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SPARE TIME

**A War Asset
for War Workers**

**FEDERAL SECURITY AGENCY
OFFICE OF COMMUNITY WAR SERVICES
DIVISION OF RECREATION**

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Foreword

THIS HANDBOOK has grown out of the request of communities on the war industry front for help in providing recreation for the war workers in their midst.

Recreation for workers in war plants is vital to the steady maintenance of our war production—the lack of it a threat to victory. Wholesome recreation is a primary physiological and psychological necessity—a fundamental need of men and women subjected to serious stresses and strains from long hours of work and the new conditions under which they live.

The Division of Recreation, which prepared this handbook, is part of the Office of Community War Services established within the Federal Security Agency by the President. The purpose of this office is to aid communities in Army camp and war industry areas with those services that fall within the fields of health, welfare, recreation, and related activities.

Through a field staff, the Division of Recreation assists communities in strengthening their recreation programs, in mobilizing all possible local resources to meet the morale needs, in aiding with standards for recreation personnel and facilities, and in securing supplementary assistance when the burden of war activity overtakes the community.

The Division believes that recreation programs are healthiest when deeply rooted in the community. Federal, State, and local governments, however, are partners in this obligation toward war workers.

This handbook is a collection of experiences in industrial war communities gathered by our field representatives in a period of more than 2 years. It offers suggestions which may be helpful to towns, cities, and groups facing similar problems.

Mark A. McCloskey

Director of Recreation.

I. Recreation—A Resource of War

IN total mobilization, recreation is a resource of war. It is no more a frill, a frivolity, than munitions, food, or manpower. Fun, play, entertainment for workers in off-the-job hours is time gained on the job to turn out more bombers, more ships, more tanks. Recreation is a hard-boiled necessity in these times, an investment in our Number One asset—human resources.

People working at the intensive tempo of war plants—and living too often in overcrowded quarters, and in towns that may be alarmed by the problems strangers bring—traveling long distances to and from work, seek and need release from tension at the end of the work shift. The high intensity that war production demands cannot be maintained beyond a certain span—the rest of the time the pendulum must swing back to those interests and activities that body and mind normally crave.

As war towns boom and living grows more complex, as homes lose men and women to the services and to the war plants—as life becomes one-pointed to the single end of victory—it becomes imperative that society safeguard workers with decent food, adequate housing, and proper recreation, to guard against human waste that is just as much a casualty on the home front as on the battlefield.

Workers Are in the Fight

There is no real separation between fighters and workers—everybody is fighting in one way or another, everybody working. The fighters, let's put it, are the top of a pyramid; the rest of us make up the base supporting the top.

The pyramid is no stronger than its base. The soldiers are fighting the common enemy. The workers are producing the ammunition for their guns. There's no distinction between them. They are all part of one effort. Workers must be as physically fit—and their morale as high—as soldiers. As the Army and the Navy equip and safeguard the fighters, communities need to equip and safeguard the workers who live in their midst. Among none of those in the pyramid can we afford human waste—not in soldiers, not in workers, men or women, not in youth, not in children.

Service men, happily, are fairly well provided for. Workers and their families, less glamorous, have had limited opportunities. Their needs in communities where they have crowded in unprecedented numbers either are unrecognized or pushed to the rear by priorities, psychological or material; in some cases by indifference, in others by sheer bewilderment because of catapulting community problems.

But war workers are people! They may spread over a wide range in some respects, but they are all pretty much alike in their relish of those golden moments for relaxing play when the time card is punched and the work shift ends. They have fairly common impulses and desires, which include play.

But there are differences. Uncle Joe, 60, when he leaves the drill press, may like to sit in the shade of a tree with his pipe, and whittle. Jinny, his granddaughter, 20, will choose the hilarity of juke-box dancing after a day's riveting, and why not? Between Uncle Joe and Jinny there will be a wide range of interests, according to age and sex, where workers live, what kind of jobs they do. Nor are workers to be separated from their families—all are included in recreation.

Dull Jacks Make Slack Workers

"All work and no play"—everybody knows what that does to Jack at any time. This old proverb was never more true than among today's Jacks and Jills on the war production line: machines whirling, spinning; electric hammers pounding; pulleys moving and giant cranes swinging; tools cutting, punching, polishing to the thousandth of an inch—life and death hanging upon the turn of a hand.

And many of these Jacks and Jills, with a long inheritance behind them of the hand-made, are comparative newcomers in gearing to the tempo and drive of the machine. Many of them are new workers, still shy of the monstrous machines, the roar of noise, the Vulcan fires of the furnaces. This is the sensitive human machine under strange, unaccustomed pressures. And the machines the workers operate are speeded as machines have never been speeded since they were invented, to the end that there shall be freedom once more upon the earth.

Life Doesn't Stop at the Plant Gates

No frontiers separate work shift from living shift. The man who makes bombers and the woman who welds steel plates for ships or planes don't stop living when they lay down their tools. For many, the real problems begin when work is done—the problems of living. Unsolved, they pile up, taking toll of efficiency and, sooner or later, of the output on the job.

"The way people live and the way their families are cared for is bound to be reflected in production," said the manager of Henry J. Kaiser's Vancouver shipyards. "If members of the family are sick, the worker worries on the job or stays home to take care of them. If workers have no recreation, they get morose. You have to treat workers like human beings, not like machines."

Wages are not the one incentive needed to keep workers at the peak of production. Facts prove that. Even patriotism isn't enough. They must have some chance to be human beings, have places to go in time off, to entertain and to be entertained, to dance or enjoy themselves according to their age and taste. Young or old, they need to get together.

Above all, while workers toil for victory, recreation offers them one of the few areas of freedom left in a world mobilized for war. This sphere of freedom they cherish, not for themselves alone but for their children as well.

For lack of this essential, mobilization of workers is slowed up. People don't want to work in places and under conditions where they are cut off from normal interests, or where their families and children are deprived of them.

Tired Workers Are a Hazard

The tense worker is a poor worker, the tired worker a liability. Often overfatigue leads to illness. "Accidents and illness snatched 484,059,000 workdays away from the Nation's war-pressed industrial output in the year just ended," says Carl Brown in *Nation's Business*, January 1943.

"The effect on production was the same as though enemy bombers had knocked out for the entire year 1,861 industrial plants, each employing 1,000 men and women. . . . The manpower loss equaled the services of 1,800,000 persons from the year's start to its end." Of the five simple rules advocated by the Institute for Life Insurance to reduce accidents, illness, and absenteeism, one is "play some every day." But in order to play, there must be places to play and facilities to play with.

A Detroit industrial concern spent a million and a half dollars for mechanical safety devices of all kinds in its plant and only \$50,000 for recreation. Yet good recreation is actually one of the soundest safety devices.

Elaborate care is given to the maintenance of machinery in industrial plants lest a wheel or a tool get out of order and slow up production. Maintenance of the human machine is more likely to be neglected. Human engineering is as important as mechanical engineering!

Help in Keeping on the Job

Absenteeism among war workers is one of the factors, along with shortage of workers and raw materials, which slows down production.

Many absences could be prevented if provision were made for wholesome recreation at normal intervals and some thought given to helping workers meet off-the-job problems.

The primary cause of absenteeism, of course, is sickness and the closely related factor of overfatigue—most likely to prevail among new workers. Along with good food and proper housing, release from emotional strain through recreation is one of the preventives of both fatigue and illness.

Morale is a vital factor in production. Workers may get jittery, turn out poor work, when for too long a stretch they can't do the things they are used to. Workers are sometimes homesick, they may suffer acutely from the unfriendliness of a strange town and strange ways of living. Recreation of the right sort can provide new interests to help replace the old. It can do much to keep the lives of workers balanced and normal.

Women Present Special Problems

Most women workers have double jobs. It is hard to be both plane maker and home maker. Off hours from the machine usually mean "on hours" over the kitchen sink or the washtub. And large numbers of women also at this time are new workers, not broken in to the strains and pressures of work in plant or shop. Statistics show that women are ill more frequently than men; by the very nature of their physique they are more easily tired.

As women take over an increasing volume of war production, special provisions should be made for their relaxation and recreation, both inside and outside the plant. Where women, either workers or the wives of workers in war plants, are newcomers to the community, they need the integrating influences of hospitality and the opportunity for normal pleasure and sociability. Above all, mothers who must work need the assurance of satisfactory care of younger children and programs of after-school recreation and activities under safe supervision for older children.

Recreation Is in the Red

Recreation facilities are sadly overtaxed or lacking in most war towns. There's not enough manpower to keep up playgrounds and tennis courts; not enough cars or busses—or gas—to take people to the places where they can have fun. Steel for equipment goes into tanks and planes and ships; the bounce is gone out of balls for lack of rubber; priorities of one kind or another edge in on recreation: all this in the face of the primary fact that lack of recreation definitely means a lag in production, disturbed family and community life.

Perhaps the chief factor, however, in the whole picture of recreation for the worker, is the unawareness of communities that recreation is an actual and vital part of the war production program. In many places a lot of people are doing a little something in the way of recreation, but in few places has there yet been a thoroughgoing all-out

mobilization of resources, with a well-planned program, under trained leadership.

The Pay Envelope Can't Pay the Costs

Out of workers' pay envelopes can come the recreation fee and the club dues, but the pay envelope, no matter how sizable, cannot build ball parks and play fields, gymnasiums, and club rooms; cannot buy good recreation leadership. It can pay for the purchasable entertainment, but that is scarce in boom towns. The many-sided recreation needs of workers, which are a part of the recreation needs of the whole community, can be met only by total mobilization of resources—by all groups working together.

The difficulties of meeting the clamoring need for recreation for war workers in the face of war restrictions and priorities, with the many problems involved, throw leaders back on their ingenuity to "use what you have." It gives a prod to good American initiative and ingenuity which never yet have failed when face to face with an emergency. If our soldiers and marines could lick Japs from the foxholes of Guadalcanal, our war industry communities won't fail to down the difficulties involved in providing decent recreation for the home-front soldiers of production.

II. Mobilizing the Community

COMMUNITIES from one end of the country to the other have a job to do. They are feeling the impact of many problems at once, with the influx of new population overtaking all normal facilities. Recreation for workers and their families, along with housing and food, transportation and water supply, is of primary importance to community life.

There is a job to be done, too, in communities that are experiencing a high rate of production without the influx of new population. Conversion and expansion in industries has brought conversion in our way of life. The 9-to-5 work life gone, three-shift schedules to which we have adapted demand three-shift community services. Gas rationing and transportation difficulties make "downtown" hard to reach and throw the neighborhood to the fore. In all places where factories hum in the great national symphony of production, life is being reshaped.

These emergency situations require intensive coordinated action—total mobilization—of all groups in the community. Community organization is necessary to avoid duplication and to effect teamwork of the many different agencies operating in recreation and allied fields. Recreation committees of local defense councils have been organized in war-impact areas in order to pool resources and allocate responsibility so that all groups receive adequate service.

The Community Attack

Responsibility for launching a program of recreation for war workers and their families rests squarely upon the local community. Initiative, as far as possible, should spring from its citizens. Usually there is some group interested in recreation on a community-wide basis. In most cases this will be the local defense council, which acts as a sponsoring agency for an over-all recreation committee, in cooperation with the municipal recreation department and the council of social agencies if they exist in the community.

In some small communities there may be no established agency, but there will be some person or persons who are natural-born leaders and are used to getting things done. They may be the ones to initiate the program.

Reconnoitering Recreation Needs

Surveys are a nuisance, but necessary. In critical war production areas a quick survey will aid the community in identifying its prob-

lems, discovering its resources, and planning its program. The survey has a twofold purpose: (1) It helps community leaders analyze their own problems; (2) it provides a basis of facts on which the community can lay out courses of action and the methods for making effective proposed plans.

Field representatives of the Division of Recreation are available to help in such surveys. Much basic information may be obtained through the local agencies represented on the community recreation committees: public recreation and park departments, councils of social agencies, chambers of commerce, and other groups. In many cases these agencies have studied community problems with some degree of intensity. Pulling the material together and making it available may be all that is necessary to warm the community motor to its job.

Committee Should Be Broadly Representative

No single "on paper" proposal will fit every situation. In most instances, the local defense council, with its main objectives of total mobilization and coordination of all resources available, will bring together the strongest leadership in the community.¹

To be truly representative the committee must include all elements of the population and be as broad in representation as the interests and lives of those it serves. The people the committee is to serve belong to unions, churches, to clubs of various kinds—men to fraternal organizations and civic clubs, women to P. T. A.'s, to consumer, church, social, cultural, and other clubs and groups. Workers patronize theaters and bowling alleys, beaches and swimming pools, and dance halls. Their children attend schools, belong to neighborhood clubs and community centers, play in parks and on playgrounds, patronize libraries. Agencies responsible for all of these activities have a stake in the recreation program and should be represented on the committee along with public, semipublic, and private agencies, plant management, and labor unions.

