is, the pattern of living of one's family, community, school, and club. Research demonstrates that people have to *learn* how to think and behave "properly," from the adults close to them who control their lives; many basic ways of thinking and behaving are learned in early years, especially from parents. This means that the chance of where one happens to get born will set the stage for striking differences in children of similar age, for in the United States we have dramatically different patterns of living in different parts of the same community.

Acceptance and Affection Needed

The way people close to a growing young person feel toward him, dictating their subtle treatment of him, has powerful effects on his personality. Youngsters who have been rejected or merely tolerated by parents, relatives, teachers, and club leaders are being deprived of a potent human need for emotional assurance; they tend to react aggressively, either striking out against people around them, or inwardly against themselves by withdrawing. On the other hand, genuine acceptance and affection seem to provide the basis for growing up to feel oneself worth while and valuable, confident in tackling all kinds of tough jobs.

Each young person's inner needs push him to belong to a group of his own age mates. Differences in the extent and quality of participation in age groups prove to be significant influences in individual differences.

Many so-called problem children are fighting for their place among their fellows; this often becomes more important than recognition and favor of adults, especially during adolescence when young people are struggling to establish their own independence from adults.

Each of these influences combines somehow to help form, inside each young person, *his present picture of himself*. Research shows that this self-picture dictates how each of us will act in a given situation, following out what *we* think and how *we* feel about it now. In the end, understanding another person depends on trying to see and feel through his eyes and his emotions. A careful look at his unique background—physical, social, emotional, group—can help us interpret his customary ways of behaving, but only if we use this information to figuratively "get inside his skin" and try to see how this feels to him.

The research project will need to review some special aspects of present knowledge. For example: What is the effect of competition, of awards and honors, in helping young people become effective, wholesome individuals? Many extension leaders are deeply concerned about this, and we will need to examine the best research evidence as a guide for decisions on program.

Or, what is effective, democratic leadership? How does it develop? How can we recognize good leaders? How can we help them to develop among our young people's groups? Inventory of present knowledge will reveal gaps in essential knowledge, and the project proposes to stimulate graduate students and various research agencies to study in these areas. We anticipate two kinds of gaps: first, in basic aspects of developmental needs and processes in young people, such as the varying effects of competition on different kinds of people, at different stages of growth; second, action research where we attempt to apply present knowledge in extension programs, as in the New England Pilot Project testing out how to involve 18- to 30-year-olds in planning and carrying out activities which they help initiate.

Training in human relations. The implication-application stage will involve working with professional and volunteer leaders in Extension, in order to learn how to incorporate knowledge of young people into tested, accepted ways of working with them. Research findings from the first two stages of the project will provide the basis for developing programs with extension workers. Where requests come in, this kind of work can be tried out in regional, State, and county conferences; the 6-week summer workshop at the University of Maryland; and long-range in-service study groups where extension staffs want help in discovering better ways, suited to the people and situations in their own areas, to meet the developmental needs of the young people.

Clothing Slides Available

Choosing a dress pattern, fitting it, and making the dress is a natural sequence to thousands of 4-H Club girls. But in Michigan those steps come to life through three sets of colored slides that are beginning to be circularized nationally, reports Lorabeth Moore, assistant extension editor.

The slide sets are entitled "Choosing a Pattern," "Fitting a Pattern," and "Making a Dress." The first set was made in 1949 by Ruth DeRosa, a former member of the Michigan Cooperative Extension Service staff. The last two in the series were made by Marie Wolfe, assistant State 4-H Club leader now in Michigan. Wilbur M. Nelson, visual aids specialist, did the color photography that makes you feel as if you could reach out and touch the pattern or the material.

The slide sets were shown at a four-State conference with 4-H officials from Ohio, Indiana, Illinois, and Michigan present. Later Miss Wolfe was invited to show them at National 4-H Club Camp in Washington. Already seven States have ordered copies of the sets.

The slides are available from the bulletin office at Michigan State College. The cost is 25 cents per slide and there are about 45 slides in each set. A set of description cards accompanies each set.



Glenn F. Beck (center) Saratoga County, N. Y., flying farmer, locates farms of Allvin Hollmer (left) and Edward Skellie, (right) on aerial map before taking to the air.

Looking Down on the Land

DOUGLAS C. DEUEL, 4-H Club Agent, Saratoga County, N. Y.

TWO SARATOGA COUNTY, N. Y., 4-H Club members had an opportunity to study soil conservation from the air last fall. Glenn F. Beck, flying farmer of Clifton Park Center, Saratoga County, N. Y., took 4-H Club boys, Allvin Hollmer and Edward Skellie of Stillwater, N. Y., over their home farms as an award trip for doing outstanding work in 4-H soil classification.

Last August a soil classification program was held for 4-H Club members from Washington, Rensselaer, and Saratoga Counties. This was held at Johnsonville in Rensselaer County in connection with the soil conservation field day sponsored by the soil conservation district of each of the three counties. The 4-H Club members attending the field day visited eight areas on the farm, scoring each area

as to depth of soil, texture of soil, drainage, and then indicating the capability of the soil or what crops were best adapted to the soil.

Previous to the event a training meeting was held for 4-H members in Saratoga County. This was conducted by Burton R. Laux, soil scientist for the Soil Conservation Service of the U. S. Department of Agriculture.

While the airplane trip served as an award for doing good work it did more than that. The boys had an opportunity to see their home farms from the air, noting field layouts and soil erosion.

Glenn F. Beck has been interested in all phases of conservation work. He carries on good conservation practices on his farm.

They are Tops

Recognition based on long records of faithfulness and loyalty was given to home demonstration club members of Tallahatchie County, Miss., by the county home demonstration council.

First step in selecting women to be recognized was to mail each member a questionnaire, including the various activities in which the women are engaged, reported Mrs. Gladiola B. Harris, county home demonstration agent. Questionnaires were returned to the home agent.

Using the questionnaires, a committee selected home demonstration club members for recognition. This committee, appointed by the council president, included two local businessmen, the Farmers Home Administration home economist, a selective service worker, and council president, vice president, and secretary-treasurer.

