

Collection 1961

Family Service of Philadelphia Records

1878-1999 (bulk 1878-1916) 90 boxes, 114 volumes in 57 boxes, 49 lin. feet

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Abstract

The Philadelphia Society for Organizing Charitable Relief and Repressing Mendicancy took root in 1878 when a group of Philadelphians, many of them involved with the city's soup societies, met to discuss the problems of poverty and street begging. In 1879 the society was officially formed. Its major goals were to ameliorate the condition of the "worthy poor" and to coordinate the relief efforts of the many independent charities in the city. Shortly after its inception, the name was changed to the Philadelphia Society for Organizing Charity (PSOC). It was one of the earliest charity organization societies in the United States and provided material relief for thousands of families and individuals. In 1925, following a decade of financial hardship, the name was changed again to the Family Society of Philadelphia. At this point the society began emphasizing counseling, rather than material relief. In 1950 it was renamed Family Service of Philadelphia (FSP). Throughout the latter part of the twentieth century the organization provided education, counseling, and other human services to low income Philadelphians. In 2000, after decades of striving to overcome financial obstacles and adapting its services to meet the shifting needs of the people it served, FSP closed.

Records of Family Service of Philadelphia span the life of the organization, although they focus largely on its first forty years. Approximately half of the collection is comprised of correspondence sent and received between 1878 and 1916. This correspondence chronicles the charity organization society movement in the United States, the professionalization of social work, economic conditions in Philadelphia, and the changing methods of addressing various social problems. The collection also includes records such as bylaws, minutes, annual reports, financial documents, articles, and photographs.

Background note

In 1878 a group of wealthy Philadelphia businessmen who were distressed by the level of poverty and need in the city began meeting with the idea of founding a society that could manage and coordinate widespread relief efforts throughout the city. In 1879 they formed the Philadelphia Society for the Organization of Charitable Relief and Repressing Mendicancy. Within a year the name was shortened to the Philadelphia Society for Organizing Charity (PSOC). Although there were a number of charities and relief

agencies in Philadelphia, PSOC's founders felt that those organizations were ineffectual. They were also extremely disturbed by the large numbers of beggars who took to the city's streets. To counter this problem they devised a system of registration and investigation of relief applicants, with the goal of distinguishing between "worthy" applicants and those who they felt were undeserving or who would not benefit from assistance. PSOC sought to ameliorate the condition of the worthy poor by distributing money, food, and coal.

PSOC's founders, who included Joshua L. Baily, H. Lenox Hodge, Day Otis Kellogg, Robert Ellis Thompson, and Charles E. Cadwalader, were wealthy Quaker, Episcopalian, and Presbyterian merchants, doctors, lawyers, magistrates, and clergymen. Ex-mayor Daniel M. Fox chaired the organizing meeting; the future mayor Rudolph Blankenburg was also in attendance and elected to the first Board of Directors. The first PSOC office was in Joshua L. Baily's coffeehouse that stood on the corner of Penn Square at the present site of Suburban Station.

The founders were driven by both humanitarian and practical impulses. The large number of independent charities in Philadelphia made little or no attempt to coordinate their efforts. Consequently, their caseloads were peppered with individuals who sought relief from multiple agencies and who applied for assistance using a variety of aliases that made them difficult to track. By registering applicants and encouraging other charities to register their applicants as well, PSOC hoped to eliminate the duplication of relief efforts. Teaching the value of labor and hard work was also a priority; PSOC's founders feared that indiscriminate, ill-considered administration of relief had the effect of creating a perpetually lazy and idle class of people. They hoped that their application process would eliminate those who had no real desire to work or those that they felt were otherwise "unworthy." The latter class of people was largely comprised of alcoholics. PSOC's leaders, like many others of the time, tended to view alcohol use as an indication of laziness or character weakness.