Groups to Include

Public Agencies

(Those agencies subsidized by public tax funds.)

Municipal Recreation Department.
Municipal Park Department.
Department of Education.
Municipal Planning Commission.
Local Housing Authority.

¹ Suggestions for organizing a war recreation committee with responsibility for community-wide coordinating and planning are outlined in *Recreation in Wartime—A Handbook for Recreation Committees of Local Defense Councils*. Available through the Federal Security Agency, Office of Community War Services, Washington 25, D. C., or Office of Civilian Defense, Washington 25, D. C.

Semi-Public Agencies

(Those agencies deriving their funds through solicitations, gifts, donations, or endowments.)

Council of Social Agencies.
Federated Churches.
Federated Settlements.
Youth welfare agencies (YMCA, YWCA, YMHA, CYO, Boy Scouts, Girl Scouts, Campfire Girls, etc.).
Local USO Council.

Commercial

Chamber of Commerce.
Business Men's Association.
Retail Stores Association.
Theater Managers Association.
Bowling Alley Operators Association.

Others

War plants.
Labor unions.
Neighborhood groups (Tenant Association, etc.).
Special affiliation groups, as civic clubs, women's clubs, business and professional clubs.
Organizations with special recreation interests: music, bowling, ping-pong, chess, baseball, football, basketball, winter sports, nature.
Libraries, museums, art leagues.

III. What Are the Facilities?

FACILITIES for recreation in war industry communities are of as many varieties and kinds as the resources of the people living in the communities. Setting up a program may be a kind of grand-scale obstacle race in the face of scarcities and priorities, rationing and prohibitions, manpower deficits and general restrictions. But there is no such thing as "can't" when a community really gets its back under its job.

The main points to discover are:

Where are the existing facilities?

Public. Private. Commercial. Industrial.

How can existing facilities be expanded?

In hours of use? In size and capacity? In equipment?

What hidden or unused facilities can be discovered?

By diversion of private facilities to public use; by conversion of vacant or little-used buildings.

What new facilities can be provided?

These will be few, but they are being provided in some instances in housing developments, plants, and through the ingenuity of citizens, chiefly using their own labor and materials.

Some facilities will be permanent, some temporary. Some of them will be new, but a lot of them will be makeshift and made-over, adding zest to the effort. One midwest city, put to it to find places for basketball and volleyball games and other mass play, constructed removable floors which could be firmly anchored over the swimming pools. In a western city, now a boom town, the craft division of the recreation department has devoted its efforts to making equipment for games. Where equipment runs short, people go back to old-time games such as tug-of-war, jumping contests, and whittling clubs.

Facilities must meet the widely varied needs of those to be served according to age; recreation hours; travel radius; special interest—of women, young people, or children.

They must make provision for such a wide gamut of interests as:

Rooms for indoor games—for adults and children.

Halls for dances and entertainments.

Places to read, relax, for music, crafts, hobbies, or group gatherings, as libraries, social rooms, neighborhood centers.

Parks for playgrounds, sport activities, excursions, picnics, hikes, or camping, or just browsing and resting.

Facilities of Public Agencies

Public agencies of the following character will provide facilities:

Schools provide:

Playgrounds; auditoriums; gymnasiums; workshops; schoolrooms suitable for dramatic clubs, band rehearsals, scout meetings, choral groups, photographic clubs.

Libraries provide:

Rooms for study groups, lectures, showing of films, concerts.

Museums provide:

Space for art classes, hobby groups, nature classes, lounge rooms.

City halls provide:

Rooms for lounges, amateur theatricals.

Fire stations provide:

Space suitable for square dances.

Swimming pools provide:

Facilities for corecreational swimming parties, water pageants, carnivals, tournaments, and contests.

Community centers provide:

Rooms for welcoming parties, dinner parties, card parties, songfests and choral groups, crafts and hobby groups, club meetings, discussion clubs, forums, dances, youth activities, community meetings.

Auditoriums and armories provide:

Space for community sings, concerts, pageants, rallies, dances, sport competitions.

Parks provide:

Bandstands, picnic grounds, playfields, wading and swimming pools, skiing grounds, archery fields, places for roller skating, places for fly casting, lakes for boating in summer and ice skating in winter.

Lighted play areas, where regulations permit, make possible scheduling of sports activities—softball, horseshoes, shuffleboard—past the twilight hours, and for after-supper diversion.

The purchase of new equipment is often not possible; but archery, croquet, volleyball, paddle tennis, and badminton are a few of the many sports that require minimum space and equipment.

A wooden platform, a fiddler, and callers will start feet in motion for a Virginia reel. When square-dance devotees complete their turn, waltzes or more staid dances can be arranged to perk up the older folks. Picnic areas can be developed at little expense, out-door ovens added, and woodpiles provided. Picnic tables can be used for quiet games—cards, chess, checkers. Water and rest-room facilities are essential to any play area.

When fishing is not accessible, fly and bait casting targets afford a striking example of the ingenuity to provide satisfying substitutes for a popular sport. A number of parks are setting targets in pools; while father casts his line and tries his skill, a crib near the shore of the pool provides space for youngsters to sail boats.

Where space permits, nature outings can be conducted; markers put up for nature observation; maps prepared suggesting routes. Many communities publish maps for all their parks, indicating suggested routes for hikes. Obstacle courses can be laid out in parks at almost no expense by using natural objects; other courses can be erected around football fields and baseball diamonds. Some parks equip recreation centers with facilities for handcraft activities, where articles such as bows and arrows and fishing equipment are made.

Semipublic and Private Facilities

Private community agencies, as well as public agencies, are learning to practice a good-neighbor policy. Since few new facilities can be built at this time, it is against all principles of conservation to let clubs and grounds and equipment, once serving only small groups, lie idle and unused. Membership restrictions are being relaxed in once private and exclusive clubs in order to serve a wider usefulness. Hours when facilities can be used are also being extended.

Communities are discovering many resources by converting facilities to wider service and putting idle facilities to use. Such possibilities lie in the following types of facilities:

Semipublic

Buildings operated by YWCA, YMCA, K of C, and similar organizations; girls' clubs; boys' clubs; neighborhood houses. Certain facilities are made available to nonmembers on a fee basis. Special hours for use of facilities are also arranged.

Church auditoriums, clubrooms, and auxiliary church buildings converted into recreation rooms are made available for lectures, movies, informal suppers, and welcoming parties.

Idle CCC camps near war industry areas in some cases have been taken over by public or semipublic organizations for community recreational purposes.

Memorial halls can be used for dances and other social gatherings.

Private

Homes, estates—large "white elephant" mansions—are being converted into clubs or community houses of one sort or another. Grounds of estates provide picnic and recreation areas, even spaces for victory gardens.

Private picnic grounds, beaches, beach clubs.

Privately owned museums, parks, gardens.

Private camps. Many such camps, now little patronized, can be converted to use by families or groups.

Tourist cabins may be converted into badly needed play centers for children, or with a little re-doing, as rooms for social games.

Country clubs, golf clubs.

Lodge halls, Legion halls, other society and fraternal organizations with meeting rooms and club facilities.

Department stores, with lounging facilities, auditoriums, restaurants—while privately owned, these facilities are often loaned for community purposes.

Plant Facilities

Indoor facilities may consist of: Plant and employee association club houses; plant auditoriums, cafeterias, storerooms, lounges, and general offices, converted to multiple use; rest rooms and libraries; beauty parlors for women workers.

Grounds should provide for both active sports and quiet rest outdoors, including athletic fields; spaces for horseshoe pitching, shuffleboard, and so forth; platform for band concerts, skits, and other lunch-hour programs; tables and benches, and a plot of grass to stretch out on to relax taut muscles should not be overlooked.

Equipment will be varied and may include portable public address system, motion-picture projector, stage settings; juke boxes, piano, band instruments, gymnastic equipment; lights for night activities where regulations permit; backstops for athletic activities.

Commercially Operated Facilities

Many departures from ordinary regulations are necessary so that amusement places can meet the round-the-clock demands of war workers. This requires adjustments on the part of operators.

New types of recreation facilities can be sponsored, such as well-managed commercial dance halls, canteens indoors and outdoors, snack bars, night clubs. Wherever possible these should be located in neighborhoods or where they will serve a need without transportation. Good commercial recreation should be given active community support to keep out "cheap-Jack" joints.

IV. Volunteers Needed

AS recreation facilities are taxed beyond their capacity to meet the need created by sudden and greatly expanded population, it becomes difficult to find people to man facilities and programs. There are too few to do the things to be done. The armed services and war jobs have drained off many recreation workers. The general shift and shuffle, affecting recreation as all other fields, have left serious gaps. And these gaps are part of an emergency in which trained recreation leaders are needed as they have never been needed before.

The gaps in leadership must be filled in part from outside the ranks of professionals or those once in the ranks who have stepped out. The gaps must be filled by volunteers: volunteers directed, equipped, and serving under capable leadership of professional workers.

Who are the volunteers? Where are they to come from? How can they serve?

Communities have different answers to these questions according to local situations. The volunteer office of the local defense council recruits, registers, and refers volunteers who are willing to give service. In order that volunteers may come in to reinforce and strengthen programs, the official leaders need to hold firmly to certain criteria and standards. First of all, volunteers must fit into a going program. That program must be interpreted to them. They must be exposed to the best recreation principles, and they must have training. A willing heart is not enough.

Situations are, in many cases, new. New skills and techniques are needed to deal with the wants of boom-town populations—people suddenly thrown together by the war demands. A background of understanding of the problem, as well as specific skills, is essential.

The Who, Where, and How of Volunteers

Mainly the volunteers will be workers with marginal time. They will come from these groups: older men and women not actively engaged in war work—housewives, and men beyond draft age; young people—students in colleges and even high-school pupils; workers—professional, clerical, and industrial—who can spare a certain amount of time from their regular jobs.

Specifically, these volunteers will be found in certain groups with training and ability that fits them for particular types of service.

Students in colleges and high schools can lend their special training and skills. Athletic fans can promote sports clubs among such groups as unions, plant workers, young people; can help organize women's groups for sports, hiking, etc.; can act as umpires and officials;

can lend leadership, guide sports and games among boys and girls in the community.

Students taking library courses can assist with story-telling hours on playgrounds; can help groups find plays, pageant material, suggest books for reading clubs.

Students of journalism can help dramatize and publicize community and group recreation programs. Art students can help with posters. Students of sociology can help with research problems, survey, spot maps, etc.

Home-economics students can help women workers with club programs; assist in child-care centers; help with information on nutrition, consumer problems. Students of physical education can lead programs for groups of adults and children, after-school youth groups; can teach swimming and calisthenics.

High-school students represent a reservoir of volunteer aid which communities are only beginning to utilize. Members of Victory Corps programs have been trained for service in many fields. Many are equipped to help on playgrounds and in child-care centers and to help care for children of war workers in homes. Girls and boys can help entertain with high-school bands and orchestras; serve as sports aides; or in information booths; distribute fliers, help with clubs for teen-age young people in housing and trailer projects.

Teachers. Overburdened as most teachers are today, they still find time to do extra and different jobs; can provide leadership of children in after-school play programs and summer work.

Specialists in arts, crafts, music can stimulate and lead groups of workers, children, and youth. Art teachers can help with the designing of costumes for plays and pageants, can encourage and direct interest in painting and sketching.

Science instructors can assist with nature study and hobby groups.

Teachers of music can promote and train choral clubs and orchestras among workers, community groups, and young people.

Vocational shop instructors can help build recreation equipment, assist with stage props, build scenery for plays.

Housewives. Increased demands are being made upon housewives, but many of them have talents—and some have time—which can be devoted to recreation programs.

Many housewives already are serving as assistants in child-care centers. More are needed as this service expands. "Block mothers" in some communities are helping look after children of working mothers by organizing backyard play, story-telling or reading, and games; by providing a home for them to come to until parents return.

Women can assist by teaching cooking and other household arts, or by serving as shopping aides to working housewives in their neighborhood.

They can help groups of young people with victory gardens; those with professional training can act as assistants to teachers of crafts or hobby groups; they can assist with social affairs or other programs of church or private agency groups.

Industrial workers. In the ranks of industrial workers themselves can be found a great variety of talents to be tapped for volunteer services.

In many plants workers with recreational ability serve as leaders of recreation programs. Within the ranks of plant workers have been found men and women with skill in sports, crafts, music, and art, as well as mechanical skills. All of those talents are a gold mine for reserve leadership in recreation programs.

Members of club groups. Many untapped reserves of volunteer help are to be found among the members of men's and women's service clubs, P-TA's and Junior Leagues.

