

shop to earn some money. The Bureau, one of the newer agencies in the community, interested in securing good coordination, often consented to take on such a person. These fellow-agencies were forcing the Bureau to conduct a sheltered workshop rather than a workshop for training purposes. There was ample evidence that the Bureau did have adequate personnel and adequate skill, both for trade training and for a good vocational therapy program for the handicapped.

In the study of personnel records, we found that several agencies had employed individuals found inadequate in other social agencies without consulting the first agency either about the experience or the equipment of the person.

I would like to attempt to sum up the direction of the evidence:

1. It seemed to us that there was inadequate intake personnel and service at the point of application; that adequate study of the client at his first contact with a social agency was not taking place.

2. It seemed to us that the available community resources were not coordinated and the result was that the client had to chase around when in need of services, such as a temporary plan for the care of children.

3. It seemed to us that there was a need for inter-relationship of which lack of confidence was a basic part, so that duplication, harmful to the client and wasteful to the community could be avoided. This was especially true in the relationship between the children and family agencies.

4. It seemed to us that the diagnosis and study service did not relate the client to the source of service best equipped to meet the client's need. The client should be related to the agency at a point much earlier than at present obtains. It seemed to us that there was confusion for client

and community because distinction in services among the agencies was not worked out. We felt that the specialized agencies were substituting for an opportunity to create an individual, specialized service, a family case work job on the same level as a half dozen other agencies.

5. We believe that some of the problems created in the relationship between public and private agencies were due primarily to the lack of coordination among the private agencies themselves. If the private agencies themselves did not understand each other's functions, how could one expect the public agency, with a comparatively new staff, to understand and use properly the services of the many private agencies. In order to get a good working relationship between growing public service and the private services, which are attempting to define their present direction, the private agencies themselves had to distinguish more clearly what they were attempting to do.

The description of the state of affairs in the community of Providence would seem to indicate a pretty completely disorganized community. But that is not so. A person entering Providence would undoubtedly not see or be aware of the disorganization and lack of coordination pointed out. A good deal of this is below the surface. It shows up in records, in personality relationships, and one becomes aware of it only after detailed examination. There were agencies doing excellent work. The situation was probably neither better nor worse than in many other communities in the country. What the community survey did bring out was that coordination of case work services was essential if the resources of the private agencies were to give the best of their combined abilities for treatment of client and welfare of community.

Business Session

Tuesday, June 2, 1936

The Business Session of the National Conference of Jewish Social Service was called to order at 9:00 p.m., at the Hotel Chelsea, Atlantic City, N. J., with Mr. Harry L. Glucksman, president, in the chair.

Minutes, 1935 Meeting

The minutes of the 1935 Business Session having been printed in the Conference proceedings, it was moved, seconded, and carried that their reading be dispensed with.

Report of Committee on Resolutions

Mr. I. S. Chipkin, acting chairman, reported the following resolutions on behalf of the Committee on Resolutions:

In Memoriam—I. Irving Lipsitch, Samuel Rabinovitch

The National Conference of Jewish Social Service wishes to record with profound sorrow the recent deaths of I. Irving Lipsitch of Los Angeles, Calif. and Samuel Rabinovitch of Brooklyn, N. Y. Veteran social workers still in the prime of life they had much to give in service and devotion to Jewish social welfare. For many years they were active in their own communities and in this Conference, applying themselves to the problems of American and world Jewry and to the improvement and increased security of Jewish life here and abroad. Their respective communities and the members of this Conference will keenly feel the loss of these devoted and effective professional leaders.

The resolution was adopted by a rising vote and the secretary was instructed to send copies to the families of I. Irving Lipsitch and of Samuel Rabinovitch.

Vote of Appreciation to Officers, Program Committee, and Speakers

The Conference desires to express its appreciation to the officers of the National Conference of Jewish Social Service for their sound and constructive leadership, to the Program Committee and to its chairman, Dr. Joseph J. Schwartz, for the able performance of their difficult and exacting tasks, and to all those who contributed to the richness and variety

of the program of the Conference this year by the preparation and reading of papers, by participation in panel discussions, and by effective leadership of sessions.

