

MACHINERY OF ORGANIZATION

The Home Demonstration Staff

The home demonstration staff is composed of the following:

State Home Demonstration Agent and Assistant Director of Extension

Acting Girls' 4-H Club Agent

District Agents for White People - 4

District Agent for Negro People. - 1

County Home Agents, White..... - 77

County Home Agents, Negro..... - 12

Asst. County Agents, White..... - 2

Home Demonstration Specialists.. - 4

Assistant Specialists..... - 3

Home Agent at Large..... - 1

Negro Specialist..... - 1

Long Tenure of Office

The North Carolina Home Demonstration staff can very generally show a long tenure of office.

The State Home Demonstration Agent and Assistant Director of Extension has served 25 years as organizer and director of Home Demonstration Work being its first State Home Agent and pioneer in home demonstration work.

District Agents have all served as home demonstration agents in a county

before being given supervisory positions as follows:

One 22 years as home agent and district agent.

One 21 years as home agent and district agent.

One 8 years as home agent and district agent.

One 5 years as home agent and district agent.

The Negro District Agent has served 14 years as home agent and district agent.

Specialists: White - 7; Negro - 1, have served as follows:

One as district agent and specialist - 22 years.

One as food specialist - 16 years.

One as clothing specialist - 7½ years.

One as home management and house furnishings specialist - 1 year.

The assistant specialists have served each as home agent.

Their combined service is as follows:

Two - 6 years.

One - 3 years.

The Negro specialist served 7 years as home agent and specialist.

Home Agents - White 77 served as follows:

Four - 20 or more years.

Four - 15 or more years.

Ten - 10 or more years.

Twelve - 5 or more years

Twenty-seven have served from 3 months to 5 years.

Negro Home agents 12 served as follows:

One - 14 years.

Two - 11 years.

One - 9 years.

One - 7 years.

Seven served from 6 months to 3 years.

Average length of service for white home agents - 5.02 years.

Average length of service for Negro home agents - 4.7 years.

#### The County Home Demonstration Agent

The home agent in a county in cooperation with project leaders meets all women and girls once a month in an outlined program as follows:

- a. Cooperates with club members and County Council in making program of work.
- b. Organizes clubs for women and for girls.
- c. Conducts club programs and instructs in projects.
- d. Makes report to Board of County Commissioners in person monthly.
- e. Cooperates with farm agent in joint agricultural and community projects.
- f. Makes plans in cooperation with county office in accordance with the arranged State plans of Education, Welfare, Health, and whatever emergency organization is doing work in the county.

#### Assistant Home Agents

In October 1935 the North Carolina Extension Service adopted the policy of employing assistant home agents, and one was placed in Johnston County in October 1935, and in Nash County in 1936.

Counties securing assistant agents serve as training schools for potential agents. After two or three years if the assistant develops satisfactorily, she is ready for a position as county home agent.

The county pays half of the salary and travel of an assistant and the Extension Service the other half.

#### What They Do

These assistants help with both girls' 4-H programs and with women's work and the plan is to give them field and office experience that will fit them for home agent work.

The assistant is selected from college graduates who have qualifications for home agent work; and she is placed under the supervision of a strong home agent who will supervise her training in all phases of work with women and girls.

#### District Agent

There are four district home demonstration agents for white people serving four divisions of the state, and one for Negroes.

The Northeastern district includes 24 counties.

The Southeastern district includes 22 counties.

The Northwestern district includes 28 counties.

The Southwestern district includes 26 counties.

The Negro district agent serves 12 counties situated largely in the east and central parts of the state where the large Negro population is settled.

She also acts as itinerant agent in unorganized counties.

The district agent:

- a. Supervises home agents in her territory.
- b. Secures appropriations.
- c. Promotes cooperation with county and district organizations.
- d. Conducts district conferences and leaders' schools.
- e. Assists with projects.