They can serve as helpers and leaders in organizing and promoting social events, as leaders of youth groups, especially among the newcomers; they can visit and extend hospitality to residents of housing and trailer projects, help to get programs going among them, extend the use of their club facilities.

Hobby leaders and individuals with special interests. In every community there are hobby specialists or individuals with special avocations or interests—collectors, craftsmen, researchers in certain fields—who are valuable citizens because they have capitalized on leisure time. They can serve as leaders in the field of their enthusiasm, whether it be special cookery or astronomy, folklore, photography, finger painting, or carpentry.

Training Volunteers

Wherever possible volunteers should be recruited for specific jobs. Courses become more practical—catch the imagination—when they serve as a preparation for an actual assignment.

The first step is to secure from all recreation groups a list of their leadership requirements. The local war recreation committee can be of great help in securing this information, from which plans for volunteer training courses can be organized.

Leadership training courses² may train volunteers for leadership in specific skills, such as folk dancing, crafts, or archery, or they may be courses for the training of leaders to serve a number of different agencies in the community in varying capacities. This latter type would include, for example, training leaders for social recreation

² See *Volunteers in Recreation* available through the Federal Security Agency, Office of Community War Services, Washington 25, D. C.; *Training Volunteers for Recreation Service* (50 cents) available through National Recreation Association, 315 Fourth Avenue, New York, N. Y.

in clubs, churches, or community centers, or for playgrounds and boys' and girls' clubs.

The recreation committee, through a representative agency or sub-committee, generally arranges for the courses and instructors, schedules the time courses are to be given, determines the place where meetings will be held, prepares printed or mimeographed literature.

Use of Volunteers.

With trained volunteer leaders most community recreation groups could extend their sorely needed services. Parks and municipal recreation departments, private agencies and Scout groups, unions and plants, housing projects and settlement houses are a few of those who need aides to carry on programs.

V. The Program

PROGRAM at all times is built around need—the need of people for fulfillment, extension of their lives beyond work. Programs change as needs change. There are certain types of programs, based upon general interests, which will appeal to large groups, as movies, concerts, pageants, athletic events, community singing, plays.

Other programs appeal to groups according to age, hours of work, or sex. Some of these specialized groups are: odd-hour workers, younger workers, women workers, youth groups, and children.

Other natural groupings will determine other program needs, as people with certain common interests. Such groups include workers in particular plants or trades; agricultural workers; members of unions; members of particular churches; residents of a particular neighborhood, housing project, or trailer community.

Public Responsibility for Recreation

Although any community has a definite obligation to provide recreation for its members at any time, public responsibility for recreation still lags far behind public responsibility for health or education. In time of war it is imperative, particularly in the heavy war impact areas, for communities to recognize that recreation is an essential part of their obligation to their citizens—new or old.

What Do We Mean by Program?

Let's know what we mean when we talk about program—not get stuffy or confused. It is not a formal “do this” and “do that” we mean, but rather the full, wide sweep of “what to do” by way of recreation, play, renewal of mind, body, and spirit. And we *do* mean “what to do”—the free and the spontaneous—not the ready-made “what to be done for.” The essence of program is initiative, creativeness on the part of participants.

Planning a Program

Two main points should be kept in mind as guiding principles in planning a program:

One.—Recreation for industrial workers should be an integral part of recreation for other members of the community. Workers may have special recreational needs because of the hours or nature of their work, or for other reasons, but recreation for them should be part of the general stream of community recreation.

Two.—Recreation for industrial workers should include recreation for their families, and particularly for their children. Plan for recreation with the whole family in mind.

In short, treat recreation as a total community job.

No ready-made pattern will serve all situations in all communities. But examples of going activities and programs of value in different communities offer practical help, particularly where recreation programs for workers are in the initial or experimental stage.

The examples that follow are taken from the experience of communities in meeting recreation problems thrust upon them by the emergency situation. They are not ideals but in the nature of a mosaic of practical experiment and achievement spread over the Nation.

WHAT COMMUNITIES ARE DOING

A NEW ENGLAND CITY'S COMMUNITY-WIDE PROGRAM

Population suddenly boomed in this conservative New England city. Its old established industries were rapidly converted from peacetime to defense—then war—production. In 1941 a defense recreation committee was organized as part of the city defense council.

Pooling All Resources

The recreation committee's policy at the outset was to plan for recreation as a whole, with no special emphasis on recreation for war workers. In consequence, recreation for war workers has been successfully incorporated into the total community program. A second point of policy was to work through and with all existing agencies, to set up no unnecessary new ones—evidence of good, sound New England practicality.

The Community Chest and Council increased the budgets of the agencies concerned with recreation. This strengthened the existing groups already experienced in the field.

Not only have all agencies in the city been drawn into closely knit coordination in the program, but the State defense council has served as an important background. Its recreation committee mobilized the resources of those organizations that function on a State-wide basis. The State recreation committee has compiled a recreation manual for use by all the communities in the State. It has distributed literature from the State planning commission, giving information on hikes, ski trails, bathing beaches, and the like. The State committee also has been effective in getting State laws which affect recreation rescinded.

Getting the Program Across

A "What's Doing" directory was prepared especially for war workers. . . . Fifteen-minute daily broadcasts make known currently "what's doing" in recreation events, commercially, privately, and publicly sponsored. . . . Placards on school bulletin boards announce to children of employed parents where recreation is provided for children in after-school hours; also acquaint them with recreational opportunities for adults so the children can take the word home to their parents.

Commercial Cooperation

A subcommittee on commercial recreation, of the recreation committee, cooperating with commercial operators, has succeeded in having movie houses, skating rinks, bowling alleys, and other commercial amusements kept open after midnight for workers. Working on a turn-about schedule, the operators remain open alternate nights—not only doing a profitable business but helping make life more livable for workers on swing and graveyard shifts.

A leading department store operates a "Store Door Canteen" for service men and war workers, under the direction of the woman personnel manager. It is open through the day and until 10 o'clock every weekday evening, with a paid hostess on deck constantly, assisted by volunteer hostesses from the store's staff.

While planned primarily as a canteen for servicemen, the store facilities are extended to war workers. The center provides a place for them to relax and rest while downtown.

Public Agencies

The public recreation department, park department, and schools have cooperated wholeheartedly with plants and workers' groups, making facilities available and to some extent providing leadership. The public recreation department offers practice periods for basketball in 16 school gymnasiums at hours that don't interfere with the regular school program. A girls' club from one of the aircraft plants uses a school gym in the evening once a week. Sixteen gymnasiums, eighteen community centers, and three indoor swimming pools are available to war workers.

Private Agencies

To many of the war workers in the city, the YMCA offers a wide variety of interests. . . . Ninety-two percent of the membership is made up of industrial workers. This increased membership has swelled the normal attendance at activities and resulted in the addition of new ones. . . . Midnight gym classes, dances, smokers, games, speakers, give workers on late shifts a break in the way of something to do.

On Sunday afternoons and evenings a "Victory Program" is arranged cooperatively for service men and war workers. It includes bowling, movies, table tennis, and dancing. An informal "Open House" program is a nightly affair.

An industrial athletic league is sponsored by the "Y" especially for young war workers . . . and over 1,000 factory workers participated in basketball teams . . . a bowling league of 10 teams . . . a "Y"-sponsored foremen's club plans a recreation and education program for foremen in the plants. The K of C and YWCA operate similar programs.

A CORN BELT TOWN GEARS TO WAR

This midwestern Corn Belt town had three small aircraft firms employing 1,300 workers in 1939. The normal population swelled by an influx of 40,000 new workers within a year. All the usual problems growing out of such sudden transitions inevitably piled up, taxing all facilities.

Foreseeing the recreational need, the city hiked the tax levy for community recreation in order to provide additional facilities. A defense recreation committee was organized to sponsor a program. The aircraft plants added to the city funds. Many of the activities, such as the athletic leagues, are self-supporting. Recreation facilities are provided as an integral part of housing projects and trailer camps.

Neighborhood Center Programs

The greater proportion of the new workers in the plants are country folk. They are land-loving people who get homesick and lonesome in cities. Moreover, there is a rising proportion of women among the workers and many children in the housing projects and trailer camps. Keeping these facts in mind, the recreation program gives more and more emphasis to family recreation, to simple neighborhood entertainment.

Community programs are being developed in seven different schools. Games, square dances, arts and crafts classes, Red Cross knitting and sewing groups, and the swimming pool offer interests for every member of the family and keep these centers humming with activity.

New park facilities have been provided. These are in the nature of neighborhood park and play spaces, providing opportunities for recreation and play for the whole family.

Arts and Crafts Center

The program lays great stress on arts and crafts. An active center, equipped for a wide range of crafts, operates in the downtown section of the city . . . doors are open from 9 a. m. to 11 p. m., with both professional and volunteer leaders in charge. . . . The center has

over \$2,000 worth of equipment—hand tools, power machines, looms, equipment for pottery making and clay modeling. The shop is for the use of adults; it is very popular with young people from 16 or 17 years of age. . . . A charge of 50 cents a month is made for use of the tools and equipment . . . each person provides his own materials. . . . Father may often be busied making a boat in one part of the shop, mother occupied with the loom in another, and Junior devoting his time to making model airplanes.

Tool kits are taken from the craft shop to the playgrounds for the use of younger members of the family.

Recreation in the Housing Projects

Two Federal housing projects—one of them among the largest in the country—and a group of Government-sponsored trailer camps were provided for the new population. Every effort is made to bring these new residents into the community recreation program, to make them feel a part of the life of the community. The defense recreation committee works with the housing project directors in promoting a joint program. . . . A corps of volunteers visits the new residents and helps to establish friendly relationships.

SOUTHERN TOWN MEETS EMERGENCY

Only within the past decade has this town been reclaimed from farm land to industrial community, and it is justly proud of the orderly planning which has brought that about. An ordnance plant moved in, swelling the working population from 8,000 to 28,000, the general population from 18,000 to 45,000. The town's planned development has laid a good foundation for the emergency, but even before the ordnance plant came the population had outgrown available housing, shops, recreation facilities.

Making the Best of It

A recreation building in the heart of the city was an object of much civic pride. But the ordnance plant took it over as an administration building, because no other place was available. Despite a rapidly expanding recreation program, the citizens had to make the best of that. Schools and other available facilities, recreation buildings, and playfields of plants were pressed into service.

Unable to get enough professional leaders to assist the director of recreation in carrying out the community-wide program, a complete corps of volunteers was trained to direct the widely dispersed and varied activities.

Recreation for All

Three schools have been converted into community centers. Accent of the program is on recreation for all. . . . After-school programs

keep the school centers buzzing with interest for the youngsters . . . an active program on the playgrounds adjoining the schools keeps the older children occupied. There is also a program on the playground of the trailer camp where 200 families live. There is additional recreation space in the administration building at the camp and a community recreation hall. . . . Women of the camp help as volunteers with the children, under leadership.

The community-wide activities are an important part of the program—dances, community sings, plays, folk-dance programs, forums, hobby and craft exhibitions, special parties on holidays. At the twice-a-month "community night," held in the community centers, several hundred people gather. Square dances are the favorites. Everybody, young and old, takes a turn. Being in the mountain section, famous fiddlers among the mountaineers are often called in and, under the inspiration of their tunes, "join the dance." Community-night programs are directed both by trained leaders and volunteers under their direction.

Victory Gardens

The city has given over a plot of city-owned land for victory gardens. Some of the industrial plants have also donated plots . . . gardening has become one of the favorite outdoor activities for many people. A garden exhibit planned for the end of the season stimulates interest. There are special plots set aside for the children.

HIGHLIGHTS OF OTHER COMMUNITY PROGRAMS

New Pioneering to West Coast City

A west coast city, one of the booming centers of shipbuilding and airplane production, meets its problems in the spirit of its early pioneers. Fortunately, it had a municipal recreation program which had proved its effectiveness in serving the community through the difficult depression years. In this new emergency it was expanded and adapted to the new needs.

A bulletin, prepared by the Council of Social Agencies, giving news of all recreation features and a calendar of events complete enough to cover the recreational needs of every man, woman, and child in the community, appears under the head, "Hi, Neighbor! Look What's Doing!" . . . Nine high schools make their gyms available to workers' groups Monday through Friday from 7 to 10 p. m. . . . the schools pay a physical education director to supervise the whole program. . . . Park buildings are open from 9 a. m. to 11 p. m. In the field houses, equipped with gymnasiums, stages, and social rooms, a humming program of events is scheduled, including concerts, book reviews, lectures, discussions.