The following standards of selection were used:

| | <i>Points</i> |
|---|---------------|
| Number of years as a club member | 20 |
| Offices held in club, council district, State | 10 |
| Number of years as community leader | 15 |
| Assistance given 4-H program. | 15 |
| Exhibits made, including fairs | 25 |
| Participation in achievement programs, and enrolling new home demonstration members | 15 |
| TOTAL | 100 |

The recognition program featured Miss Earle Gaddis, special assistant to the State home demonstration agent. The home agent reviewed the records of the 46 women selected by the committee, after which each was presented a gift by Fonda Rowland, local businessman. W. C. Taylor, editor of the local newspaper, made group pictures of those honored, which were published. A picnic-style luncheon concluded the program.

• ETHEL BIANCHI, Negro home demonstration agent in Montgomery County, Md., transfers to the city of Baltimore to work with Negro women there.

THERE is a definite trend toward balanced farming and better living among colored farmers of the South; and Negro farm and home demonstration agents are playing an important role in this development.

This observation is based on a 3-week tour I made recently of farms in Alabama, Georgia, Kentucky, Oklahoma, and Texas, where I had a chance to see first-hand how the agents are helping farm families to improve their farming methods and raise their level of living.

Out in Texas, Leonidas Watson and Mrs. Carrie Loudd, the farm and home agents of Grimes County, have a real story to show you. It's not a quickie—something they did one day after lunch. It's a long-time, slow, unfolding process that started back about 8 years ago when they began working with a 4-H Club boy, Clinton Mooring of Anderson, Tex. Not having a calf or a pig to take to the district fair, Clinton, who had been carrying only cotton projects, decided to write an essay on what he thought of 4-H Club work.

Well, the essay won him 100 baby chicks; and the next year one of these chickens won him a pig; and the next, believe it or not, the pig won him a Jersey heifer. By the time the 4-H'er got the heifer, his parents, Mr. and Mrs. Myles Mooring, had begun to attend demonstrations and were through with one-crop cotton farming. His mother was raising 100

Count the Negro Agents in on This . . .

Farm and home agents are playing an important role in the advancement of colored farmers

SHERMAN BRISCOE
USDA Information Specialist

turkeys and his father was fattening 9 pigs for market.

After 18 years of farming as tenants, the Moorings bought a 165-acre farm with a run-down house on it. Clinton's Jersey formed the nucleus of a dairy program. Soon they added more cows, stepped up their hog production and cut down further on their cotton.

When I first visited them, one of their main goals was to build a home. During my recent trip, State Leader W. C. David took me to see their modern new house with hot and cold running water. The family could not be home on the day we visited them, but they left a key with a neighbor so the agents could show us through. It was a comfortable and attractive house that was well furnished, and the Moorings hadn't bought a thing. Under the guidance of Mrs. Loudd, they had refinished and reupholstered all their old furniture, and it

looked fine. Clinton wasn't home either; he was away at college studying agriculture.

In Creek County, Okla., I saw several attractive kitchens with identical storage cabinets—all finished in natural colored wood. The former home agent, Hazel O. King, who is now district agent, had been at work. And her kitchen-improvement demonstrations were paying off. Some homes whose first improvements were only a piece of linoleum for the kitchen floor, now have new gas or electric ranges, refrigerators, hot and cold running water, and the pretty cabinets. Even some homemakers who have not yet been able to install a sink and running water, have the cabinets which make them doubly anxious for sinks and water.

W. B. Hill of Alabama and his staff of agents are stressing diversi-
(Continued on page 53)



Mrs. Arthur Roberts, left, of Creek County, Okla., is a prize-winning homemaker. She is showing Hazel O. King, district home agent, a blue-ribbon jar of peaches. Note the modern storage cabinets all ready for the installation of a sink and running water.



Pleas Orr, Jr., (right) of Limestone County, Ala., has reduced the manpower needs on his 600-acre farm 75 percent by switching from mules to tractors. He has 175 acres is cotton. With him are State Leader W. B. Hill, and retired County Agent Benjamin F. Hill (center).

Have you
read . . .



• The Bureau of Human Nutrition and Home Economics has just published two new booklets that will be of great interest to homemakers. Single copies are free on request to the Office of Information, USDA, Washington 25, D. C.

BEEF . . . FACTS FOR CONSUMER EDUCATION, AIB 84: Provides background material for those who give food information to consumers. The bulletin includes sections on Federal inspection and U. S. grading. It tells the consumer how to recognize and select the cut and the quality which best suits the intended purpose. Included also are charts showing retail cuts, and tables giving characteristics of different cuts, and cooking methods.

DRY BEANS, PEAS, AND LENTILS . . . MODERN COOKERY, L 326: Gives modern cooks up-to-date methods of soaking and cooking dry beans, peas, and lentils. The leaflet contains 36 recipes for delicious main dishes, casseroles, salads, soups, sauces, and purees. Included also is a cooking table which shows for each type of bean the amount of water to use in soaking, the time required for boiling or pressure cooking, and the yield.—*Eäna W. Owens, Office of Information, U.S.D.A.*

***TWIXT THE CUP AND THE LIP.** Psychological and Socio-Cultural Factors Affecting Food Habits. By Margaret Cussler and Mary L. deGive. Twayne Publishers, New York. 1952. 262 pp.

• This book is a remarkable piece of teamwork in interpreting the factors affecting food habits in the South. The fact that one author, a northerner, checked her observations against her southern colleague's in-

timite familiarity with the culture makes this a penetrating analysis of many of the factors basic to the culture of the South.

Documentation of specific values, such as respect for tradition, reverence for science, affability, and approval of social distinction—factors that have their counterparts in various aspects of the foodways—is submitted in interesting, often humorous case material that makes for easy reading. This book should be of great value to the professional educational worker in the field of nutrition as well as to the homemaker.—*M. L. Wilson, formerly Director of Extension Work.*

NOT BY A LONG SHOT: Adventures of a documentary film producer. Margaret Cussler. Illustrations by Mary L. deGive. Exposition Press, New York, 1951. 200 pp.

• This entertaining and light-hearted story begins with the adventures of Miss Cussler and Miss deGive while they were studying the dietary habits of the inhabitants of Bath, N. C. Their findings were all too familiar. Some of the diets were poor. Nutritious food could have been grown but much canned food was used.

