

STATE SUPERVISORY NARRATIVE REPORT OF HOME DEMONSTRATION WORK

1948

I. The 1948 Supervisory Activities and Results

The one hundred counties in North Carolina which extend from the Atlantic Ocean in the east to the Great Smoky Mountains in the west vary in their opportunities and advantages.

The state is rich in history, geographical variety, basic resources and an intelligent and industrious population and its people have the advantages of a varied climate, soil, altitude, agriculture and industry.

Our organization is challenged by a people who are proud of their heritage and who want advancement for their state through development of natural resources, the industrialized section and tourist area.

Home demonstration and 4-H club work is organized in each of the one hundred counties in the state. There are 1,681 home demonstration clubs with membership of 41,426 and 1,426 girls' 4-H clubs with 43,418 members.

The efforts of 175 home demonstration agents and assistants were reinforced and strengthened by the assistance of 19,973 project leaders, 9,364 women neighborhood leaders and 3,239 4-H leaders. These leaders were trained by the home demonstration agents for specific responsibilities during the year. The project leaders held 4,144 meetings with an attendance of 78,438 and 4-H leaders held 1,069 meetings. Through the use of leaders, Extension work has been extended and it has been possible for more farm women and girls to have timely and factual homemaking information for immediate use in their homes.

A. Assigned Administrative Responsibilities

1. Improving working conditions of county staff in relation to salaries, retirement, leaves, office equipment and clerical help.

The District Agents discuss financial and working conditions in the counties with the State and Assistant State Home Demonstration Agents. When they agree, on adjustments to be made, the district agents are then held responsible for obtaining such adjustments in their respective counties as will make for a more effective educational program. Financing the Extension program is a cooperating enterprise. The district agents meet with the county Extension Staff and later with the County Board of Commissioners to discuss salary adjustments. It is sometimes necessary to make many trips to a county for individual conferences with leaders and commissioners before necessary funds are obtained.

In counties where an outstanding educational program is being carried on, it is not difficult to secure appropriations, if the financial condition is good and politics does not enter into the picture.

Requests for increases in salaries are made of counties in proportion to their tax valuation. Counties with twenty million dollars evaluation or more, are expected to pay 50% of salaries. If the evaluation is smaller, counties are requested to pay in proportion. In 75% of the counties, the County Commissioners have been understanding and have cooperated with state funds in making adjustments in salaries of the lowest bracket.

In such a large organization, it is important to have something to provide an incentive for doing efficient work and to improve morale. The privilege of being eligible for North Carolina State Teachers' Retirement on the part of salary paid from State funds and for Federal Civil Service Retirement gives the agents more of a feeling of security.

At the present time, home demonstration agents have twelve days

of annual leave and ten days sick leave. This short period of annual leave should be changed to one month. Home demonstration work requires long hours of service and a variety of demands which require a well-trained, physically strong, well-balanced person to meet them. There are seventy-five assistant home demonstration agents working in sixty-seven counties, but an increase in personnel has not lightened the load of the home agents. However, it has strengthened and broadened the Extension program throughout the state.

The County Commissioners, in many counties, have been very cooperative in providing demonstration laboratories and equipment, which makes possible more effective county-wide training of leaders and successful meetings. Adequate and capable office assistance also strengthens the work of Extension agents. In fifty of the one hundred counties, home agents have their own secretaries; in the other counties, one secretary serves both farm and home agents. Promotions in the field or from the field to State Staff, retirements, benefits, leave, improved office facilities have helped, but we need more salary adjustments and additional personnel if we continue to hold our position of leadership in homemaking education for the farm people in North Carolina.

B. Supervisory responsibilities.

1. Integration of specialists activities.

District Agents and Specialists work in close cooperation in developing and executing county programs of work with home agents and club women. Together, they analyze county, state and national problems and present findings to home agents and club women to use in developing a county plan of work.

By means of conferences with home agents and club women, observation visits in counties, meetings, reports and census data, the district agents keep informed as to the problems, needs, and interest of the people in the counties and state. This information is discussed with the specialists individually or as a group. The specialists in turn are alert to observe problems and needs of both agents and county people when working in a county. The specialists discuss the problems as they see them with the district agents.

When the annual plans are completed the district agent and specialists analyze them and when the needs of counties are similar, agents training schools are arranged by the district agents. Specialists then give the subject matter training to the county home agents in the subject which they are to give to the clubs within their counties.

The district agents and specialists work together in determining the method or methods to be used in assisting home agents in groups or individually with specific needs in a county or area within a district. Specialists and district agents occasionally visit a county together to work on certain problems.