City Welcomes Workers

In a southern city, where traditional industries have converted to war production, the recreation department at once recognized its responsibility to newcomers, and freely opened all its facilities to the war workers. The department has budgeted \$850 for special "fun night" in 4 high schools . . . individuals and teams from 7 war plants participate. . . . The department pays the school board an average of \$5 an evening for the use of the schools, making no charge to the participants . . . 14 basketball leagues have been formed.

Workers Help Guide Program

In a large eastern industrial city, war-plant workers themselves, with representation on the war recreation committee, have been extremely active in guiding the program. A recreation institute was held, and helped rouse public opinion on recreation for workers, to stimulate new programs and expand those already going. A committee of workers representing the different plants induced a roller-skating rink, commercial dance hall, a large movie theater, bowling alley, billiard and ping-pong rooms to keep open from 2 to 4:30 a. m. . . . 9 swimming pools now open at 9 a. m. . . . 12 horseshoe courts in a public park are kept lighted to 11 p. m. In short, a round-the-clock working city is going a long way toward accomplishing round-the-clock recreation.

Midwest City Tunes Up

A midwest city found a huge, sprawling ordnance plant rising just beyond its borders. The plant and Army depot brought in 7,000 workers. Anticipating the need for recreation, a defense recreation committee was formed, and a city recreation commission set up. The War Chest assigned \$5,000 to the commission for community recreation. Profits of an "Amateur Day," which climaxed the summer recreation program, netting \$1,400, were added to the War Chest fund. The city treasury added further to the appropriation. A thoroughgoing program of recreation is getting under way, and close cooperation is being worked out between city residents and ordnance plant and Army depot personnel.

A "Newcomers' Dinner Club" has been organized, meeting once a week . . . those attending enjoy a good, home-cooked meal, with a program afterward and group singing. The newcomers feel at home. A local hobby club has invited the ordnance plant workers to their twice-a-month meetings. . . . The ordnance workers are also invited to an "open house" held once a week by one of the fraternal orders. . . . The YMCA throws open a large room to the ordnance plant chorus for their once-a-week rehearsal.

Small Town Does Big Job

A rural southern town of 7,000 boomed to 15,000 with the erection of several large ordnance plants, with all the usual boom-town problems. The citizens went to work to meet situations. A Federal recreation building was built along with the ordnance plants, and a recreation commission was appointed. The recreation building has become a center of community activities. . . . It has stimulated a community life that never existed before. Civic clubs meet there, industrial workers hold parties, ladies of the garden club meet. . . . Everybody comes because there's an interest for everybody . . . for the children there's a playground circus . . . a club for boys . . . a nutrition class for homemakers and others . . . athletic leagues compete . . . the rafters ring with community sings . . . youngsters and their elders gather for dances.

The municipal commission employs a superintendent, a recreation leader, and a janitor for the center. A house committee composed of representatives of various groups in the community is responsible for supervision. The building—provided for by Federal funds, operated by a budget which the city council provides and the Community Chest supplements—has become the nerve center of the town's life. Different agencies with a corps of volunteer helpers operate the programs, and all citizens participate in them.

PUBLIC AGENCY PROGRAMS

Teamwork on the Recreation Front

In a midwestern city where some of the Nation's most vital war industries are centered, the municipal recreation department works in close cooperation with the defense recreation committee, industry, and with the city's social agencies.

The city sponsors industrial leagues in baseball and basketball. The recreation department lends equipment—as much as needed and without charge—to responsible borrowers for outdoor parties and sports. If help is needed in planning a special outing one has only to ask for it.

"Victory sings," community songfests, staged under the joint auspices of the recreation committee and recreation department, on the nights when recreation centers are open, bring together war workers and neighbors in the community and help to make newcomers feel they "belong."

An active information service informs the public on the condition of skating, skiing, and tobogganning facilities in winter. One of the local papers and a local radio station also channel the information.

"Let's Get Acquainted"

When new workers poured into a small midwest town, members of the defense recreation committee staged a "get acquainted" party, with a show, short talks, dancing, games, and singing, in the auditorium-gymnasium of the local high school. Seven hundred people shared the fun—enlisted men, war workers, and their families. The parties have been monthly affairs ever since.

Small Towns Find a Way

In a little midwestern town of 1,300 the population doubled when a large war plant was erected. Every able-bodied person in the town went to work in the plant. Two private trailer camps were established. With fine cooperation the town board, together with the defense recreation committee—which soon got under way—worked out a recreation program: the high-school gymnasium and playfield were made available to all comers. . . . a two-story building in the town which was not being used was converted to recreational uses . . . a ball field and horseshoe courts were lighted for night play. The square and round dances held regularly attract as many as 500 . . . townsfolk in their dress-ups mingle with the workers in work clothes coming straight from the shift . . . young folks and old, in the kind of democratic good fellowship of early American days.

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One small town in the middle west solved the problem of lack of available reading matter by means of a bookmobile which was instituted through the interest of a college librarian, the supervisor of the State library extension service, and a county judge. The State library board provided \$3,000, the county a similar amount. The bookmobile brings books to schools in the country, to the arsenal, the residents of a woman's dormitory. The staff of the library-on-wheels consists of two noncertified librarians, a driver, two clerks.

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The municipal recreation department in another midwestern community has inaugurated a "Dawn Patrol." Started as an experiment, the affair is now held once a week, and three or four hundred workers—men and women—enjoy the midnight to 3 a. m. program. They play darts and table tennis, dance, talk, read, visit, enjoy doughnuts and coffee, and even take showers.

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Mexican migrants who came across the border to work on far western farms were welcomed in good neighbor fashion. The defense recreation committee in one town arranged for English lessons and Spanish dancing in the local high schools; provided busses to bring

the workers into town. . . . In two other cities the recreation department provided athletic equipment for play, promoted fiestas of truly Spanish character.

PRIVATE AGENCY PROGRAMS

"Fun When You're Done"

In one midwestern city where even in normal times the industrial plants furnish the lifeblood of the community, private agencies have thoroughly revamped their programs to adapt to the lives and needs of round-the-clock workers. They have met the demands not only of the workers in the war plants but of those working in offices, stores, and various service occupations, many of whom have come from out of the city.

The YMCA has a program—"Fun When You're Done"—with a wide sweep of activities from swims to dancing and bowling. Its doors are open to nonmembers for a weekly charge of 50 cents, which includes everything except bowling. On the third Thursday of each month there is a gala "Aircraft Night," for the workers in the aircraft plants, from 11 p. m. to 3 a. m. . . . usual attendance is between 600 and 700.

The YWCA has an industrial department with a secretary in charge to promote hospitality for women workers. Its informal "Recreation for Defense" program is for both young men and women . . . a welcoming hand is held out also to service men.

Teamwork in a Midwestern Town

The opening of an ordnance plant in the vicinity of the Great Lakes brought hundreds of girls and women to make shells and munitions for the guns of victory. A large dormitory was built to house many of them, but the town's facilities bogged down under the normal demands for recreation—a place to relax and things to do.

A club was opened especially to serve the women workers, and an activities secretary went to work to coordinate all the agencies serving recreational interest. Volunteers help with activities. A committee of girls in the ordnance plant acts as a liaison group to interpret the desires of the workers and help initiate programs. . . . Representatives of the Red Cross have helped start knitting and sewing clubs. In this service, which has an accompaniment of sociability, the women workers find a recreational outlet as satisfying as some of the more active forms of play.

Americanization Classes

A recreation center of a denominational group in one city has 33 clubs with a range of activities to interest all ages, with particular

emphasis on the younger groups. Among its important activities, in a city which has attracted a large number of foreign-born among its workers, are Americanization and citizenship classes.

Something for Everybody

In a west coast city, a booming center of shipbuilding and airplane production which has brought into the city many workers from outside, the YMCA has programs of interest to every member of the family. There's even a cooking class for fathers; Dad is in need of help, now that mothers have exchanged the kitchen job for war jobs. . . . With an eye to the often neglected older school children, swimming classes and craft classes are held for children of the neighborhood after school. . . . If the whole family wants to turn out together they can, one evening a week, enjoy a talk by a prominent radio commentator on "Ahead of the Headlines" with a social hour after the talk.

There are hobby or craft classes in almost everything from how to be your own plumber to art and photography. The classes are held twice a week in the evening schools, with a moderate fee of \$3 for a 12-week term. For girls from 10 to 14 the YWCA holds a "Hobby House" on Saturdays from 10:30 in the morning to 3 in the afternoon with programs of all kinds—crafts, arts, games, swimming, dramatics.

Swing Shift Cinderella Dances

Tired of being swing-shift Cinderellas, union girls in an eastern city, led by one of their number, held a dance. They got the cooperation of a private agency and the recreation department. The agency lent space for the dance . . . 300 tickets were sold in advance at 35 cents each . . . 600 came . . . the hall couldn't hold them, rooms were opened for games . . . a more than good time was had by all, and the dances are now a permanent weekly affair.

Good Times for Trailerites

A religious group in another eastern city has thrown open the door of its recreation center to the tenants of the 500-unit trailer project for social parties and square dancing. This broke the ice among the trailerites, who had not until then participated in programs together and were strangers to one another. The reserve which prevailed when these parties were first held soon vanished as the people became better acquainted.

This and That

The recreation committee in one New England city had an odd request—to provide facilities for a Turkish bath and the services of

a masseur and a masseuse, to help relax muscles stiff and sore from working in cramped positions.

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In one city it was found that many of the married workers could not enjoy the evening programs planned by community agencies because they had to stay home with the children. A recreation agency lined up a number of high-school girls who stayed with children in the evening for a moderate charge.

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A club facility for women war workers concentrated in an eastern war plant area runs two night programs—movies one night a week, the other a dance, starting around midnight and running until 3:30 a. m. The same center has a special bowling program beginning just after noon one day a week for girls on the 4 a. m. to noon shift and another day a waffle “supper” at 12:30 noon . . . a breakfast one morning a week at 8:15 for girls on the 12 to 8 shift.

WHAT CHURCHES ARE DOING

Recommended Church Activities

In one of the eastern States where many communities are bristling with war plants and consequently have a large influx of new residents, the State Council of Churches and Religious Education has recommended a varied hospitality program.

Some of the specific measures recommended in order to extend services to newcomers are a survey to determine something about the workers and their church affiliations; new-family visitation; cooperation with other community agencies so the churches might assume their fitting responsibility; distribution of invitations to attend church services and programs, pew cards; guest registration books; big brother activities; religious meetings in factories or in housing projects; advertising of church facilities and services through posters, radio and movie trailers; homelike community centers; home hospitality; extending possibilities of unused church rooms; young people's entertainments; community entertainment; programs for children of working parents; guidance program and educational work; programs on social action.

In carrying out these recommendations the Council of Churches voted to ask permission of plants to insert in employees' pay envelopes invitations to attend the churches in their neighborhood . . . the church lay people have organized to carry on systematic personal calls to war workers and their families . . . by means of the cards in pay

envelopes workers have the opportunity of sending in their names and addresses to the Council of Churches. When these cards are sorted they can be used as a basis for personal contact.

“Recreation, Friendship, and Service”

With these watchwords the churches in one community hold out a hand of welcome to the many strangers within its gates. A Defense Commission of the churches was formed to coordinate and act as a clearing house for the services of all the different churches. The commission assembled a directory listing the numerous opportunities for recreation offered by the city's churches.

Many varied programs are offered. A typical sampling includes a program of foreign films, designed to promote good neighbor fellowship; lectures by distinguished persons, followed by supper; sight-seeing tours, usually on Saturday afternoon or Sunday; visits to the zoo, with talks by an authority on animals, picnic lunch in the park; dancing parties, game nights, open house.

Study and Culture Groups

In several western cities where the war impact is heavy, one church welcomes into its cultural groups many strangers from outside the cities. Groups include the study of music, operas, operettas, chorus and choir work; teaching of dancing of many forms; speech arts, including debates, story-telling, book reviews; drama, road shows, plays, and skits.

Come to Dinner

Many a lonely war worker is left to his or her loneliness while invitations to service men for Sunday dinner in homes go begging. A group of leaders of civic, church, and fraternal organizations meeting in one city recently to discuss service to soldiers reminded citizens of the fact that war workers, too, who are strangers in the city and must eat in crowded restaurants, might welcome a home dinner after church. . . . It was suggested that in offering hospitality they might signify that either war workers or soldiers would be welcome at their tables.

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In a southern town the churches hold dinners once a week, with a nominal charge . . . the purpose is to provide social contacts between the newcomers and the older residents.

Church Rooms Opened

The opening of church facilities for many purposes—gymnasiums, lunch rooms, lounges, and game rooms—is a boon in overcrowded cities. One west coast church opens its Sunday school room as a rest center for women who come into the city for shopping or mar-

keting. . . . A church in a southern city lends a room to young women workers as a place to bring their lunches. Hot or cold drinks are served each day to supplement the lunch the girls bring with them.