The investigators took a few pictures for a documentary film. When they attempted to present their reports they "learned an important lesson—administrators are too busy to use a long detailed report clothed with statistics." They "had to condense, abstract, interpret and visualize" . . .

The film "You Can't Eat Tobacco" accomplished their purposes in a preliminary way but later on, the film on the "Hopi Indians" gave good evidence that the documentary film can present concepts and facts in an understandable way to those who can use them.

This well-written, readable book concerns a medium for presenting information which is growing steadily in importance.—*Gladys Gallup, assistant chief, Division of Field Studies and Training, Federal Extension Service.*

WILD FLOWERS FOR YOUR GARDEN. Helen S. Hull. M. Barrows & Co., New York 16, N. Y., 1952. 280 pp., 12 pl., 8 color pl., 50 drawings.

• Persons interested in growing and using wild flowers on their properties and about their homes will find this new book very useful. Written in an interesting and enthusiastic style it describes how to grow and gives lists of wild plants adapted to different environments—among rocks, in full sun, in woodlands and moist places. Ferns and violets are given special attention. There are chapters on the wonderglobe or terrarium, twelve favorites, soil mixtures, how to acquire and to maintain plants. There is a very useful one on conditions required and methods of propagating 56 genera of interesting wild plants—mostly herbaceous.

An interesting section of the book is entitled "Wild-flower Gardens in Every State." An outstanding wild-flower gardener was chosen from each State and asked to give facts and a list of the plants that have proved most successful in his State.

The author, formerly president of the National Council of State Garden Clubs, is an experienced and ardent wild-flower gardener, horticulturist and scientist.—*R. J. Haskell, Extension Specialist, Garden and Home Food Preservation Program, U. S. Department of Agriculture, Washington 25, D. C.*

DISEASES OF VEGETABLE CROPS. John C. Walker. McGraw-Hill Book Company, Inc., 330 West 42nd Street, New York 36, N. Y. 529 pp. 117 fig.

• With emphasis now being put on increased efficiency of crop production, State and county extension workers will find this manual of use in identifying vegetable diseases and learning the up-to-date control recommendations. This book, written by an outstanding plant pathologist at the University of Wisconsin who has specialized on diseases of vegetables

Missouri University Library Serves Agents

F. E. ROGERS
State Extension Agent, Missouri

for many years, covers the important diseases of most all of the vegetable crops, including potato and sweet-potato. Descriptions of symptoms are complete enough for the layman to identify many of the crop sicknesses. Numerous pictures in the book also help in that regard. A discussion of the cause of each of these diseases and the cycle of their development is also included. Throughout the text there are numerous references which enable the reader to find out more. There is a very good index at the back which enables one to readily find the description of any particular disease.—*R. J. Haskell, Extension Specialist, Garden and Home Food Preservation Program, Federal Extension Service.*

POULTRY BREEDING (third edition). Morley A. Jull. John Wiley & Sons, New York, N. Y. 398 pp.

• In this book the author states, "What is really needed to increase greatly the efficiency of egg and poultry meat production is for all poultry breeders and hatchery operators to become better informed concerning numerous breeding problems."

This new third edition has been completely revised. In the early chapters the basic principles of inheritance and fundamental problems of reproduction are explained and discussed, while chapters 6 to 10 give the latest information on such subjects as fertility and hatchability, viability, meat and egg production, and egg characters. The final chapter was written by Dr. C. S. Shaffner, also of the University of Maryland staff, and is entitled Selection Methods.

Dr. Jull has adopted a scientific and informatory style. The 16 pages of index make this a handy reference book.

The textbook features are enhanced by stating at the end of each chapter a number of problems. These can be used as a review of the subject matter in that chapter or as a basis for discussion groups.

The text is well illustrated with photographs, drawings, diagrams, charts, and tables.—*H. L. Shrader, Senior Extension Poultry Husbandman, U.S.D.A.*

MISSOURI COUNTY extension workers have found it easier to get books to read because of a plan worked out by the State Extension office and the University of Missouri Library. As a result of this new plan, 165 books were checked out by 122 different agents. The books were actually checked out of the university library by the extension supervisors who took them to the district conferences for county extension workers. Agents looked over the books at these conferences and signed up for those they desired. They then took them home until the next conference.

Not only were many books checked out by agents at the September and October district conferences but 30 percent of them said they read all of the books they checked out, 36 percent said they read more than half of them, and 34 percent read less than half of them. This information came from a questionnaire answered later by agents. Some of the books did not lend themselves to complete reading as they were taken out for the purpose of making an inspection as a possible reference book.

Among the more popular books were: *How To Write for Homemakers*, by Richardson and Callahan; *Conference Leadership*, by Hannaford; *How To Write a Speech*, by Hegarty; *New Ways to Better Meetings*, by Strauss; and *The Spirit and Philosophy of Extension Work*, by Bliss.

Of the agents answering the questionnaire, 82 percent said they would recommend the book they read to other extension workers, and 98 percent of them said they thought this plan of distributing library books at district conferences should be continued.

The types of books agents are most interested in, in order of importance are: technical subject matter, personal development, teaching meth-

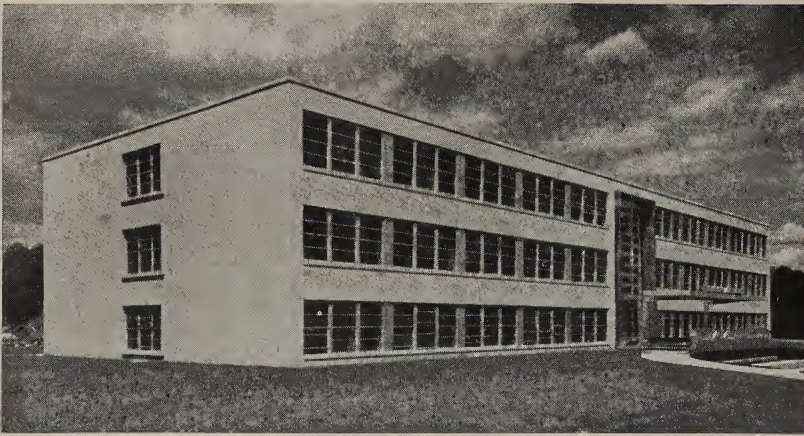
ods, extension history, and philosophy. Technical subject-matter books mentioned most were: soils, nutrition, home management, animal husbandry, and agricultural engineering.