The State Home Demonstration Agent

The state home demonstration agent is also assistant director of extension and serves as follows:

- a. Administrator of work for women and girls, both white and Negro.
- b. Formulates State Plan of Work in conference with district agents and specialists and holds monthly conferences with these members of her staff.
- c. Plans state home demonstration program with staff and gives general supervision of program.
- d. Selects and places home demonstration agents in conference with district agents.
- e. Conducts annual state agents' conference and assists director with joint Extension Conference.
- f. Cooperates with other state agencies in definite plans of work to be done with Division of Home Demonstration Work: State Board of Health, North Carolina Rural Electrification Authority, State Planning Board, State Department of Education, State Department of Welfare, State emergency organizations, North Carolina Federation of Women's Clubs.

### Specialists

With the addition of 22 wholetime counties for white and 1 for Negroes in 1936, organized home demonstration work now totals 79 counties, a number too large to be served efficiently with three whole time home economics specialists and three part time. Funds were provided, therefore, in September 1935 for the employment of four assistant specialists and one principal specialist as follows:

- a. Assistant in Foods and Nutrition.
- b. Assistant in Home Management.
- c. Assistant in Clothing.
- d. Negro subject matter assistant.

These women have greatly relieved the congestion and have also rendered fine service in preparing lesson sheets and bulletins.

The assistants were taken from the county agent group because of the good work done in their chosen subject.

### New Specialist

An extension economist in conservation of foods and marketing was added in September 1935.

The Northwestern District Agent had been serving as conservation specialist for many years in addition to her work as district agent, but calls for her work in conservation and marketing were so great that she was taken over as state home demonstration food conservation and marketing specialist.

With a whole time specialist provided, both marketing and conservation shot ahead and there is a promising outlook for better standardization of products and well organized women's markets in the future.

### Changes in Staff in 1936

The specialist in home management and house furnishings, Helen N. Estabrook, resigned to take a supervisory position with the Federal Resettlement Division in 1935, and Pauline E. Gordon was appointed to fill the position January 1, 1936.

### The Club

The organized home demonstration club and 4-H club in a rural community is the unit through which the home demonstration program is carried out; and there is a total of 1,394 women's home demonstration clubs and 925 girls' clubs in the 79 counties organized for white people and Negroes in 1936. These clubs average 17 women's and 11 girls' clubs to a county, with a total membership of 59,826.

### County Federation of Home Demonstration Clubs

All home demonstration clubs in a county come together in a Federation of Home Demonstration Clubs which meets twice yearly. In 1936 there were 78 county federations in North Carolina for whites and 11 for Negroes.

### The County Council

The executive board of the home demonstration federation of the county is called the County Council. There were 79 County Councils for whites in 1936 and 11 for Negroes.

The county council is composed of the three officers of each local club and the county project chairman. It is the supporting body behind the home agent and acts as an advisory body to district agent as well as home agent.

It assists in securing and retaining appropriations, planning programs, and assumes responsibility for carrying out the county plan of work.

This body meets four times a year and, in some counties, oftener; it is always ready to respond to a called meeting.

North Carolina Federation of Home Demonstration Clubs

County Federations come together in a State Federation of Home Demonstration Clubs which holds its annual meeting at the State College of Agriculture and Engineering, Raleigh. Each county is represented by as many delegates as it has home demonstration clubs, or one from a club.

Reports are made by districts of what has been accomplished during the year, new business taken up, and recommendations made to the state office of Home Demonstration Work.

The State Federation promotes annual meetings of home demonstration clubs in sixteen districts coinciding with those of the State Federation of town Women's Clubs.

The State Federation of Home Demonstration Clubs is affiliated with the State Federation of Women's Clubs and sends sixteen delegates to the annual meeting.

Selecting Agents for Mountain Counties

Home agents were carefully selected and have been heartily received by county boards and county people.

County agricultural agents in all of these counties have been very cooperative and each worked hard to secure a full time home agent for his county.