Churches Go to Workers

When workers can't go to church, religious services are often arranged at places convenient to them or at special hours to accommodate them. In one city during Holy Week both Catholic and Protestant services were held in a Government building which is too far removed from churches to permit workers to attend . . . services are also held in the building for Sunday workers.

PLANT RECREATION PROGRAMS

Getting a Program Started

Recreation offers one of the best means of promoting good relationship between workers and management in a plant. Frank, free discussion, and the sharing of responsibility opens the door to mutual understanding and cooperation. In the working out of a program of recreation, workers' needs are interpreted to their employers and the association makes for cooperation both on and off the job.

In one large munitions plant which was just beginning operation, recreation for the workers was organized through an association among the employees which plans and finances all types of recreation and social welfare. In the community the Council of Social Agencies sets up a special committee to cooperate with the plant's welfare bureau and the employees' association. On that cooperative basis an active program is being developed.

Finding Out What Workers Want

In a small eastern town the defense recreation committee issued a questionnaire to more than 3,000 workers in the plant to find out what activities they were interested in. Approximately 1,200 questionnaires were filled out and returned. Besides answering on the 27 activities included in the questionnaire, 11 additional ones were written in. . . . The program has been worked out by the recreation committee and volunteers from the plant. Basketball has proved the most popular of the athletic sports, with 8 teams participating. The high-school gymnasium is used rent-free for practice and games. . . . A ski tow is operated by an association made up of 350 workers in the plant . . . a gun club has a membership of 200 . . . a camera club has 50 members. . . . There is a company band of 60. In winter 2 tennis courts in the village are flooded for ice skating.

Music While You Work

In war plants music is being used as an antidote to fatigue and boredom and is found to be an actual aid to production.

Surveys have shown not only that music, by relieving the tension of monotonous work, is an aid to the worker, but that it reduces accidents and ups output from 6 to 11 percent where it is in regular use.

Workers' Own Initiative

In one west coast shipbuilding plant the workers on the swing shift put in a request for roller-skating facilities. As a result, their recreation leaders rented the largest rink in town from 11:30 p. m. to 3:30 a. m. 1 night a week. A skating club was formed among the workers to assure attendance. The first week 280 skaters were present, 370 the next, and within 2 weeks the attendance boomed to 500.

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The workers in one large eastern munitions plant who publish their own paper offer prizes for good ideas for new kinds of afterwork recreation. As a result, a wide range of recreational interests has developed—a company band, dramatics, the usual sports, and badminton, archery, and croquet. . . . Best of all, however, for summer recreation, is the center which has been opened at a nearby beach. Dancing to orchestra music is held on Saturday nights and juke box dancing during the week. There are plenty of picnic tables for basket parties and lunches. Special bus service is provided at reasonable rates.

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Workers in a west coast shipyard staged a musical review, planned and put on entirely by themselves and their families. The show was enthusiastically attended by 600 of the players' fellow workers.

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At one midwestern plant the employees run refreshment carts to sell snacks and soft drinks. . . . This same plant, which definitely has the feminine touch, employs a full-time director of girls' activities . . . as a result many parties and special excursions are scheduled in which as many as 500 girls often participate.

Education and Culture

Young people of high-school age in a big shipyard have the opportunity for classes which are held daily from 7 a. m. to 11 a. m. in the Federal recreation building. Classes, directed by the Maritime Commission, include spelling, English, first aid, economics, and history.

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The workers of an eastern aircraft company have developed a fine chorus, with a large and enthusiastic membership. It gives concerts not only for the pleasure of fellow workers but in a number of nearby

housing projects and recreation centers. In this same plant workers have enrolled for extension university courses in meteorology and navigation. Classes are held twice a week, one class for the daylight workers and one for the swing shift workers.

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The industrial athletic association of a west coast city, in cooperation with the United States Navy, has organized evening classes in model plane construction. Members of the classes participated in a model plane display and flying contest held at the municipal auditorium.

Methods of Financing

One of the largest aircraft companies finances recreational activities for its employees out of a special budget from profit on activities. There are no dues. The larger activities, for which there is a charge, carry most of the smaller group activities. Bowling is self-financed. Maintenance and many other services are paid by the plant.

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One of the largest rubber companies in the country operates a parking lot in the rear of one of its buildings and the proceeds are put into the employees' recreation fund, as are the funds received from certain of the league games played by company teams, from lunch-box concessions and similar receipts. This company owns a lake outside the city and maintains recreation facilities for outings summer and winter. Employees of the company can make use of camping grounds for a dollar a week charge.

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A large New England plant maintains an elaborate clubhouse for its workers. Recreation is carried out through clubs, whose members pay dues of 25 cents a month. Any deficit is carried by the company. Besides the facilities adjacent to the plant and those in the clubhouse, the company owns a grove which is used for picnics and outings. There is no paid recreational staff, but qualified employees serve on a voluntary basis.

INTERPLANT AND PLANT-COMMUNITY RECREATION

One of the main objects of recreation is to bring people together, to break down barriers, to mix and mingle and know "other kinds of people." To that end interplant activities and recreation that bring workers in a particular plant into association with groups in the community is an important part of the plant programs.

In many cities where normally there is a high percentage of industrial population, recreation departments have encouraged labor-management athletic associations. With the increase of the industrial

population in wartime, these associations serve as a strong link in the recreation chain. In one west coast city where such a labor-management athletic association is promoted by the city recreation department, the association is responsible for encouraging a wide program of games and contests between teams of the several large war industry plants.

Interplant Leagues

The board of recreation commissioners of an eastern town has brought about close relations with the plants by promoting athletic meets, leagues, and tournaments. An association was formed. On the committee in charge there were two representatives from each plant. A plant may enter as many teams or individuals in any tournament as it pleases, but at least four plants must be represented in any tournament. The association has stimulated interplant recreation: activities include bowling, basketball, table tennis, rifle range, softball, golf, badminton. Riding, hiking, and bicycling clubs have also been organized. Special activities are planned for both men and women. Facilities and equipment for the program are provided by the recreation committee.

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Interplant bowling leagues, softball leagues, and baseball leagues pit their prowess in hotly contested games in many industrial communities. Bearing such names as the "Aces," the "Dynamites," the "TNT's," teams are backed and bet on with as much ardor as big leagues. . . . Play among teams is not confined to competition with other plants—often plant teams play high school or State champions.

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In one midwestern aircraft plant a group of concert singers has attained professional rating. Not only do the singers provide entertainment for plant parties but they give concerts from time to time for the entertainment of public audiences outside of the plant.

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In one city which has a fine symphony orchestra, concerts have been given especially for industrial workers. The concerts were on Sunday afternoon at 5 o'clock; prices were 50 cents and \$1, with no reserved seats.

LABOR UNION PROGRAMS

Recreation is a recognized service of most labor unions, both for members and their families. Membership dues usually include provisions for recreation. The kinds and degree vary widely. Besides union-sponsored programs, unions usually have representatives on

community recreation committees and have established contacts with local recreational agencies. Within union membership is to be found valuable leadership for recreational activities—in athletics and sports, music, and crafts.

Unions Initiate Recreation Association

In one northwest city which is teeming with war activity it was the unions that initiated organization of a recreation association for adults and children. The association is a representative group comprised of all union leaders, leaders of churches, civic clubs, city and county agencies, representatives of the Federal housing projects, and the local shipyards. A small executive committee operates an active recreation program.

Bowling Tournaments

One union district in the east has initiated tournament bowling for its locals. A committee of the union is responsible for drawing up the schedules, securing the alleys, and promoting the leagues in shops and locals. Four plants participate in the tournament. Each player pays \$1 a night, 10 cents of which is used for the final prizes.

Varied CIO Program

The CIO in one of the country's most important industrial cities has a very wide range of activities for the members of its locals—basketball, baseball, bowling, golf, and Saturday night dances from 9:30 to early morning for workers of various shifts. In all union activities the women members and wives of union members are active, assisting in dances and dinners and other programs. Also, as with most unions, the children are not forgotten. During the winter there are indoor games and free picture shows on Saturdays, and beginning in March, outdoor games, hikes, and picnics.

AF of L Active on Defense Committee

In one southern city labor has been brought prominently into the war recreation program. A member of the AF of L Building Trades Union was appointed to represent labor on the executive committee of the recreation committee. The musicians' union local of the AF of L arranged for local top-ranking bands to provide music for dances. Orchestras have vied with one another for repeat appearances, and well-known individual musicians not in the bands have played during rest periods and held jam sessions.

Unions Contribute Their Services

The time and skill of union members have made important contributions to many a recreation program. In one boom town, AF of L members volunteered to build a tent community center for the

largest trailer camp, with lumber donated by a local contractor. This community center, along with the courthouse, auditoriums, schools, and grange halls, has been used by organized labor in an extensive hospitality program for industrial workers and their families.

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In one midwestern city the unions have presented flags to every war plant in the city and held flag-raising ceremonies. . . . In one southwestern town the carpenters' union donated 10 days for the construction of a recreation center. . . . In a west coast city, carpenters, plumbers, and painters, through voluntary services, renovated a two-story brick building for a recreation center.

Classes and Clubs

Among the popular war activities in one international union are writing clubs for correspondence with men in service. . . . Educational activities which have attained popularity are geography classes in conjunction with the war news. English clubs and study and reading clubs to keep abreast of the current war books are also popular.

COMMERCIAL RECREATION

The demand for paid amusement far outstrips the supply in many war production areas. "Stand in line" is the order of the day at ticket windows and entrance gates. Few new enterprises can be started during the emergency. Entertainment for odd-shift workers—still a problem child on the recreation doorstep—is one of the situations to be faced. The problem is mainly one of adapting, as well as possible, those enterprises that already exist.

Laws and Recreation

One State recreation committee has established a subcommittee on legal procedure and legislation to deal with the legal restrictions affecting after-midnight recreation of late-shift workers. At the instigation of one of the city defense recreation committees in the State, the committee has done much to effect changes in laws that prohibit commercial recreation establishments keeping open after 1 a. m.

Laws made for normal times have slowed up efforts to provide round-the-clock recreation in many of the war impact areas. Temporary suspension of the laws, in order to give recreation for odd-hour workers without permitting license and abuses, is important in any rounded emergency recreation program.

Emergency Ordinances

One midwestern city called upon the city welfare director to help formulate an ordinance with the city counselor's staff. Permits for

the use of facilities are not issued directly to operators of recreation places but to groups of war workers who wish to hold parties after their work at night. . . . No permit is issued unless application is signed by an executive of the war industry certifying that the group is made up of actual war workers. . . . No worker under 21 is eligible to belong to the recreation group. . . . No employee under 18 years old is permitted to work in the after-hour period. . . . No liquor is allowed to be sold while the party is in progress and no pass-out checks issued.

Another city has passed an ordinance legalizing swing-shift dances for employees in war industries at any hour, but dances must be confined to war workers. . . . Profits from such dances must be used only to promote other dances for war workers or for persons of the armed services. Groups must give notice to the chief of police 48 hours in advance.

Night Owl Bowling

Bowling alleys are in the lead in the field of commercial recreation in keeping open for late war workers. The demand for this sport by war workers some time ago brought a change in the closing law in a number of west coast cities . . . bowling is permitted until dawn. Where alleys are in residential sections they have been required to install soundproofing to minimize noise and spare the nerves of the neighbors.

When the Community War Services representative, on visiting a town in his territory, learned that the largest bowling center in the town was going to close for the summer because of the heat, he helped the proprietor get second-hand air conditioning equipment . . . the center kept open, operating to capacity throughout the summer.

Lunch-Hour Movies

Across the street from a large plant turning out munitions in an eastern city is a movie theater. In cooperation with the local recreation committee, it is experimenting on ways to serve the workers in the plant. A noon program is run with a 10-cent admission charge. Workers can come and eat their lunch while they watch the screen. Various types of shorts are shown: news, sports, comedies, musicals, etc. The noon show starts at 12:05 and runs through 12:55. In the afternoon the regular program is adjusted so that workers coming off their shifts at 4 o'clock can see the feature at the beginning.

Stores Do Their Bit

Stores are cooperating in a variety of ways. Most important are the evening hours one or two nights a week which many stores are keeping for the convenience of workers with no freedom to shop during the day. Other stores in communities where there are large numbers of war workers have arranged special style shows, adapting

the hours to those convenient for the workers, and the styles exhibited are chosen with the needs of the workers in mind. One city department store in a war industry area holds style shows in recreation centers convenient to the women war workers, showing the latest fashions, hair-do's and what not . . . also gives demonstrations to spread useful knowledge on such subjects as meal planning, dressmaking, points on conservation and rationing.