This plan of distribution of library books was recommended by the professional improvement committees of county agents' associations, home agents' association, and by Epsilon Sigma Phi. These committees have developed a list of books that would be of most use to agents. The university librarian has been very cooperative in making these books available to county extension workers the same as they are to resident staff members.

The professional improvement committee is revising the list of books and due to the great interest, will expand the plan this year and make more books available to agents.

Home Demonstration Training in Bolivia

The first 3-week training course for three home demonstration agents was completed September 27. Nineteen girls and women interested in becoming home agents were invited and attended. Classes in nutrition, cookery, health, and sanitation, clothing, housing, and extension methods were held in my apartment in Cochabamba. The final class was held in the home of two members of the class and was a tea. Each student had prepared a part of the menu. They formed a home demonstration club and planned to meet every 2 weeks. These women and girls were excellent to work with. We planned a similar school for La Paz later. I find the work interesting and a bit difficult.—*Ella Mae Crosby (former home demonstration agent in North Carolina, now working on a Point Four assignment.)*



County Staff in New Quarters

A. H. (ART) FRICK has seen and helped make quite a bit of agricultural history in Minnesota during the 33 years he has served as agricultural agent in Itasca County.

Just recently he and his staff moved into modern quarters in Itasca County's new courthouse. The old courthouse from which Art and his colleagues moved had been declared unsafe for the priceless records it contained, after more than a half century of service to the people of Itasca County.

The suite of offices assigned the county agricultural extension service occupies one entire corner of the first

floor of the three-story building. The suite includes a general office, 15 feet 9 inches by 22 feet; a 23-foot by 22-foot committee meeting room and smaller separate offices for the agricultural agent, assistant agent in forestry, a 4-H Club agent and the home agent. Facilities also include a bulletin nook, closet space, and shelving and cabinets.

In addition to Agricultural Agent Frick, members of the Itasca County staff include Floyd Colburn, assistant county agent in forestry; Mrs. Cecilia Hanratty McLean, home agent; Albert Page, 4-H Club agent; and Ann Turek, office secretary.

Meet the New Director

(Continued from page 43)

His prompt reply was: "Don't forget, Russ, only kings and monarchs reign. Extension serves and educates."

Ferguson expresses this same philosophy in many ways. When speaking to 4-H Club leaders and advisers, he reminds them that "A leader must get his satisfactions not from public acclaim but from the inward satisfaction of having given wise direction to those who follow."

And in a message to the staff at Christmas, he said, "As Extension teachers we must never lose the com-

mon touch. The principles of good teaching were best demonstrated in the life of that Great Teacher whose birth we pause to remember."

He is convinced of the value of demonstrations for effective teaching and in 1952 told the Ohio staff, "We must not overlook the chance to do demonstrations in the living rooms of thousands of families. Television permits us to do just this."

He appreciates the value of mass communications as a means of reaching more people. Ohio farm editors and radio farm directors long have enjoyed his complete cooperation. When subject-matter specialists still were cool to the idea of television, he readily agreed, in 1949, to appear as

the poultry specialist on the first television production of Ohio Extension.

Ferguson is happiest, however, when he is working with youth. He is a popular speaker with youth groups on the campus and around the State.

He regards 4-H Club work "as American as apple pie a la mode," and believes "Whatever else Extension does, its greatest accomplishment will continue to be the building of character and citizenship in the young people of rural America."

Even as a specialist, his interest in 4-H Club work extended beyond subject matter. For 6 years, he served as an adviser to the South Perry Garden and Livestock Club. Dissatisfied with the academic literature being used for 4-H poultry bulletins, he observed the problems of his own two boys with poultry projects and wrote, in first-person youngster's language, a new bulletin. It was illustrated by step-by-step photos, directed by Ferguson, of a neighbor boy tending his poultry flock.

This interest in youth brought him other jobs, too, such as Sunday School superintendent for 3 years in the church where Mrs. Ferguson has played the organ for 5 years. Currently, he is chairman of the board of trustees of the Riverside Methodist Church.

When he became chairman of the agricultural committee of the downtown Columbus Kiwanis Club, Ferguson resolved to arouse an interest in farming among the business and professional men. He took them to a chicken barbecue, and on an inspection trip to a bull stud, and put FFA and 4-H Club members on the programs with the result that he was elected to the board of directors.

Associates often wonder where "Fergie" gets the inspiration and drive for these many activities. Some suspect the secret must lie in the northern Georgian Bay section of Canada, an area that has a powerful attraction for the busy director. Every year or so, he manages his schedule to permit a week or two relaxing and fishing in the North Woods. He loves the outdoors and everything that goes with it.

Many Ohio extension staff members were somewhat startled during

his first year as director when he recommended that everyone put a vacation into his plan of work.

"Fishing as an art, a skill or hobby has an important place in the day-to-day rush of extension work," he wrote. "Extension teaches recreation. Do we take our teaching to heart and do something about it in our own lives?"

"One job well thought through and carefully done is worth many jobs half done under pressure of fatigue."

Georgia Building Big 4-H Club Center

(Continued from page 45)

If the center is used to capacity, 62,400 people will enjoy its facilities annually.

Recently the construction of six more cottages was begun, bringing to 24 the number of cottages started, and marks the beginning of the second 300-capacity unit.

The 18 buildings in the first such unit are in various stages of construction, with six complete, six three-fourths finished, and six one-half finished. The entire center will include 72 cottages when complete.

G. I. Johnson, agricultural engineer of the University of Georgia Extension Service, is chairman of the Rock Eagle building committee. He says that these six cottages which have just been started will face a wide expanse of the lake, and that there is an excellent stand of trees behind them which will furnish shade in the afternoon.