The resolution was adopted unanimously.

Vote of Thanks to Committee on Conference Arrangements and Local Reception Committee

The Conference wishes to extend its thanks to the Committee on Conference Arrangements and to its chairman, Mr. Jack Nadel, and to the Local Reception Committee for the care and thoroughness exercised in receiving and entertaining Conference delegates and in providing for their every comfort.

The resolution was adopted unanimously.

Vote of Appreciation to the Secretary

The Conference expresses its deep appreciation of the able services rendered during the past three years by its outgoing secretary, Mr. Michael Freund. He has labored indefatigably and creatively to maintain and develop the Conference on the high plane of a unifying, stimulating, professional body.

He has earned the warm regard of all members of the Conference for the zeal and intelligence which he displayed as secretary.

The Conference regrets Mr. Freund's resignation as secretary but looks forward to his continued counsel and participation in future Conferences.

The resolution was adopted unanimously.

Request for Session on "Behavior Problems" in 1937 Program

The May 31 session on "Place of the Layman in Agencies Dealing with Behavior Problems" manifested such great interest in the increasingly closer relationship between lay and professional workers in Big Sister and Big Brother work, brought out so clearly their common interest in the field, and elicited so much constructive criticism and suggestion requiring further exploration, that the session unanimously decided to request that the Executive Committee of the National Conference of Jewish Social Service consider for the program of the 1937 Conference a General Session on "Lay and Professional Participation in Jewish Agencies Dealing with Problems of Personality and Mal-

adjustment" to be developed by and composed of participants from both lay and professional groups.

By unanimous vote, the resolution was referred to the Program Committee.

Cooperative Relationship between Joint Distribution Committee and United Palestine Appeal

The National Conference of Jewish Social Service notes with regret the decision of the Joint Distribution Committee and the United Palestine Appeal to conduct two independent fund-raising campaigns in 1936. It deplors the controversy and division in Jewish life engendered during the course of separate campaigns.

The Conference calls upon the responsible leadership in these two agencies, dedicated to the relief of our destitute and persecuted brethren in Europe and to the rebuilding of Eretz-Israel, to return to a more harmonious cooperative relationship.

The resolution was adopted unanimously.

Expression of Good Wishes to Dr. Rubinow

At the conclusion of the report of the Committee on Resolutions, Dr. Maurice J. Karpf suggested that a suitable resolution of sympathy and good wishes be drafted and telegraphed to Dr. Rubinow and his family, expressing the hope of the Conference for his speedy recovery.

The chairman stated that such a resolution had been proposed at the opening session of the Conference and that he had already telegraphed an appropriate message to Dr. Rubinow.

Treasurer's Report

In the absence of Mr. Joseph Willen, Treasurer, the secretary read the former's report on the financial position of the Conference.

"The auditor's report covers the period, Jan. 1, 1936 through May 25, 1936. Total receipts for the period were \$4,575.62 consisting of \$4,469.75 from individual and organization membership dues and \$105.87 from Quarterly subscriptions and other sources. Total disbursements amounted to \$2,910.79, indicating an excess of \$1,664.83 of receipts over disbursements. Compared with last year's experience for the same period, there is an increase of 53 paid-up members and an increase of \$448.50 in receipts from dues.

Total Conference assets amount to \$3,980.39; total liabilities, \$928.90; surplus, \$3,051.59."

Inasmuch as the major portion of the anticipated Conference income for the year ending December 31, 1936 is already on hand, the surplus will have to be used to meet unpaid bills and to carry on the business of the Conference to the end of the year.

The report was approved unanimously.

Report of Committee on Time and Place

In the absence of Mr. Joseph Beck, chairman of the Committee on Time and Place, Mr. Jack Nadel submitted the following recommendations of the Committee:

1. That the 1937 meeting of the National Conference of Jewish Social Service be held in Indianapolis, Ind. or in its immediate vicinity, either before or after the meeting of the National Conference of Social Work;

2. That the Executive Committee of the Conference be authorized to make any necessary changes in either the time or place of the 1937 meeting of the Conference.