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A west coast department store has organized a group among its personnel known as the "Talent Parade." Entertainers include comedians, singers, musicians, dancers, and other specialists. Starting out by giving performances for service men in nearby camps, they now also entertain industrial workers in recreation centers on special occasions.

VI. Programs for Special Groups

SPARE TIME ACTIVITIES FOR WOMEN WORKERS

The spare time of women workers is almost as important in the production picture as time on the job. And as the proportions of women in war plants and in all kinds of essential work increase, the responsibility to provide for them opportunities that will assure mental equilibrium and social outlets increases.

Since so many women are new workers, unaccustomed to the strains of high-pressure mechanical methods of production, so many of them young and removed from their home background and doing forms of work strange to them, their needs differ from the recreational needs of men. It would be a great social calamity if large numbers of women should become casualties of war through neglect of those measures which will protect and keep them in good health and good spirits.

Finding Out the Need

Activity ranks high in the off-shift recreation of the younger women workers. Competition—the team-against-team play—does not rate so high with women as with men. For older women activity of a kind that makes for physical fitness tends to be more important. Recreation of a social nature has a strong appeal to both the older and the younger women, especially to those who are separated from the home ties. A questionnaire circulated among a group of women working in a Government war plant to discover recreational preferences showed choice ranging in the following order: (1) social dancing; (2) badminton; (3) hiking; (4) bowling; (5) dramatics; (6) swimming; (7) roller skating; (8) tennis; (9) gym classes; (10) square dancing; (11) book reviews; (12) social clubs; (13) handicraft; (14) volley ball; (15) parties; (16) golf; (17) clubrooms.

The greatest number preferred Sunday for recreational activities, Wednesday as the next day preferred, Tuesday the last choice. The majority of those questioned were under 30, and all but 30 of the more than 300 questioned were single.

Starting a Program in a Metropolitan Area

In one area of a metropolitan city where there are many women workers of varied occupations—taking over in ever-increasing numbers jobs of men—a survey was made to discover the number in the area, their occupations, and recreational needs. As a result of the survey a comprehensive program was initiated.

The YWCA furnished the space and facilities for a number of activities and offered many programs, but the demand outgrew the space. Activities spread to a recreation center under the municipal recreation department. Two or three clubs were organized among the groups according to interests and affiliations, with yearly dues of \$2. The clubs sponsor a whole range of recreational activities—special social events, dances, and dinners, besides sports, cultural and educational classes. In addition to the club offerings, opportunities were made for individuals to join community organizations. In short, the women workers were encouraged to find their normal places in the community, with interests that would make life varied and stimulating.

It was discovered that a large measure of initiative existed in the women workers themselves, once they were organized, but in their busy lives some outside push was necessary and facilities had to be provided by existing agencies.

Problems in Mushroom War Communities

Problems are many and varied in some of the mushroom war communities where whole populations of war workers are housed together, large numbers of girls living in dormitories. In one town, 640 girls, most of them from other localities, live in the dormitories near the war plant. A recreation association has been organized among the residents. From time to time they sponsor hay rides, beach parties, picnics, dances, paid for by 10 cents a week dues of the members of the association. The difficulty is that leaders in the association leave from time to time and new leaders are not always found to take their places. Consequently, recreation lags.

In such a large population of workers there are naturally girls of widely different backgrounds. That causes many problems and complications. A good recreational program has to cover many points, some as elemental as personal cleanliness, good manners, social conduct. For some such dormitory developments, manuals have been worked out by a member of the staff of the Federal Housing Authority to help the girls meet their problems, important among them suggestions for recreation.

In one crowded war area it was found helpful to set up dance standards. When dances were first held, there was a good deal of rowdyism and flask carrying. Gradually, as the standards became known and were enforced, the situation changed: there was little need for any enforcement of authority.

Varied Off-Shift Interests

In one southeastern city where there are many women war workers, the city recreation department, in cooperation with the YMCA, has initiated weekly supper meetings followed by discussion groups,

community singing, and square dancing. A drama night is held once a week by a church group for war workers in a large war center. Pottery classes, held during the morning for women workers of the graveyard shift, are popular in an eastern war center. For girls who wish to cook a meal and have a taste of domesticity, one center lends the facilities of a kitchen, and there are small groups nightly who gather for socializing over saucepan and skillet.

ACCENT ON YOUTH

The impact of war upon youth is strong and unsettling. It results in problems for which recreation is one of the sanest remedies. There are the youth at work, and the youth on the horizons of work, still in school, restive under the impinging influences of war. Both groups are equally in need of wholesome outlets of play, sports, fun.

Activities for Younger Workers

The nature of their situation suggests the recreation best fitting. Young workers, many of them, are dislocated from their normal environment. If living at home, parents, too, are probably working; homes too crowded for the usual family recreation. Many workers are uprooted and living among strangers as lodgers or in dormitories. Recreation needs to restore to young workers a semblance of the normalities of home environment, the sense of "belonging."

Recreation away from where they work is more likely to do this, in groups, classes, or clubs. The church, offering fellowship and a part in its activities as one of its members, and the youth agencies—YMCA, YWCA, or Jewish or Catholic young people's society—extending a welcome, best serve this need. One community provides workers with membership cards entitling them to participate in any of the activities sponsored for war workers.

The fun of group preparation of a meal in a real kitchen is a tonic to the girl away from home. . . . Church kitchens, or the kitchen of a USO center, turned over for suppers or waffle parties go a long way toward curing homesickness. . . . A sewing center, where girls can come to stitch a seam or do a stint of dressmaking, or learn how to conserve duration garments, may not sound exciting, but its hominess and practical value are proving an attraction where such centers have been established.

Guidance, counsel, and direction are needed to steer younger workers into recreation channels that genuinely re-create. . . . House mothers have been suggested for each girls' dormitory. Help in personal problems, in the matter of living quarters, and in recreation has a definite relation to quality and quantity of work output. Satisfac-

tion in time off the job helps to keep the young worker satisfied on the job.

School has been interrupted for lots of young workers. Recreation that joins hands with learning fills an important need. Learning that's fun, not hard. . . . Craft classes do that, such as the class teaching model airplane manufacture as described under "Plant Recreation Programs," with the excitement and thrill of entering a city-wide exhibition . . . for girls, classes in speech and personality, good grooming. . . . Much can be learned through hobbies and dramatics.

As an antidote for repetitive jobs that use the same muscles, sitting in cramped positions, mechanical routine, the young worker needs a counterbalancing change—rhythm, music—self-expression to counteract repression. Listening to music helps, making music is better . . . choral groups, orchestras, offer a thrilling interest once they get started . . . Recreation departments sometimes lend instruments. . . . For community singing little is needed except a leader. In some places musicians, when they have proved their skill, have been permitted to play with local symphony orchestras.

Dancing is always tops. It offers both rhythm and the social stimulus . . . "boy meets girl" is still the strongest perennial urge. Here recreation departments, churches, character-building agencies are filling a need in initiating and providing facilities. Square dances are informal and help people to get acquainted, the old with the young. It doesn't matter if you don't know the steps.

Varied Activities

Midnight fashion show: Glamor was brought to the threshold of a group of women war workers living in an aircraft community with a fashion show that began at midnight for the benefit of late workers. Girls employed in the plant acted as models. The show was both glamorous and practical, combining with the fashion display information from experts on how to conserve and care for clothes. In connection with the show an exhibit of handiwork was held with two prizes of \$25 War Bonds for the best articles exhibited.

Junior hostesses: In several places junior hostess groups have been formed as part of the recreation committee to serve as needed. Many towns have found junior hostess groups extremely valuable in programs among war workers as well as for soldiers. . . . One city has young hostesses carefully selected and as carefully trained for their duties. A girl who is an authorized hostess receives an identification card. When serving she wears an identifying tag bearing her name.

War workers' canteen: Planned especially for the entertainment of the younger contingent in one city is a Saturday night "War Workers' Canteen." It is held in a large Government building . . . its corri-

dors for the evening are converted into a scene of gayety . . . Hostesses help the guests get acquainted. In the auditorium a program is presented by professionals of screen and radio. A local broadcaster acts as master of ceremonies. Sponsors from certain agencies in the community act as hosts and hostesses for each evening, help plan the program, and serve the refreshments.

Programs For School Youth

Communities are alert in varying degrees to their obligation to school youth in these emergency times. Total mobilization of every resource is not too much to safeguard this vital group of youth: schools through activities after school hours, during vacations; youth agencies, settlements, neighborhood centers, recreation departments, churches, P-TA's, and civic clubs, providing leadership and programs.

Students Have Their Own Clubs

In one midwestern city, school youth have their own night club to fill the need for a spot for students to gather. A local service club, stimulated by high-school students themselves, got the ball rolling. Clergymen of the city, service club members, the chamber of commerce, and other civic groups helped raise the funds. From that point on the boys and girls took over themselves—decorated the "club"—situated on an upper floor of the YMCA—painted and waxed floors. Art students painted a mural, provided a gayly equipped vanity room; home economic students made curtains.

The club is open every afternoon except Sunday, from 3:30 to 5:30 and 3 nights a week. It has everything the heart of youth craves—soda fountain, dance floor, juke box, pool tables, chess, checkers, and other games. It is the students' very own and is "packing 'em in."

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Another center for high-school students was converted from a luxurious downtown clubhouse which once catered to an exclusive membership. Fallen into decline because of the times, the people of the community decided to turn over its spacious clubrooms, bowling alleys, game rooms, and lounges to the use of youth, who for lack of a better place to go were hanging around street corners and patronizing cafes and saloons.

Business men raised the \$3,000 necessary to get the project going; the club building was donated. Membership dues of \$1 a year are charged.

A "coke" bar was installed; the students helped adapt the building to their needs. Practically the entire high-school population belongs to the club. During hours when the club is open it buzzes with life and gayety from basement to attic. A chaperon, on call but inconspicuous, is always on hand.

PROGRAMS FOR CHILDREN

Communities are being put to it to keep children from becoming one of the serious casualties of war. Recreation of the right kind, and plenty of it at the right time and place, is a birthright of children, along with health protection and education. That recreation for children is not being provided adequately in many of the war impact communities is a fact to be frankly faced. The recognition of the rights of children in respect to recreation has lagged behind that of the right of service men and war workers.

The matter of recreation, care of children generally in war communities, is one of the grimmest skeletons in our war closet. It must be brought forth and aired until communities face the problem squarely and a will to meet it is roused. The few examples given here of what communities are doing are intended as suggestions, not as patterns.

School Converts Into Summer Clubhouse

In one midwestern community it was decided to keep the school open throughout the vacation period. There is no formal schooling—children find there the kind of things to do that any child might dream of but hardly expect to find in school. At 9:30 the children report to school, bringing their lunches with them, the same as if they were picnic-bound. All the action rooms are open—gymnasium, workshop, artroom. The playground is in full swing. Children are grouped according to ages and divided according to their interests. Some days they are off on all-day hikes, others they are kept busy in or about the school building, putting on plays, playing in an orchestra, learning folk or solo dancing, painting pottery, or any of a dozen different arts or crafts. Near the schoolhouse is a golf course . . . the wooded part of it is given over to the children as their special province . . . they study plant life and nature lore.

The opportunities for adventure in this school vacation program are many. A group of teachers and junior counselors are in charge. There are special club plans for "war plant orphans" so they do not have to roam the streets in search of something to do. The regular program is over at 3:30, but children of working parents may stay on under supervision until suppertime.

Businessmen Sponsor Boys' Club

In a northwestern city where problems of juvenile delinquency threatened seriously, a young businessmen's club sponsors, among other things, a boys' basketball club for ten-to-sixteeners, known as the "Gang Busters." Games are held at night in school and church gymnasiums, with adult leaders. Every member of the "Gang Busters" has a membership card, which gives him a sense both of membership and of responsibility.

Home Parties

In one western university town the recreation commission, in conjunction with the P-TA, planned a series of home parties for children instead of community-wide affairs, stressing the intimacy of the smaller home affairs. Students of the university suggested programs both for the parties and for home play for children, these being sent to parents through the P-TA.

Service Club Opens Door to Children

The defense recreation committee of one midwest city decided that school children needed some of the same good things that soldiers do. It opens the doors of the local service club to school children during the afternoon hours, setting aside two rooms for games and social activities and use of the gym. The program, which has in mind particularly the children of war workers, does not in any way interfere with the program for soldiers. Leadership of the children's activities is furnished by the Council of Social Agencies and the city recreation commission.

Play Blocks and Lots

In one war-congested southern city the recreation committee, with the cooperation of the city manager, has set aside "play blocks" and "play lots" for children throughout the city. A number of street blocks are closed to traffic in the afternoons and improvised "street playgrounds" operated. A committee of volunteers supervises each block, sees that necessary equipment is obtained and taken care of.