The center will be, primarily, for the use of Georgia 4-H Club members. However, it will be available for other meetings, particularly those of home demonstration clubs, the State Home Demonstration Council, the Georgia Farm Bureau Federation, the faculty of the University of Georgia, and other rural and educational meetings, such as may be held by organizations having difficulty in finding suitable meeting places.

The giant eagle mound—Rock Eagle—for which the park is named, adds to the dreamy atmosphere of the surroundings. It is quite a bird—102 feet long, a wing-spread of 120

feet, and 8 feet deep at the breast. Built of white quartz rocks by men who probably lived before the Creek and Cherokee Indians, the effigy evidently had some religious significance for those who patiently placed the stones.

Imagine 1,200 4-H boys and girls gathered around the ceremonial mound for vespers. Quite different, perhaps, were the services held here by prehistoric man. We like to believe, however, that those strange creatures are looking down from their happy hunting ground and are pleased that the land surrounding their rock eagle is becoming a State 4-H Club Center—one of the best in the world.

• EARLE L. MOFFITT retired as professor emeritus of farm management extension in Pennsylvania. He had been on the staff since November 1916, longer than any other extension specialist.

Moffitt also held another record. He was the only one of the original group of farm management demonstrators who had served continuously in field extension work. He started October 1, 1914 and served the first 2 years in Illinois and Maine.

He was graduated from the Pennsylvania State College in June 1913 and served as instructor of soils, crops, and farm management at the college until he entered extension work.

County Agents Honored

THE DEAN of North Carolina's county agents, James W. Cameron, who has served in Anson County since October 23, 1911, is shown (right) accepting a sterling silver plaque from Tarheel Governor W. Kerr Scott, himself a former county agent, at a luncheon in Raleigh on October 16, 1952. The plaque and luncheon were sponsored by the Lederle Laboratories

Division of the American Cyanamid Company in recognition of the work of all county agents in the State. Similar events are planned in other States. Principal speaker for the occasion was Dr. Herbert White-Stevens, Lederle scientist, who paid tribute to county agents as "pastors of the land, devoted to teaching their flocks the religion of the soil."

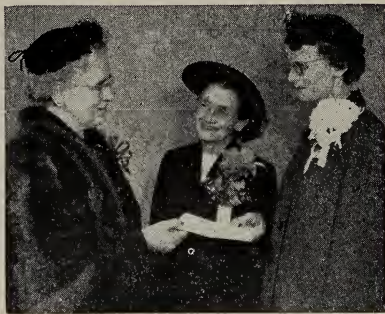


Nelle Thrash Awarded

Grace Frysinger Fellowship

NELLE THRASH, home demonstration agent, Greensboro, Ga., received the Grace Frysinger Fellowship in a session of the National Home Demonstration Agents' Association annual meeting on November 6. Miss Frysinger, for whom the fellowship was named, presented the award. Miss Thrash is particularly interested in leadership training and plans to spend a month observing extension methods in North Carolina, Kentucky, and Virginia.

Graduate of the Georgia State College for Women, Miss Thrash was first employed as home demonstration agent in Madison County, Ga., in 1935. She has since served in Glascock-Hancock Counties and has been in Greene County since 1941. It is a rural county, with farming interests divided among livestock, grain, corn, and cotton. Food preservation has always been an important part of the home economics extension program, and nutrition has been the project of



Grace Frysinger; Mrs. Carmen Johnson, president, National Home Demonstration Agents' Association; and Nelle Thrash.

special interest during the past year. A recent survey in the county was made to determine whether or not its residents were getting a diet adequate in protein. As a result, four community demonstrations based on protein need and daily intake were held. Two county-wide meetings were also held by extension specialists.

nearby Macon, Ga., sash factory, in addition to operating a subsistence farm.

John Finch, Kentucky's extension specialist, is emphasizing proper application of fertilizer. He and the agents are urging the farmers to have their soil tested to find out what plant food it needs, instead of applying fertilizer on a hit-or-miss basis. Some farmers who used to get only 15 or 20 bushels of corn to the acre are now getting from 60 to 90 by plowing under green manure crops, using hybrid varieties, and applying the prescribed composition of fertilizer.

Another significant development which is taking place in the rural Southland is the conversion of abandoned schoolhouses into community centers in the wake of the rural school consolidation program. The agents and the 4-H and demonstra-

tion clubs are helping to make the buildings the focal point of community activities.

Yes, in all five States the extension agents were doing a real job. I found colored farmers trying, it seems as never before, to expand their production, increase their sources of income, improve their homes, and raise their level of living. And this is not all. The void left by the passing of the one-room country school is being filled by community centers which are providing basic training in democratic practices.

Planning for Retirement

(Continued from page 44)

ings, talks and discussions are held about health, financial management, money-earning possibilities for older folks, developing new interests and all the other phases of making a happy adjustment from the workaday world.

Dr. Anna S. Starr, director of the Rutgers psychological clinic, wound up the speaking program with a talk on the psychological aspects of retiring. She pointed out that it is a fallacy to believe that people differ widely. They do differ widely on superficial things, but basically we are alike, she said.

"No matter how many birthdays we've had, we can all widen our views by exchanging ideas with people of all groups and ages," she said in pointing out that imagination and wisdom, as well as health and companionship, are important to making a healthy adjustment to growing older.

A vote was taken after the meeting to find out how many of the New Jersey Extension staff members would be interested in follow-up meetings on "retirement training," and the decision was in favor of holding such sessions.

The idea behind this rather unique venture was summed up by Director Cook later when he said, "So far this is strictly an Extension Service personnel activity. But after we've done some serious thinking and planning for our own futures, we will develop this into a program for the people of New Jersey."

Negro Agents in on This

(Continued from page 53)

fication in the Black Belt and increased efficiency as well as diversification in the cotton land of the Tennessee Valley Authority area. Pleas Orr, Jr., of Decatur, Ala., a former 4-H'er, raises his 175-acre cotton crop entirely with machines, except for picking. He has five tractors, a four-row rotary hoe, a two-row cotton blocker, and a two-row cotton chopper. "My next step," says Mr. Orr, "is to get a mechanical cotton picker."