The Germantown Relief Society, established in 1873, closely followed the principles of the Charity Organization Society (COS) movement that originated in Germany in 1853 and was refined in England in 1869. The COS movement took root in northeastern and midwestern American cities in the late 1870s. PSOC, modeled after the Germantown Relief Society, followed COS principle of friendly visitations to the poor by female volunteers. This method of friendly visitation was known as the Elberfeld System. Contact with a more well-off individual, especially one who possessed womanly tact and sympathy, was thought to act as a stimulus for a necessary and life-altering turnaround. Investigation of every application was essential in order to relieve the suffering of worthy applicants and expose the "undeserving" city-wide. "Undeserving" was defined, as best can be inferred, as men who showed evidence of inebriation or women who had sex out of wedlock. Collections were taken up in each ward to support their work. To underscore the civic function, the mayor of Philadelphia was appointed as president ex officio, and heads of city departments were given seats on the Board though at that time, they made no requests of the city treasury on principle; they believed the COS method of collecting in the wards was much more efficient and effective. The organization was non-secular and was unique in that it sought to administer and monitor relief throughout the entire city, as opposed to other charities that focused on particular geographic, religious, or ethnic groups.

In the first two decades, the organization consisted of the Central Board of Directors, a general secretary, an assembly, and twenty-six ward associations throughout the city, the boundaries of which were the same as municipal wards. Both the board and the assembly had committees to tackle issues such as mendicancy, employment, health, criminality, legal protection for the poor, provident habits, and child welfare, but the assembly had the broader view. The board was more concerned with the running of the Society, in particular the Wayfarers' Lodges, which were PSOC's temporary shelters for vagrants. So many groups and committees proved to be too unwieldy, and the assembly petered out in the late years of the nineteenth century.

Each ward association, which could consist of one ward or more, functioned fairly independently in terms of finance and work methods. Available funds and systems of relief varied widely. Each ward association had a superintendent, its own board of directors and committees, and had rather relaxed supervision from the general secretary and Central Board. Paid ward or district supervisors, many of whom were initially men, examined the cases, kept records of applications for relief and had basic supplies on hand, while the volunteers (always women) visited the poor in their homes and delivered aid, often in the form of food, clothes, or fuel. Some of the wards ran small lodging houses for the poor, managed soup kitchens and bath houses, and organized kindergartens and cooking schools. On paper at least, the number of people involved yearly was in the hundreds; in 1895, they counted 574 people that helped with the work of the Society excluding contributors. The number of visitors and contributors decreased in the following decades and financially the society relied more heavily upon members of the Board of Directors.

In 1880, women asked for greater power in the society. Soon afterward some were appointed to assembly committees. They were also appointed to the Board of Directors in some wards. The following year, a few women were hired to be district superintendents. In 1885-1886, the first women served on the Board of Directors: Anna Hallowell (active in the Germantown Relief Society from the beginning), E.C. McVickar, and Catherine K. Meredith.

The young organization had some noteworthy accomplishments. It helped establish the Public Education Association in 1880 and the Children's Aid Society in 1882. It also published the first journal of social and civic work to have national circulation, *The Monthly Register*, from 1879 to 1900. By the end of the nineteenth century, PSOC was receiving more than twenty thousand applications for relief each year.

One of the society's primary goals was to stop people from begging in the streets. One of the ways the Society addressed this issue was to open two houses for homeless or itinerant people in the city. In the early 1880s, it was customary to house wandering men and boys at police or train stations at night, which often meant that they roamed the streets and begged door-to-door during the day. In 1884, an act was passed by the General Assembly of the Pennsylvania Legislature, calling for and partially funding

lodges for the itinerant who needed temporary shelter in all the large cities, and directing the police to send the homeless to these lodges. Also given in this act was the authority to require able-bodied men to work three hours every day in the wood yards for their keep. At the Wayfarers' Lodges in Philadelphia, established by PSOC, no distinction was made as to the tenant's race, color or creed, but all had to stay sober to remain there temporarily. For many years the society received state appropriations for the lodges, but those funds were discontinued in 1899.

Wayfarers' Lodge No. 1 opened at 1720 Lombard Street in 1884 and initially provided lodging for fifty-five men and fifteen women. It had been a wood yard for the 7th, 8th, 9th and 10th wards since 1880. Able-bodied men were expected to saw or split wood for two to four hours in exchange for dinner, a clean nightdress, fumigation of old clothes, a clean bed, and breakfast. Disabled men shifted or piled kindling. Women did household work or sewed. The lodge was expanded in 1913 to include a broom shop. Lodge No. 1 grew to have accommodations for 225, a kitchen, dining room, baths, fumigating room, chapel, reading room, and smoking room. It also had a wood yard, broom shop and stable. In 1915 the lodge sold wood at the commercial rate to approximately four thousand customers, the largest wood business in the city. In 1885 Wayfarers' Lodge No. 2 opened at 80 Laurel Street in the Northern Liberties section of the city.