Improvised Play Places

Backyards, once the only play places for city children, might well come back into vogue, with a few modern frills added. So think the citizens of one congested west coast city. The war recreation council has taken the lead in promoting backyard play centers, and by way of promoting the idea has prepared a pamphlet with suggestions. Distributed widely, the pamphlet also lists the activities of public and private agencies available during the summer school vacation.

PROGRAMS IN TRAILERS AND HOUSING PROJECTS

"What is needed is that the housing projects become projects for living . . . even where community houses exist, they are often dead for lack of recreational leadership that could make them teem with activity and life," wrote Agnes E. Meyer in the *Washington Post*, after a visit to war industry communities in various parts of the country.

The new towns that have sprung up, not around the gushing of oil or the finding of gold or opening of new land but around the

building of an arsenal, an air depot, munitions or plane plant, present complex, unsolved problems. They are walled cities of a newer day, existing apart from the communities they abut, surviving against the indifference, too often the antagonism, of its citizens. Recreation is not only a primary need, but it can be a binding agent to weave together people within the projects or trailer cities, or between the new residents and the old of the town or city.

Educators Face the Problems

In one State, peppered with these new mushroom communities, the State department of education and the State university were responsible for calling together the superintendents of schools in war areas. The school people faced the problems caused by a large sudden influx of new populations.

The gist of a round table discussion was that "one of the major problems confronting the people in these areas is the lack of opportunity for participating in desirable forms of recreation. Families living in trailer camps and other temporary housing quarters create a serious situation which directly affects the social well-being of the entire community. A well-organized program of play and recreation will aid greatly in the development of morale and prevention of truancy and delinquency."

What One Town Did

When trailers first began moving into one midwestern town a recreation committee was just being formed. Local citizens decided to include the newcomers on subcommittees of the committee, expressed the hope that "trailerites" would participate as part of the community. To make them feel part of the community they abandoned the name "trailer camps" and renamed them "subdivisions." With joint planning of the newcomers and the residents, play schools were organized for the young children, recreation for the school children in after-school hours . . . community-wide activities for the families in the evening.

Everybody helped. A church mission—although there is no church of that denomination in the town—assigned a worker to the community. . . . The Lions Club purchased a building downtown and leased it to the church for \$1 a year. . . . WPA erected a semi-portable recreation building on school property a little way from town for use of the trailer residents. . . . The adult education division of the State university assigned speakers and entertainers for outdoor meetings during the summer.

With USO leadership, a recreation program of wide scale is in progress, with full gamut of sports, dramatics, story-telling, community singing, puppet shows, handcrafts, book reviews by experienced critics, music, dancing, discussion groups.

A Trailer Council Starts Things

In one war-congested southern town 300 children of the new residents were not in school because of lack of facilities. Already pupils in the 6 county schools were sitting 2 in a seat and around the walls in chairs. . . . No use for the 300 not in school to try to get in. . . . Delinquency was on the increase . . . local organizations were not reaching the youth in the trailers. At this stage some of the women of the trailer camps organized a "Trailer Council" to take matters in hand . . . one purpose was to raise money for a playground and equip it—"build it if necessary."

With money raised by parties for residents of the trailers the playground came into being . . . other things as well. A hostess was chosen to act as liaison between the newcomers and the townsfolk, to make them known to each other . . . among the trailer residents were many professional people of wide and varied background who had much to contribute to the community . . . PTA's in local schools invited parents among the newcomers to their meetings . . . A list of the religious preferences of the people of the camp was made as a basis for ministers and church members to make contacts and invite the strangers to participate in church activities. A temporary structure was secured for meetings and children's play.

The Mother of Invention

People of a southern trailer camp community contributed funds for lumber and materials and with the assistance of the manager of the camp, erected a small community building. A full-time recreation worker was assigned and a fine recreation program started for people of all ages. Women of one trailer camp have assisted a hundred percent with a nursery school, bought linoleum for the floor of the lunch room and playroom, do the nursery laundry in trailers. They have also organized Red Cross activities. They maintain order and neatness in the camp, using large furniture cartons to collect scrap and papers. With the completion of a new Federal recreation building, they got a program organized and under way speedily and efficiently.

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In one trailer project near an east coast shipbuilding plant where 630 people live at some distance from the normal community facilities, a small expansible trailer serves as the recreation center. Into the small space come the trailer folk for weekly community sings . . . garden club groups meet there, first-aid classes, a club for the teen-age girls, and a Boy Scout troop. Men of the project constructed their own horseshoe-pitching courts.

Tenants Operate Their Own Program

The residents of a housing development on the outskirts of a southern city, under the leadership of the projects services advisor, have

shown initiative and enthusiasm in meeting their own recreational needs. The project is isolated from the community and must depend on its own recreation facilities.

First, by canvassing the total situation, finding out what was needed for all groups, a firm foundation was laid. Five members of the housing population served as volunteers in organizing the activities and a large group of volunteers was developed to carry on the activities.

There are interests for all. The initiators of the program were particularly aware of the urgent problem of youth. For teen-age boys and girls there are groups engaged in archery, dramatics, athletics, special clubs, and monthly dances. These youth have established their own "court" to try offenders of their group, and solve their own disciplinary problems. They have their own judges and juries, decide their own penalties, and pay them willingly. This is proving a helpful success, and rowdiness is decreasing as the youth are more aware of their responsibilities.

The older members of the community have many interests to occupy them. A weekly square dance brings to the fore steps and dancing characteristics of various sections of the country from which the tenants come. Bingo parties every Tuesday night are popular. Men and women are enthusiastic about their soft-ball leagues and an archery club.

For the younger children there are Boy and Girl Scout troops. Special children's parties are held once a month. Children also are very enthusiastic about movies shown for their interest every Saturday. The girls from 9 to 12 years of age have a club of their own called the "Guardian Club."

Churches of the vicinity hold a Sunday school and church services for the tenants every week. A weekly bulletin is put out by the tenants themselves, reporting items of personal interest and activities of the project.

Girls Initiate Their Own Program

Girls living in a dormitory near a large aircraft plant formed a recreation association which organized and carried out a program of activities for all the girls living on the project. Each girl interested in the program gave 10 cents weekly dues to cover any expenses involved. The association held dances in the local armory, sponsored parties in the lounge room of the dormitory, organized horseback-riding parties, hay rides, and picnics. In addition, the association equipped the grounds around the dormitory with volleyball courts, soft-ball diamonds, and badminton, horseshoe, and croquet courts. The girls drew up their own rules and regulations, and planned the program with the assistance of a professional recreation leader.

VII. Information Please!

OFTEN, where there is a dearth of the right kind of publicity, even well-planned recreation programs are not well attended. Sometimes people need a bit of prodding, a spark of contagion to overcome inertia. The let-down after work may be stronger than the urge to seek or to do something or even to enjoy the ready-prepared feast. It must be made appealing with a come-hither of the written or spoken word.

Moreover, because of the general confusion of life, competing of interests, good programs and good fun are often passed by if they are not publicized sufficiently in the right way, or made known to just the people who might patronize them.

Making programs known is a job second only to getting them going. To develop programs and have them unused for lack of information is a form of waste ill afforded in these times.

The Nature of Information

Information should be both centralized, brought together in one readily available place and form; and decentralized, filtered out to many spots, to reach many individuals. It should be general, giving services and sources and programs for the whole community, as in the recreation bulletins published in many cities; and it should be particular and current, as announcements of activities and events on fliers, bulletin boards, in news columns of papers.

Information Centers

With the idea of bringing recreation to the fore as an integral part of the whole manpower and production problem, there should be information about available recreation wherever such information addressed to workers is posted. This is pertinent, since the opportunity for recreation is recognized as attracting workers and keeping down turn-over. Some cities have a central booth or information center, in a conspicuous place—sometimes in a downtown square. Along with information about jobs and housing is posted a list of current recreation events.

Besides one community information center there should be neighborhood centers—in stores, libraries—where people congregate.

Channels of Information

The arteries of circulation are many. The bulletin board is the town crier of our day. It is available in many places—plants, schools, clubhouses, union halls, community centers, housing proj-

ects. Even movie theaters, drug stores, bowling alleys find bulletin boards serviceable and an added attraction.

Other means of getting information across are radio spot announcements and dramatized programs; flashes on local screens; through news event announcements and sport pages of papers; trolley cars, busses, taxi cabs; announcements through club programs, church papers. Union and plant newspapers are one of the most direct means of making workers' programs known.

An occasional special feature may be spectacularly publicized through a street band or decorated street wagon.

Information is not all of just the announcement type. There's an educational job to be done, interpreting the why of recreation, overcoming lethargy on the part of citizens, helping to weave recreation into the consciousness of the community as an integral part of sound community life. To these ends the editorial support of newspapers is needed; inspired and informed speakers to appear at civic functions; above all, a broad concept within the minds of those who direct the information program.

VIII. Looking Ahead

WE look at the swiftly moving, changing kaleidoscope of life in our American communities under the impact of war, the training of men for the battle fronts, the drive to produce, shifting people from place to place, disrupting families, submerging normal impulses of individuals to a greater national end.

And as we look we see contrasting with the tense, the tragic, the speed-up, the urge to play, to have fun, to dramatize, and to sprinkle all the common and the tragic happenings with the salt of humor. That is America: the twofold nature of Lincoln; Will Rogers; Charlie McCarthy; side by side with the valor of Corregidor's defenders, the marines of Guadalcanal, the victors of Tunisia.

Recreation, one strand in the complex tissue of life under war, stands forth with a new vividness and a new meaning. It has taken on a fresh content, a fresh emphasis—the full significance of which we cannot yet measure.

We see with greater clarity the force that recreation represents both in individual and community life, that it is creative, and therefore assumes greater importance when so much of destruction is at work. We see that to meet the great demand for recreation under the war emergency, people must act together; the demand is too big for agencies acting within old boundaries. Recreation acts as a catalytic agent, binding the community.

We see the same integrating influence at work among the people whom recreation serves, diverse elements brought into association in a new democracy of play, under the fusion of war situations.

We see a welling up of initiative, resourcefulness, imagination in people and in communities as they hurdle obstacles and difficulties, solve the impossible, and refuse to be daunted by mounting restrictions. The flexibility of the American mind, the spring of initiative and adaptability of pioneering ancestry, come into evidence in the mushroom communities where populations as large as whole towns are homesteading in trailers and housing projects.

They hold a dance in a trailer camp and within the hour one group is cutting the Turkey Wing, to show how they do it in Oklahoma; Colorado ranchers do a turn of square dances in the Rocky Mountain mode . . . there's a spot of jitterbugging with a Jersey accent, a bit of Harlem swing . . . a Kentucky fiddler plays old English tunes while some of his neighbors from the hidden coves and the hollows dance as they do in the mountain cabins. It all weaves into a whole, the America of yesterday, the America of today—foreshadowing the America of tomorrow.

Gains are being made under the pressures of war, gains which must not be lost when the war ends. Community centers have risen where they were unknown before—300 Federal buildings built for service men will remain to serve civilians. Municipal recreation departments have been created under the emergency in places where they did not exist before. New parks and recreation spaces, facilities, have been added in towns and cities, additional personnel required. Many volunteers have been trained to serve as aides in recreation programs. Above all, a public consciousness of recreation needs and problems has awakened.

Public recreation in this country may be said to have been born of World War I, and since then to have deepened its roots, gradually becoming an essential part of the community fabric. The depression, when leisure was forced upon many, gave new directions to recreation, spread it around, made it truly democratic, through widely sponsored public recreation. In World War II we have the prospect of recreation coming of age, reaching a maturity it has never known.

A people who has learned the value of play in the face of the grimness and intensity of war has come into an inheritance which needs to be safeguarded and carried over into the days of peace. Every community where an emergency program of recreation is being developed should keep its sights leveled toward the future. On the recreation front, as on our fighting fronts, we look ever ahead toward that for which we are fighting.

A RECREATION DIGEST FOR COMMUNITY ACTION

WHAT PUBLIC AGENCIES CAN DO

1. Seek increased budgets to employ full and part-time recreation personnel and develop recreation facilities through:
 - (a) Supplementary funds from city, county, and Federal Governments.
 - (b) Funds from private sources in the community.
2. Extend the use and hours of service of present recreation facilities to meet wartime needs of workers and their families.
3. Make available schoolrooms, auditoriums, and gymnasiums for group activities.
4. Develop new neighborhood facilities, such as community centers in vacant, resident, and commercial buildings and playfields and playgrounds in vacant lots.
5. Operate private tennis courts, swimming pools, and similar facilities for public use.
6. Use city maintenance equipment to improve private recreation facilities.
7. Construct "roving play centers"—trailers equipped with various kinds of playground supplies to use in improvised neighborhood playgrounds.
8. Make available equipment kits for athletic activities, picnics, parties, and so forth.
9. Construct obstacle courses for children and adults in parks and neighborhood areas and on athletic fields.³
10. Construct barbecue pits, benches, and tables in park and neighborhood areas.
11. Make available facilities and personnel for youth recreation centers.
12. Provide instructions in sports, arts, and crafts for adults and young people.
13. Arrange for supervised children's programs before and after school hours.