Over in Georgia, P. H. Stone and his agents are aware of the importance of encouraging farmers to develop some off-farm enterprises. Their prized example is a family sawmill owned and operated by the Dumas brothers—six of them. They turn out 7,000 feet of timber a day for a

Merchandising Program Serves

(Continued from page 46)

designed from the standpoint of use, selection, and preparation. At many of these, folks have been served turkey by the piece. Joule working in cooperation with Flora Carl, extension nutritionist also prepared consumer information folders including publications on, Know Your Eggs, Turkey by the Piece, Chicken for Family Meals and How to Cut Turkey by the Piece.

And the extension training program has kept pace with the retailer-consumer program. District conferences served to train county and home agents on cutting up turkey by the piece. Home agents had an additional session on serving and preparing. Training programs for food leaders in home economic clubs have been carried by home agents.

Poultry organizations also cooperated with the over-all merchandising program by demonstrations and exhibits at fairs and food shows, both local and State-wide. Most notable of these was a display and cooking demonstration at the Missouri State Fair, Sedalia, in 1952. The State Ice Manufacturers Association, Missouri Turkey Growers Federation, Missouri Poultry Council, Missouri Poultry Improvement Association, and the Agricultural Extension Service cooperated in this exhibit. This was only one of a number of helps which these organizations gave the program. Other organizations that have cooperated in demonstration work have included the State Locker Plant Association, State Independent Retailers Association, and the State Department of Agriculture.

Wide Cooperation Enlisted

As a result of these activities, which included retailer schools and consumer demonstrations in St. Louis, turkey and chicken cutting and preparation programs have been used on television by Catherine Brent and Herbert Rolf, extension marketing specialists, and Joule. In addition to Joule appearing, local home economists and program directors have used much of Joule's material. The

same is true of Kansas City where the extension marketing specialist, Marvin Vines, has carried similar programs on television.

Slide stories have been used widely in consumer and farm meetings. A newspaper mat on turkey by the piece has been used in numerous local papers and by the Independent Retailers Association in their publication. Newspaper and radio coverage on the program has been good.

Appliance companies have used the demonstrations in their own promotions. For example, one company used Joule and his demonstrations at the Boone County Fair and also used the turkey demonstration on their series of cooking schools. Gas and power companies have provided kitchen facilities and home economists to assist in serving and preparing birds for retailer schools and consumer demonstrations. Local REA's and high school home economics and vocational agricultural projects have likewise helped with facilities and detail work. Growers and State poultry organizations and others have helped by furnishing the needed eggs, turkeys, and chickens.

4-H Clubs Participate

Dealer egg grading and candling schools which are 1-day sessions have also been held throughout the eastern half of Missouri. The State Department of Agriculture, U. S. Department of Agriculture, and Agricultural Extension Service cooperating on these. The remaining half of the State will be covered in 1953. A 4-H quality egg supplemental activity is being worked out in cooperation with the State 4-H Club office, and members of 4-H Clubs will use this in their 1953 poultry and food program.

But while the program has been highly effective and continues to grow, Joule says it is simple and takes only some planning and the cooperation of various affected groups.

It can be briefly summarized by these major points: (1) a survey of the local situation, (2) contacts with local chambers of commerce by county agent, (3) poultry industry meetings, (4) retailer merchandising

training schools, (5) consumer demonstrations, (6) publication of consumer folders, (7) district conferences with county extension staffs, (8) exhibits and demonstrations, (9) news articles, radio, and television, and related types of promotion, and (10) call backs to retail stores, locker plants, processing plants and related businesses.

Joule believes that the success of the program may be largely attributed to cooperation by all affected groups.

Extension Pioneer A. B. Graham Finds Sewing an Interesting Avocation

I thought you might be interested in an avocational activity of mine.

Since last fall I have made two little dresses for 9-year and 11-year old granddaughters. The last one had a fringe on edge of skirt front and a facing beneath. The first dress I made was worn by my granddaughter when the special stamp was presented to me on January 15, 1952. How pleased they were. Since the mother of the older girl preferred snaps to buttons which I had bought I sewed the buttons on over the snaps to cover the threads.

I learned to sew in my early teens to help my young-widowed mother make a living for my sister and me and herself. I always enjoyed it. I married a fine schoolmate who was an excellent dressmaker, so I resigned for 60 years except on my State trips when I always took my sewing kit along.

Pieced my first quilt when I was nine. Our home was burned and reduced my first sewing effort to ashes.

Since Mrs. Graham's death on July 12, 1950, I have done all of my sewing, patching, and darning. Rather enjoy it.

When I was a boy attending picnics and similar gatherings I was requested to tell mother at home how dresses were trimmed and how hats were trimmed. My eyes are as good at it today as then. My wife used to take me with her when she bought a hat or dress. "As the twig is bent, so the tree is inclined."

About People . . .



• **KEN FAULKNER** has been named livestock specialist in Wyoming. A 1937 graduate of the University of Illinois, Faulkner taught vocational agriculture at Carthage, Ill., until 1941, when he returned to college for graduate work in his field of animal husbandry. He served as a lieutenant in the Navy during World War II, with 2 years' duty in the Southwest Pacific. After receiving his master's degree in 1946, he was appointed as assistant professor of animal production in the University of Wyoming's College of Agriculture.

• Extension agents whose retirement brings a sense of loss to extension workers are **H. L. BARNUM**, since 1917 county agent, Missaukee County, Mich. (he received the distinguished service award of the National Association of County Agricultural Agents in 1949); **LILLIAN KELLER**, housing and home furnishing specialist in Tennessee (her 30 years of service have enriched and beautified the homes of rural Tennessee); and **A. B. LOVE**, whose record includes a steady stream of things he got done in Michigan.

• **MAYBELLE S. EAGER** is the new State home demonstration leader in Nevada. A native of California she has served in that State as home demonstration agent and State 4-H specialist for the past 30 years.

• Titles come Extension's way. "The Man of the Year," as just announced by *Progressive Farmer*, is **T. B. Symons**, until his retirement in September 1950, Director of Extension in Maryland. "Agriculturist of the Month" was conferred upon **John O'Dell**, county agricultural agent in Maricopa County, Ariz., hero of the story in the December issue, Portrait of a County Agent.