Those who went to the lodges were not permitted to stay indefinitely, but could remain for as long as a few months so that they could get back on their feet. Lodge employees, of whom there were just a handful, were often recruited from the lodgers. The social worker on staff was responsible for arranging transportation for the wayfarers, which was a significant part of the work of running the lodges. Care was taken to verify stories, and when relatives were located who could provide assistance, reduced fares were obtained and money was raised for passages to other states or other countries.

In the mid 1890s, the people housed at the lodges were mostly from interior states or other countries. During the economic depression of the mid-1890s, there weren't enough beds for those who needed a place and both Lodge facilities were run-down and inadequate. The yearly population for the lodges in the early 1890s hovered around 30,000; 1894 saw an increase to 55,000 and the high numbers lasted almost until the end of the decade when there was an industrial boom. In 1904 Lodge No. 2 moved to new facilities at 1438 North 6th Street. From 1914 to 1915 the combined lodges served approximately 15,000 people. In 1915 Lodge No. 2 closed due to financial difficulties. Lodge No. 1 closed in 1918 due to budget shortfalls. By that time other lodging houses had opened in the city.

While the lodges were booming in the 1890s, PSOC underwent some changes. An internal review of the organizational structure took place in 1897. The structure and working methods were ruled sound, but leaders thought more training for workers, both paid and volunteer, and the holding of more frequent public meetings would be useful. In 1899, Dr. James W. Walk, who had been involved with the society since its founding, resigned as the general secretary. Joshua L. Baily, who had served on the board since the society's founding, retired the next year. The board structure was also streamlined in

1900. The number of committees decreased, and chairs of the remaining committees plus the board president formed an Executive Committee.

Changes during the late 1890s led to what might well be argued as the organization's heyday during the early twentieth century. After Dr. Walk's resignation in 1899, the board, strongly desiring for Philadelphia to get into line with the charity organization societies in other cities, wanted an energetic reformer to replace him. They found the perfect person for the job in Mary Ellen Richmond, who is now recognized as one of the founders of social work as a profession, a teacher, an astute administrator, an author of influential texts, and a great humanitarian.

Before joining PSOC in 1900, Richmond had worked at the Baltimore Charity Organization Society. As general secretary of PSOC, Richmond centralized the disparate operations of the wards and districts. Her goal was to ensure consistency of the quality of care across districts by sending good volunteers to weaker districts, and she reorganized fourteen of the districts during her first year in order to maximize economic efficiency. She also aimed to develop a large body of intelligent, educated, and devoted workers. One of the board's long-held wishes was fulfilled when she held training for paid workers. There were also more conferences among the district workers as she speculated that as Philadelphia had grown and spread, people tended to know only about their ward's problems. By 1901, there were enough funds for all new workers to spend six months at the Central Office receiving training. The result was an increase in the numbers of volunteers, both male and female, and an increase in contributions, and increased publicity, which only brought more work.

In 1901, Richmond drafted legislation for pursuing and punishing men who deserted their families. This exemplifies some changes that were taking place in charity work at the time. Rather than focusing on worthy or unworthiness, more attention was paid to the causes and circumstances surrounding the needy. Those who were sick or disabled, those unable to obtain work, some immigrants, the elderly, women who had been deserted, and/or widows were the most vulnerable members of society, and PSOC began to turn to them with open spirits and wider pocket books. Also during 1901, the new Wayfarer's Lodge No. 1 opened, and photojournalist Jacob Riis, author of *How the Other Half Lives*, spoke at the ceremony. In 1901 the budding social reformer Benjamin C. Marsh conducted a study of homeless men. This study was a collaboration between PSOC and the University of Pennsylvania.

PSOC stopped producing *The Monthly Register* shortly after Richmond's arrival. She might have considered *Charities*, the journal of the New York charity organization society, to be the better national journal. She also might have thought *The Register* to be rather old-fashioned. Financial considerations might have also played a major part in this decision. For the last five years of *The Register*'s publication, it cost the organization about \$500 annually to publish. Receipts for the journal were much less. It had initially been sent free to members, but when PSOC tried to institute a fee, members balked.