WHAT PRIVATE SOCIAL AGENCIES CAN DO

1. Extend hours of service and use of facilities to meet the needs of workers on round-the-clock shifts.
2. Adjust existing programs to wartime needs of war workers—men and women and their families.
3. Promote additional activities beyond the normal program to make the over-all community program as broad in scope and as many-sided as possible.
4. Allocate neighborhood programs through Council of Social Agencies to groups who can demonstrate interest and ability to service the area. These factors should be considered:
 - (a) Location of agency's facility.
 - (b) Adequacy of staff or extension service.
 - (c) Budget—available funds.
 - (d) Public relations.

³ Diagrams of physical fitness obstacle courses can be obtained by writing to the Federal Security Agency, Washington 25, D. C.

5. Provide nonmembership privileges to war workers. Consideration should be given to:
 - (a) Group plans.
 - (b) Fee charges only for specific services.
 - (c) Rental of facilities to groups and organizations.
6. Arrange for personal services for war workers and their families in cooperation with commercial and professional people. Important among these are:
 - (a) Room-renting service.
 - (b) Child care, nursery schools.
 - (c) Shopping service.
 - (d) Visiting nurses.
 - (e) Check-cashing service.
 - (f) Legal aid.
 - (g) Tax and accounting service.
7. Offer participants a definite share in formulating and carrying out of programs to give them a sense of "belonging."

WHAT LABOR UNIONS CAN DO

1. Develop recreation programs from funds allocated from membership dues for this purpose.
2. Larger unions might employ professional recreation leadership to coordinate and administer recreation program.
3. Recruit volunteer recreation leaders from members and families who have special skills and training in athletics, hobbies, social and cultural activities.
4. Secure recreation leadership and advice from municipal and private agencies.
5. Plan some union programs cooperatively with other groups to better community relations.
6. Seek representation on the local war recreation committee, since union programs are one of the component parts of the total community program.
7. Develop a recreation program through joint labor-management sponsorship, using War Production Drive Labor-Management Committees wherever they are functioning.
8. Coordinate the recreation activities of the various unions in the community through area conferences.
9. Set up a personal advisory service to aid members in securing medical care, lodging, temporary loans, and other services.
10. Arrange for use of public and private recreation facilities for group activities.
11. Arrange for rental or purchase of clubhouses and recreation equipment.
12. Arrange for rental or purchase of camp sites for use by workers and their families.

WHAT WAR PLANTS CAN DO

1. Organize a plant recreation committee with labor-management sponsorship, representing all plant departments and shifts. In plants which have functioning War Production Drive Labor-Management Committees, the recreation program should be delegated to a subcommittee.
2. Arrange to finance a recreation program through:
 - (a) Funds provided jointly by management and employees.
 - (b) Canteen and cafeteria profits.
 - (c) Dispenser profits.
 - (d) Special benefits and events.
 - (e) Membership dues.
 - (f) Admission fees.

3. Employ full-time professional recreation director paid by management and labor or loaned by plant, union, community, public agency, or private agency.
4. Recruit volunteer leaders from plant departments with special skills and training in athletics, hobbies, social and cultural activities.
5. Use plant cafeteria, storerooms, lounges, auditorium, and general offices for recreation purposes.
6. Secure portable public address system and motion-picture equipment for lunch period programs.
7. Make available tables and benches for quiet games during lunch period.
8. Make available at convenient locations indoor and outdoor canteens.
9. Promote coordination of interplant programs in the community through area conferences of plant recreation representatives. (In the work with other community groups, the Labor-Management War Production Drive subcommittee on recreation can well represent the plant.) Some of the activities this group can promote are:
 - (a) Stimulating development of odd-shift recreation.
 - (b) Exchanging information on programs.
 - (c) Preparing guides of metropolitan recreation resources.
 - (d) Coordinating use of community facilities.
 - (e) Sponsoring interplant leagues and contests.
 - (f) Awarding trophies for athletic competitions.

WHAT COMMERCIAL ENTERPRISES CAN DO

1. Extend hours of service at recreation centers, stores, and banks to meet the needs of war workers on round-the-clock shifts.
2. Seek the suspension of city ordinances requiring early evening and Sunday closing to permit movies, dance halls, bowling alleys and other entertainment centers to remain open at times when workers and their families can participate.
3. Promote the organization of industrial leagues for bowling, skating, and so forth, to secure profitable attendance.
4. Rotate with other establishments to make services available on alternating nights to accommodate odd-shift workers.
5. Sponsor new recreation ventures, such as "nickel" dance halls and night clubs, canteens, and milk bars.
6. Make available theaters, halls, and other commercial facilities for community activities such as sings, dances, amateur events, and meetings.
7. Establish information booths and lounges in department stores, theater lobbies, and so forth.
8. Assist community in publicizing recreation programs through newspaper, radio, bulletins, and so forth.
9. Promote interest among commercial employees to act as volunteer leaders.
10. Cooperate with local recreation committee in developing an over-all community recreation program for all groups and ages as a means of building a better community for all to live in.

WHAT CHURCHES CAN DO

1. Organize a church subcommittee of the local war recreation committee.
2. Promote cooperative planning among ministerial and lay church organizations.
3. Open church buildings to interdenominational groups as lounges, recreation centers, information centers, nurseries, and so forth.
4. Arrange for home visits by interdenominational groups to newcomers.

5. Provide "Welcome Wagons" and "Caravans" to visit newcomers and supply them with information on community facilities and services, shopping, medical care, recreation, and so forth.
6. Arrange for religious services at trailer camps and in isolated areas.
7. Organize mass interracial activities to promote good racial relations.
8. Arrange joint religious holiday celebrations.

WHAT CAN BE DONE IN HOUSING PROJECTS, DORMITORIES, AND TRAILER CAMPS

1. Promote recreation program through Tenant Activities Association.
2. Recommend that a full-time special project services adviser be assigned to administer and coordinate activities.
3. Develop and utilize fully the initiative and abilities of project tenants.
4. Utilize community facilities, such as schools, neighborhood houses, centers, playgrounds, and parks for program activities.
5. Enlist the cooperation of FPHA in providing indoor and outdoor facilities when existing neighborhood buildings and play areas are inadequate.
6. Encourage public and private community agencies to provide leadership, facilities, and equipment.
7. Foster cooperative relationship with community to achieve a more rapid assimilation of newcomers.
8. Familiarize tenants with existing community recreation opportunities for organized and unorganized activities.
9. Urge that housing projects, trailer camps, and dormitories be included in over-all planning when communities request supplementary assistance from other than community resources.

CHECK LIST OF RECREATION PROGRAMS

SOCIAL ACTIVITIES

1. Community "Sings," dances, pageants.
2. "Sunday-in-the-Park" programs.
3. Picnics for family groups.
4. Community Victory gardens.
5. "Owl" clubs, breakfast clubs, supper clubs.
6. Movies in recreation centers and in park areas.
7. Band concerts in neighborhood and park areas.
8. "Talent Nite"—quiz programs, amateur acts.
9. Holiday celebrations and festivals—Hallowe'en, Labor Day, Thanksgiving, Christmas, New Year, May Day, Decoration Day, and so forth.
10. War fairs—exhibits, amateur contests, music.
11. "Nickel" night clubs.
12. "Bookmobiles"—libraries for isolated areas.
13. "Dawn Patrol" parties for workers on graveyard shifts.
14. Round-table discussions and forums.
15. Language classes and refresher courses.
16. Card and bingo parties.
17. Baby shows and pet shows.
18. Addresses by war heroes describing results of workers' products.

FOR WOMEN

19. Community kitchens where groups can prepare meals and hold small parties.
20. Fashion and personality clinics.

21. Supper meetings followed by dances.
22. Cooking schools and nutrition classes.
23. Fashion shows in cooperation with stores.
24. Knitting and sewing clubs.

FOR CHILDREN

25. Playground carnivals and circuses.
26. Marble contests.
27. Kite flying contests.
28. Doll shows.
29. "Teen-age" clubs.

ACTIVE GAMES AND SPORTS

1. Athletic leagues for men and women in softball, volley ball, bowling, basketball, table tennis, and so forth.
2. Supervised playground games for children.
3. Water carnivals and swimming parties.
4. Obstacle races for adults and children.
5. Group roller skating, bicycling events.
6. Ice skating, tobogganing, and skiing tournaments.
7. Fly casting in park areas and ponds.
8. Hiking clubs and nature study groups.
9. Horseshoe pitching, handball, and other dual games and activities.
10. Fishing and boating parties.
11. Boxing and wrestling tournaments.
12. Camping programs.

MUSIC, ARTS, AND CRAFTS

1. Choral group, orchestra, and band entertainment.
2. Handcraft classes, such as woodwork, metalwork, carving, and stagecrafts.
3. Photography clubs.
4. Amateur skits and plays.
5. Art classes and instruction.
6. Hobby groups, collecting and exhibits.
7. Performances by stage and screen celebrities when they appear in nearby theaters and studios.
8. Theater and movie parties.
9. Dance classes and instruction.
10. Literary clubs.

CHECK LIST OF SOURCES OF RECREATION MATERIAL

GOVERNMENTAL AGENCIES

Federal Security Agency, Division of Recreation, Washington 25, D. C.
 U. S. Department of Labor, Women's Bureau, Washington 25, D. C.
 U. S. Department of Labor, Children's Bureau, Washington 25, D. C.
 U. S. Department of Agriculture, Extension Service, Washington 25, D. C.
 Pan American Union, Washington 25, D. C.
 State University Extension Services (most of them have valuable program material. Write to the one in your State).
 Chicago Recreation Commission, Chicago, Ill.

PRIVATE AGENCIES

National Recreation Association, 315 Fourth Avenue, New York, N. Y.
Women's Press (Young Women's Christian Association), 600 Lexington Avenue,
New York, N. Y.
The Young Men's Christian Association Publications, 347 Madison Avenue,
New York, N. Y.
National Catholic Community Service, 1312 Massachusetts Avenue NW., Wash-
ington, D. C.
National Jewish Welfare Board, 220 Fifth Avenue, New York, N. Y.
Boy Scouts of America, 2 Park Avenue, New York, N. Y.
Campfire Girls, 88 Lexington Avenue, New York, N. Y.
Boys' Clubs of America, 381 Fourth Avenue, New York, N. Y.
American Red Cross, Washington, D. C.
Russell Sage Foundation, 130 East Twenty-second Street, New York, N. Y.
National Education Association, 1201 Sixteenth Street NW., Washington, D. C.
Cooperative Recreation Services, Delaware, Ohio.

PUBLISHERS

National Recreation Association, 315 Fourth Avenue, New York, N. Y.
A. S. Barnes & Co., 67 West Forty-fourth Street, New York, N. Y.
University of Chicago Press, 5750 Ellis Avenue, Chicago, Ill.
University of North Carolina Press, Chapel Hill, N. C.
Cloister Press, Hollywood, Calif.
Purdue University Press, Lafayette, Ind.
League Legion of America, Richmond, Va.
Leisure League of America, Rockefeller Center, New York, N. Y.

NOTE.—When writing to any of the above publishers for materials and information, be specific, indicating type of activities and for what ages and sex. Write for book lists and catalogs.

For further information write to the Regional Recreation Rep-
resentative of the Division of Recreation, Federal Security Agency,
nearest your community.

Mr. LEWIS R. BARRITT,
1006 Grand Avenue,
Kansas City, Mo.

Mr. JOHN I. NEASMITT,
1025 Vermont Avenue,
Washington, D. C.

Mr. HOWARD C. BERESFORD,
311 Equitable Building,
730 Seventeenth Street,
Denver, Colo.

Mr. DOWNING E. PROCTOR,
Euclid Avenue and East Ninth
Street,
Cleveland, Ohio.

Mr. CHARLES K. BRIGHTBILL,
120 Boylston Street,
Boston, Mass.

Mr. WILLIAM G. ROBINSON,
105 West Adams Street,
Chicago, Ill.

Mr. GILBERT W. COLLINS,
Fourth Street and Second Avenue,
Minneapolis, Minn.

Mr. JULIAN ROSNER,
11 West Forty-second Street,
New York, N. Y.

Mr. JOHN DA GROSIA,
Juniper and Chestnut Streets,
Philadelphia, Pa.

Mr. HARRY H. STOOPE,
735 Market Street,
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