• **PROF. FRED B. MORRIS**, State leader of county agricultural agents, was recognized for meritorious service to farm people by the New York State Association of County Agricultural Agents at their annual meeting in December.

The citation, presented by Extension Director **L. R. Simons** (left) for the association, read: "In recognition

of 30 years of outstanding service to the rural people of New York State as an Extension worker."

Morris, a Cornell graduate of 1922, served both as a 4-H agent in Erie County and later as an agricultural agent in Oswego County before being named assistant State leader at Cornell in 1928. He became State leader of agents in 1943.

Community Action

When an ice storm hit the Mount Sherman Community in Arkansas it completely knocked out the already dilapidated telephone system that had been serving for generations.

But today the system is back in working order. In fact, it's in better shape than ever. And, all because of community action.

County Agent **C. D. Lentz** related how local people joined hands to do the job. They held several meetings to talk over the problem, and finally decided to rebuild the system and improve it with an additional wire.

This meant new poles and bracing materials and wiring. So the people on the line assessed themselves \$10 each to cover the cost of materials. Then they did the actual work themselves, with each person working a total of about 10 days.

After the job was finished the group met and worked out bylaws for the organization.

The line is tied into the Jasper exchange and members can call anywhere.

County Publications Help Programs Fit

HOWARD DAIL

Extension Information Specialist, California

CALIFORNIA farm and home advisors find their county extension publications are useful tools.

A State policy encouraging these county publications recognizes that they also help the county extension worker become better known in the county and establish the author as an authority.

These locally-produced circulars range in size from one sheet to perhaps 20 pages, and the number of each one issued may be as low as 50 or as high as 1,500. Several hundred different ones are prepared each year.

Such publications have a variety of purposes. One of the most important is to present the results of county cost studies, field tests, and demonstrations. Another aim is to give recommendations, such as a new way of controlling lygus bugs, how to prepare one-dish meals, or suggestions to 4-H Club leaders in regard to a project. At times, these recommendations may be planned mainly to answer frequently asked questions. Some of these small publications supplement the larger State ones with later or localized information.

In preparing these leaflets, county extension workers frequently call on State specialists to assist. In turn, the specialists or administrators may recommend that a county-authored manuscript be issued as a State-wide publication. As many as 20 State circulars or leaflets bearing a farm or home advisor's name as author or coauthor have been issued during a year's time. Quite often the name of a farm advisor, a specialist, and an experiment station worker will appear on either a county or State publication.

The publications usually are mimeographed or offset, with only an occasional one being printed by letterpress. The mimeograph machines belong to the county extension offices in practically all cases, but the office

offset machines may be owned and operated either by an extension office or by a county.

While the county publications are of the home-made type, this does not mean that they are dull. They often appear on colored paper and may contain a number of illustrations. Two colors of ink may be used, and with the offset ones photos have an important place. Familiar language is used.

Since the farm and home advisors must serve as their own writers and editors, the State information office offers them sectional and county training conferences and workshops each year. At these training sessions, the county workers generally agree that their most effective publications are brief, readable, attractive, well-organized, timely, and localized.

At such conferences one-sheet helps, prepared by the writer, are distributed. These include Earmarks of an Effective County Publication, Use Variety in Your Publication Titles, and Straight Thinking With Publications, along with possible sources for drawings, and also layout sheets. However, much of the value of a meeting is determined by the discussion and ideas presented by county workers.

A typical publication, Grow Your Own Fence Posts, which tells what hardwood trees in Napa County make the best fence posts, describes the experience of one rancher who was a leader in this work, shows how to season the cut timber, and tells how to treat the posts with preservatives. The publication contains 12 pages, is on colored mimeograph paper, and has six drawings.

Fresno County 4-H Clubs is the title of a 20-page mimeographed publication with an offset cover. It gives in brief form an over-all picture of 4-H Club work in that county. The paper used for the cover is green.



Law Protects Farmers

(Continued from page 47)

cannot agree, the PACA has teeth which can bite painfully when the occasion demands. Formal orders issued by the Secretary of Agriculture have resulted in awards totaling \$2,350,000. Refusal to pay reparations awarded in formal orders can mean suspension of the PACA license. And since the law requires all dealers, commission merchants, and brokers handling fresh or frozen fruits and vegetables in interstate or foreign commerce to be licensed, loss of that license is tantamount to being put out of business.

Individual farmers, of course, are not licensed under the Perishable Agricultural Commodities Act, unless they sell produce for others. Yet the protection of the act, and the facilities of the Regulatory Division, extend to unlicensed growers and shippers, or to anyone financially interested in a transaction covered by the law.

Not Aware of Protection

Since the results of amicable settlements are not published, whereas results of formal complaints are, many people are not fully aware of the protection afforded them under the act. Consequently they fail to

advance complaints where small sums of money and issues are at stake. And in cases where distance is a factor, recovery of just claims simply never take place.

To growers, dealers, and shippers who know that PACA protects their interests, assistance is as near to them as the telephone. Complaints may be made by phone, telegram, mail, or in person. Of course, telephone complaints must be confirmed in writing. They are received by the Regulatory Division of the Fruit and Vegetable Branch, Production and Marketing Administration of the U. S. Department of Agriculture in Washington, New York, Chicago, Fort Worth, Winter Haven, and Los Angeles.

Without Charge

Without charge the division promptly communicates with the other party and investigates the matter. Equal opportunity is afforded each party to present his side. Loss or damage to be paid is also determined, and an amicable informal adjustment is endeavored; however, formal action may be taken if necessary.

An extremely large proportion of the differences registered in complaints, and settled under the act, do not actually involve fraudulent business practices. Findings have

indicated that they are predominantly misunderstandings.

Statistics show that about 40 percent of the complaints filed allege failure to account and pay promptly. About the same percentage allege a rejection, or failure to deliver, without reasonable cause. The remaining 20 percent are based on allegations of misbranding, false and misleading statements, alteration of Federal inspection certificates and disciplinary complaints.

Your PACA Guide

Here are some things to remember about the Perishable Agricultural Commodities Act, which serves growers and the produce industry:

1. A grower doesn't need a PACA license in his own operations . . . but if he sells his neighbor's produce on a commission basis across State lines, he must obtain a dealer's license. This also applies if he buys the produce and resells or consigns it.