## 2. Coordination of:

### (a) Specialists' and supervisory activities

Once a month and sometimes more often the State home agent has a conference with the district agents and specialists to discuss the work of the past month and make plans for the coming month and emergency problems that might have arisen. It is through these meetings and individual conferences that the State Staff keeps informed of the progress being made in the entire home demonstration program for the state.

In one district this year the specialists and district agent worked together in presenting subject matter trends to the home agents. The home agents discussed the information with the county women as a means of helping them determine their problems. At June and July club meetings, the women discussed their problems and needs and made recommendations for the 1949 program of work. The recommendations from each club were reviewed by the council, then given to a planning committee to develop a program to submit to the council for approval.

Ten meetings in the state were arranged by the supervisors to give the specialists and agents an opportunity to discuss county home demonstration and 4-H programs for the coming year. At these meetings, plans were made for specialists' help to agents, to leaders and club women in the individual counties.

(b) Adult, Older Youth, and 4-H Work

The adult, older youth and 4-H work programs are coordinated as much as possible. We have found it very effective to have mothers and daughters working on common interests. Coordinated programs provide more than one channel by which needed information can be carried into the homes.

In 1948 we have been fortunate in securing additional personnel in our 4-H club office. Four field workers are assigned twenty-five counties each. The district agents work in close cooperation with the 4-H specialist in her respective territory in planning and executing the 4-H program.

The adult, older youth, and 4-H club activities were interrupted to a marked degree during the summer of 1948 due to the extremely bad epidemic of poliomyelitis in North Carolina. Both

the farm and home convention for adults and the 4-H short course were cancelled.

(c) Negro and White

There is close coordination and good working relationships between the white and negro staff. Joint staff conferences are held monthly, at which time, problems concerning both white and negro workers are discussed. Through these meetings, each group is kept up-to-date with activities throughout the state.

The state home agent confers with the negro district agents and specialists in regard to personnel, finances and the overall program of work.

Members of our staff attend the negro program planning meetings and guide them in their discussion and planning. Our specialists cooperate with the negro specialists in providing bulletins and other information and in guiding them in their program of work, through training and conferences.

C. Other responsibilities of the State Home Agents and District Agents.

State agents and supervisors take part in and appear on programs for organizations as the State Home Economics Association, Woman's Clubs, Business Women's Clubs, and other groups where it would be to the advantage of the community and the Extension Division for them to appear.

1. State Health Department

The state home agents and district agents have cooperated with the state and county health departments in an educational program which has made the people of North Carolina aware of existing health problems and how they can share in solving them.

2. Nutrition Committee

Cooperation is given the State Nutrition Committee in keeping

people in the counties informed in regard to health and food situations within their respective areas, the state, nation and world.

3. North Carolina Federation of Home Demonstration Clubs.

One district agent serves as advisor to the 41,426 home demonstration club members in North Carolina who are organized under the State Federation of Home Demonstration Clubs. Duties this year for this district agent have been to:

- a. Work with the State Executive Board and Committees.
- b. Edit and distribute with a committee the quarterly newspaper for Federation - 10,200 copies have been sent to leaders and officers.
- c. Revise with aid of committee, the Home Demonstration Year Book, of which 36,400 copies were printed; and the Negro Year Book, of which 11,000 copies were printed for the Negro Home Demonstration Club members.
- d. Advising the Jane S. McKimmon Loan Fund Chairman and Treasurer in administering the fund in assisting worthy girls to attend college, who were interested in home economic courses. Seventy-six girls have received assistance from this source in the past sixteen years. Eight students are receiving help this year for their expenses in college.
- e. Making arrangements and accompanying sixteen delegates to attend the meeting of the National Home Demonstration Council in Tulsa, Oklahoma.

This work is very interesting; it does, however, require a great deal of time and thought.

4. State Fair

The state home agents, district agents and specialists spent an average of two to three weeks working in cooperation with the State Fair Association. Educational exhibits were on display in the main exhibit hall. This cooperation provides an opportunity to exhibit work done in the counties and serves as a method to reach people with an educational program who are not contacted through club or county meetings.

5. North Carolina Recreation Commission

The state home demonstration agents and district agents have cooperated with the North Carolina Recreation Commission in promoting better recreation for rural families. The state agent is a member of the consultant group of the Commission, and meets regularly with the organization to report accomplishments and plan for future work. Two of the Commission Staff members and the state agent held conferences on planned recreation for home demonstration and 4-H club members and for county groups.

6. North Carolina Library Commission

The state home agents and district agents cooperate with the Staff of the State Library Commission in promoting and executing a "Reading Project" for club women in North Carolina. A reading list of recommended books is made up each year and the requirements for the project are outlined. Recognition is given the women who read and review the required number of books each year.

In 1948, forty counties participated in the project. The book review certificate was awarded to 1,129 club members, and advanced recognition given to 52 club members. (A copy of the Book Review list and reading certificates follows)