During Richmond's tenure at PSOC, she published articles and booklets to educate those connected with the Society and the public. Subjects included housing conditions,

reform legislation, vagrancy, state appropriations to charities, philanthropy in Philadelphia, and writings to support the notion that material relief without investigation, consultations and visitations were more costly in the long run than a hand-out on the street. Richmond was also instrumental in the development of the Social Workers Club of Philadelphia, which was organized in 1905.

After leaving PSOC in 1909, Mary Richmond became the director of the new Charity Organization Department of the Russell Sage Foundation, a position she held until her death in 1928. Among her many notable publications are "Friendly visiting among the poor – a handbook for the C.O. Workers" (1899); *The Good Neighbor* (1907), outlining the aims and methods of the new field of social work; and *Social Diagnosis* (1917), the last probably being her most highly regarded.

In 1909 Porter R. Lee became the general secretary, a position he held for just three years. He continued many of the advances that Mary Richmond had begun and was very active in pursuing formal training for caseworkers. In the early twentieth century the field of social work began changing and started to become recognized as a vocation and not a field that could be entirely staffed by sympathetic volunteers. This professionalization led PSOC, in collaboration with some other area social agencies, to form the Philadelphia Training School for Social Work in 1910. In 1914 this institution was renamed the Pennsylvania School for Social Service. In 1935 it became the Pennsylvania School of Social Work and was affiliated with the University of Pennsylvania. PSOC maintained a close relationship with the school, and many students obtained their first field experience through PSOC's training program. PSOC also accepted students from Bryn Mawr College's and Smith College's social work programs.

During the first part of the twentieth century PSOC succeeded in centralizing relief efforts of the various wards and was making ongoing attempts to reach out to other organizations. In 1911 PSOC became a charter member of the National Association of Societies for Organizing Charity, which had sixty member institutions nationwide. This organization was later renamed the Family Service Association of America. PSOC participated in the Bureau for the Registration and Exchange of Confidential Information, also in 1911. The Reverend Riley M. Little took over the position of general secretary after Porter Lee's resignation in 1912. Reverend Little served until 1918 and was succeeded by Karl de Schweinitz.

While the society had enjoyed great success in the period from 1900 until Lee's resignation in 1912, the next few years would prove devastating, both morally and financially. In 1912, finances were so low they seriously considered mortgaging the property. During the 1910s a number of people began questioning the merits of the COS system, and there were many negative reports circulating in the press about how COS's, and PSOC specifically, allocated funds. Many felt that too much money was appropriated for staff and administration, and that not enough money was dedicated to relief. The *Public Ledger* came to PSOC's rescue and launched a huge and successful campaign to raise money for them. But in 1916, even with heavy appeals, they were in debt again, this time for \$33,000. To heighten awareness, educate the public, and hopefully raise much-needed funds, they held a large public exhibition in January 1916.

The exhibit, held in the Widener Building on Penn Square, featured tables with posters and statistics, an area for lectures and slide shows, and a large demonstration area set-up to look like the Lodge, complete with men from the Lodge chopping wood and making brooms. Volunteerism did increase as a result of this. But increased need, World War I, and a terrible influenza epidemic took its toll, and in 1919 the society was forced to close its doors to new applicants for several months.

The experiences of the late 1910s led the society toward a new way of thinking. A change in the bylaws in 1919 marked the beginning of the society's focus on helping people through counseling, rather than by providing material relief. And while the society had always helped individuals as well as families, the 1919 bylaws sought to "foster the development of wholesome family life." At this time the society also expanded its board of directors from twenty-seven to fifty. In 1924 the society moved to a new building at 311. S. Juniper Street. This building, erected by PSOC and the Children's Aid Society, eventually housed approximately twenty social service agencies.

The establishment of the Welfare Federation of Philadelphia in 1921 (now the United Way of Southeastern Pennsylvania) was yet another reason for PSOC to begin shifting focus from providing material relief. The Welfare Federation's goal was much the same as PSOC's had been: to coordinate the efforts of charities in order to prevent duplicating efforts. Another change came in 1925, when PSOC changed its name to the Family Society of Philadelphia. In 1929 the board of directors took the evolving mission one step farther away from its original intent by passing a resolution stating that the City Department of Welfare should assume the responsibility for providing basic relief.