2. PACA licenses cost \$15, renewable annually, and may be obtained from the PMA Fruit and Vegetable Branch, USDA, Washington 25, D. C., or one of the PACA field offices.

3. The penalty for wilfully carrying on unlicensed interstate or foreign trading in fresh or frozen fruits and vegetables as a dealer, commission merchant, or broker can be as much as \$500 for each offense, and as much as \$25 for each day that operations continue without a license.

4. Produce grown and sold in a State isn't necessarily INTRA-State commerce . . . if it is transported through another State to the market, it becomes INTER-State commerce and is covered by the Act.

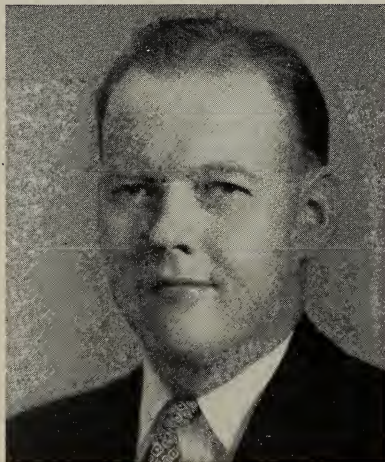
5. Complaints may be filed by letter, giving complete details of the questioned transaction. Or a "Preliminary Statement of Facts" form, obtainable from any field office, may be used.

6. Disputed produce dealings may also be submitted for arbitration under PACA.

7. There is no charge whatsoever for investigations and other services performed by USDA employees under the act.

Heads National 4-H Club Foundation

Norman C. Mindrum, the new executive director of the National 4-H Club Foundation, comes from Minnesota, where he has been assistant State 4-H Club leader. He will direct the activities of the 4-H Foundation in a five-point program of service to 4-H Clubs, namely: (1) Basic research in the developmental needs of youth, (2) citizenship and character building, (3) the National 4-H Club Center in the Nation's Capital, (4) the International Farm Youth Exchange, and (5) training in human relations for youth workers.



Norman C. Mindrum

Male Seamstresses Model Wares



THESE BOYS modeled bedtime outfits for the photographer shortly before they modeled for the public at the annual 4-H Dress Revue at the State 4-H Fair in Yakima, Wash. They made their nightshirts and shorty pajamas in a bachelor project

—“to show the girls they could do it.” After some persuasion, they agreed to model at county and State revues, much to the pleasure of the audience. They then donned dress suits, and escorted girls wearing long party dresses during the revues.

Extension Invests in Grassland

EXTENSION people throughout the Nation spent 277 man-years of time on grassland farming during 1951. In carrying this important phase of farming on in a most effective manner, county agents led the field by devoting 76,073 days of time, State and Federal specialists spent 4,257 days, 4-H Club agents spent 2,857 days, and home demonstration agents 77 days in aiding farmers in grassland improvement. Thus the time devoted to one or more phases of grassland farming by extension people amounted to 83,264 days. This, when divided by work years consisting of 300 working days, was equivalent to 277 man-years of time.

Projecting one step further and taking an average salary of extension people, it would seem that over 1 million dollars of extension money was spent for salaries of time devoted to grassland farming. When we stop to consider that the area of land in the United States approximates 2 billion acres, and that a little over 50 percent or one billion acres of the land area is devoted to grass, \$1 out of every \$80 spent in extension work is proportionately a very small amount when the total value of our grass and forage production is concerned. The value of all the grass and forage crops consumed by animals in the United States approxi-

mates 10 billion dollars annually. Then grass and forage is by far the most valuable crop we have in the Nation. The cotton crop is the second most valuable (3½ billion dollars).

The 77 days devoted to pasture-improvement work by home demonstration agents was in 13 states. Those States were Illinois, Kansas, Minnesota, Missouri, Ohio, Wisconsin, Arkansas, Florida, Georgia, Louisiana, Oklahoma, Tennessee, and Washington.

Home demonstration agents in Missouri led in that 12 counties showed 1 or more days each devoted to pasture work by home demonstration agents. Georgia was second with 4 counties showing that home demonstration agents devoted at least 1 day each to pasture improvement work.

In carrying on the grassland work, county agents were assisted by 74,900 local leaders and committeemen in their grassland educational work. A total of 496,502 farmers were assisted in obtaining improved varieties and strains of grasses and clovers to be used in grassland work, 470,795 farmers were assisted in the procurement and distribution of lime, 654,891 farmers were assisted in the use of fertilizers on pastures, 39,085 farmers were assisted in controlling plant diseases, 76,388 farmers were assisted in controlling insects, and 265,668 farmers were assisted in control of noxious weeds in pastures.

Women's Soil Conservation Tour

In two southern Michigan counties “the little woman” has turned her interests to the importance of soil conservation. With cooperation of Soil Conservation Districts, more than 150 Hillsdale and Lenawee County women toured their counties learning about soil management, ways to stop soil erosion on sandy soil, and windbreaks. At most of the tour stops the lady of the house stepped out to meet the tourists and explain the workings of the soil-conservation program on her farm. Home demonstration agents Ardath Blood and Josephine Brightenti helped plan the events.

NATIONAL 4-H CLUB FOUNDATION

offers Five-Point Program

THE FOUNDATION'S GOAL: To assist the Cooperative Extension Service and local 4-H Clubs help boys and girls prepare themselves for happy and useful living.



Smith Hall, National 4-H Club Center

- **BASIC RESEARCH
IN YOUTH NEEDS**

(Collecting facts about the "growing up" problems of young people. Extension will use these facts to analyze and improve 4-H and YMW programs.) See page 50.

- **CITIZENSHIP AND
CHARACTER BUILDING**

(A new program now being planned and developed.)

- **NATIONAL
4-H CLUB CENTER**

(This new 4-H home is being paid for by 4-H members and leaders who will use it as a national training ground.)

- **INTERNATIONAL FARM
YOUTH EXCHANGE**

(A grass-roots program for world peace.)

- **TRAINING
IN HUMAN RELATIONS**

(The second short course for extension workers will be held June 22 - July 31 at the University of Maryland.)

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