

ADMINISTRATION

That the relations of the home agent with other state agencies may be harmonious, the state agent of home demonstration work confers with heads of state departments as to policies to be carried out in the counties. Home demonstration headquarters are at the capital, as are those of all state departments, and there is the finest kind of co-operation of forces looking toward the elimination of duplication in state work.

Programs of co-operative work for the home agent and the different divisions of extension work are planned by the state agent and the head of each division before passing on to the district and county agents. Some particularly good plans have been worked out through the Division of Animal Industry and the Home Demonstration Division.

The monthly meetings of the men and women state and district agents with the Director of Extension have made it possible to co-ordinate the work of the farm and home agents more closely. At the January meeting the specialists are called in to arrange yearly programs that will fit in with the farm and home agents' plans of work.

Co-operation has been maintained between the State College for Women at Greensboro and the Home Demonstration Division. This college furnishes laboratories, dormitories, and part of the faculty for the annual school for agents, puts on a winter short course in home economics for agents desiring it, and invites the State Home Economics Association to hold its annual meeting at the college.

There is a very satisfactory understanding between the Smith-Hughes home economics head and the head of home demonstration work. The home demonstration agent, in point of service being the senior state home economics worker, invites for a conference the Smith-Hughes home economics head together with the head of the department of home economics at the State College for Women. At this conference plans of co-operation are made and the best of understanding exists. The conference has become an annual event and a smoothly running state machinery results.

The state agent served as president of the State Home Economics Association in 1921, was on the board of the U. S. Training Camp for Women, and was state director for the General Federation of Women's Clubs to outline a policy of co-operation between town and rural clubs. This last office furnished an opportunity for the appointment of interested town club women to co-operate with home demonstration agents.

The state agent, with her assistant and the district agents, have frequent conferences with county boards of education, county commissioners, welfare officers, county health officers, dietitians at state and private institutions, physicians regarding nutrition and diet, architects regarding home economics department plans, writers of magazine articles, newspaper reporters, men and women wishing to go into the canning or trucking business, and many private individuals.

In 1921 the state agent paid 25 visits to counties conferring with the agents, visiting county boards, and making talks at county meetings. She gave also a series of three lectures on home demonstration work, its organization, plans, and the results, before a conference of southern Methodist rural ministers at Junaluska, North Carolina. Those lectures were for the purpose of informing the rural pastor of what was or might be done through organization in the county and to enlist his sympathy and co-operation in this particular kind of community work. Talks were also made by the state agent at the Country Life Association meeting at New Orleans, at the meeting of the

American Home Economics Association at Swamscott, at the state meeting of Business and Professional Women and before the Council of the State Federation of Women's Clubs.

Installation of Home Agents

Very definite plans are made for the installation of a home agent in her territory. District agents announce the time of arrival to the local county council if there is one, to the woman's club, and to the church people. The farm agent is notified and also the county superintendent of education. If possible the district agent is at the county seat to welcome the agent and to get her well established in a comfortable home, realizing that to do efficient work an agent must be happy in her home life. The county superintendent of education and the farm agent are visited next day and co-operative plans of work are talked over. The agent's office is usually in the court house, 43 of the 49 agents being so housed. As early as possible the home agent is introduced to the county commissioners and to the board of education. Arrangements are made about a car and the assistance of the farm agent and the school supervisor secured in pointing out roads and club centers. Cars are owned by the Division of Home Demonstration Work in 43 counties.

Social and professional affiliations are most important if the home agent is to take that position in the county which is expected of her. That she has become a leader is evidenced by the number who have, in addition to their rural work, taken the chairmanship of the home economics department or been presidents of the most important women's club in their counties. Records show that 29 county agents and 5 of the state staff have held these positions or have made the programs for the home economics department during the last two years, thus doing much to make themselves leaders of home economics thought in the counties. One of the staff is home economics chairman of the State Federation of Woman's Clubs, succeeding a county agent who held the position for two years.

County Cabinets

To insure the coordination of all county workers, ten counties have formed what is called in one district a county cabinet. This organization of county heads of organizations meets once a month. The former home agent in Johnston County says: "As a result of this organization all of us were able to work more intelligently. The bulletin board telling where we were each to be during the week enabled some of us to make trips together and to help each other in many ways."

County Councils

Twenty-nine counties have county councils composed of delegates from the home demonstration clubs. These average 27 members. Councils meet monthly in the home agent's office, report on the work in women's, girls', and community clubs and help plan the program for the year. They are behind the agents in any work outlined and go before the county boards to express the county sentiment when work or finances are discussed.

Home Bureau

These women are also active in rounding up the county clubs into a home bureau or federation of home demonstration clubs. Eleven of the counties formed the State Federation of Home Bureaus in 1920 which had its first