The report was approved unanimously.

Mr. George W. Rabinoff moved that, since the National Conference of Social Work has already set the time and place for its 1938 meeting to be held on the West Coast, the National Conference of Jewish Social Service recommend to the Executive Committee that it give attention at its next meeting to the question of the time and place of the 1938 meeting.

The motion was seconded and carried.

Report of Committee on Credentials

Mr. Isidore Hershfield, chairman of the Committee on Credentials, reported a total registration of 529 delegates, including duly accredited representatives of 46 organizations.

The report was accepted unanimously.

Report of Committee on Nominations

Dr. Ludwig B. Bernstein, chairman of the Committee on Nominations, reported that, following the announcement at the opening session of the Conference of the names of the nominees for President, Vice-President, Secretary, and members of the Executive Committee, the Committee on Nominations had received a petition signed by 26 duly accredited members of the Conference, nominating Miss Helen Baum of Philadelphia to membership on the Executive Committee.

Mr. William Cohen reported that Miss Baum had asked that her name be withdrawn.

It was moved, seconded, and carried that the secretary cast one ballot for the following who were thereby elected:

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ELIAS L. TROTZKEY, Chicago, Ill.

FRIEDA C. ROMALIS, St. Louis, Mo.

Report of Committee on Plan and Scope

Mr. Glucksman, acting as chairman of the Committee on Plan and Scope, reported that the Committee had presented certain proposed revisions in the Conference Constitution and By-Laws, to the Business Meeting in 1934. No action was

taken at that time because the constituent societies represented at that meeting did not constitute two-thirds of the organization members of the Conference, as required by the constitution. The 1934 Business Meeting instructed the Committee on Plan and Scope to submit the proposed amendments to a mail vote of the organization members.

Since a sufficient number of member organizations failed to reply, the 1935 Business Meeting instructed the Committee to make a further effort to follow up the agencies that had not sent in their votes. This effort having likewise failed to secure a sufficient vote, the Committee was now submitting the amendments to a vote of the organization members present.

Mr. Glucksman reported that, as notice of the proposed amendments had been mailed to the constituent societies sixty days prior to the current Business Meeting, these could now be voted upon and would be adopted if a two-thirds vote of those organizations represented approved such action.

It was moved, seconded, and carried by vote of the organization members represented that the proposed amendments to the Constitution and By-Laws be adopted in the form in which they had been submitted to the organization members.

Mr. Hershfield pointed out that according to the membership classification of the constitution, national organizations, included in the category "other organizations" would be eligible to membership in the Conference but would not have to pay dues since there was no provision in the By-laws for membership dues under the category "other organizations." Mr. Hershfield accordingly moved that Article I, Section 3 of the By-laws, en-

titled "Membership Dues" be amended to read as follows:

"The annual dues of local organizations and other organizations not constituents of a member Federation, Welfare Fund, or similar organization, or functioning in cities where no Federation, Welfare Fund, or similar organization exists, shall

be as follows: \$25.00 if their annual expenditures are \$25,000 or more, and \$10.00 if their annual expenditures are less than \$25,000."

The motion was seconded and carried. There being no further business, the meeting was, upon motion, adjourned at 10:00 p.m.

The following numbers of the *Jewish Social Service Quarterly* are available at 50 cents per copy except as otherwise indicated:

Vol. VI.	No. 3-4,	March-June	1930
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	No. 3,	March	1931
Vol. VIII.	No. 1,	September	1931
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	No. 4,	June	1932
Vol. IX.	No. 1,	September-December	1932 (\$1.25)
	No. 2,	March	1933
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Vol. X.	No. 1,	September	1933 (\$1.25)
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Vol. XI.	No. 3,	March	1935
	No. 4,	June	1935
Vol. XII.	No. 1,	September	1935 (\$1.25)
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