The depression years of the 1930s resulted in an increased need for social services, which the society was poorly equipped to handle. The passage of the Social Security Act in 1935 established a national welfare program, and in 1937 Pennsylvania passed a public assistance law, which was partially based upon the findings of a study in which the society had participated. The society's executive director from the 1918 to 1930, Karl de Schweinitz, became the first secretary of the Pennsylvania Department of Public Assistance.

In the 1940s, under the guidance of General Secretary Betsey Libbey, the Family Society provided counseling to individuals and families with a variety of social and financial problems. The field of social work and of social case work was continuing to grow, and Libbey took an active role in making sure all counselors (all of whom were paid employees) were properly trained. She also published some of her studies in social work. During the 1940s, and into the 1950s, the society continued to provide financial assistance to families for specific needs that were ineligible for other types of funding. They also did a great deal of counseling with veterans and their families who found their circumstances greatly changed during and after World War II.

In 1950 the society's name changed for the last time and became Family Service of Philadelphia. Some district offices were consolidated and advisory committees were formed. Staff was unionized in 1948, and in 1951 the society began its Family Life Education program. This was led by Gertrude Pollak, who managed the program for

nearly twenty years. Family Life Education sponsored local groups, arranged meetings, and provided information and direction for them. By the early 1970s, several hundred of these meetings were held each year. From 1948 until 1972 the society was guided by the leadership of Executive Director Ralph Ormsby.

In 1962 Family Service helped organized a Plays for Living group in Philadelphia. Plays for Living had begun in New York in 1959 as part of the Family Service Association of America. Typical plays were interactive dramas that focused on issues such as conflict resolution and substance abuse.

During the next few decades Family Service continued to focus on issues such as mental health, substance abuse, teen pregnancy, parent education, marriage counseling, and divorce mediation. The fee for counseling services was based upon income, and services were free to the lowest-income applicants. FSP worked with schools to develop programs for children, and in 1995 developed Village Prep, also known as the Michael J. Gavaghan Memorial School, in collaboration with the family court and school system. Village Prep is a high school for students who have a history of truancy, who have been expelled from public school, who have behavioral problems, or who were placed on probation by juvenile court.

Never flush with money for the level of service to which they aspired, Family Service's demise followed from changes in managed health care and in Philadelphia welfare agencies during the 1980s and 1990s. Shifting priorities at the United Way of Southeastern Pennsylvania led to the end of funding that had been provided for Family Service for many years. In 2000 Family Service of Philadelphia closed.

Scope & content

The records of Family Service of Philadelphia not only document the evolution of a charity that existed for more than 120 years, they also chronicle changing attitudes toward the poor, the professionalization of social work, changes in the workplace, the development of family counseling, educational outreach, and the effects that major events such as wars, epidemics, and depressions had on an urban population. The collection contains a wealth of details about day-to-day operations, including correspondence, broad investigations about the feasibility and methods of providing relief, financial records, fundraising appeals, case files, and personnel records. Correspondence with other charity organization societies documents the Charity Organization Society movement in the United States. Newspaper and journal articles, correspondence, and publications also provide a great deal of insight about perceived causes and solutions for a variety of popular social issues from the 1880s through most of the twentieth century, including child labor, tuberculosis prevention, homelessness, unemployment, absentee fathers, teen pregnancy, substance abuse, and juvenile delinquency.

The majority of the collection is the correspondence of the general secretaries, later known as the executive directors. This material, as well as other administrative records, is found in Series 1. Correspondence begins in 1878, just as the society was getting started,

and continues steadily until 1916. There is also quite a bit of correspondence from the period 1972 to 1984; the years between 1916 and 1972 and after 1984 are represented much less comprehensively. Correspondence of General Secretaries D.O. Kellogg, Charles Kellogg, James W. Walk, Mary E. Richmond, Porter R. Lee, and Riley M. Little is quite complete. There is also quite a bit of correspondence of some assistant secretaries before 1916, especially Ethel Rupert. Elizabeth Wood, the district superintendent during the 1910s, is represented as well. Correspondence is from other charities, concerned local citizens, donors, city officials, and caseworkers. Among the many topics documented are visits made to the poor, recommendations for relief, financial problems, workplace culture, professional education, and cooperation with other charities in Philadelphia and other cities.

Minutes and annual reports provide synopses of board activities and the general state of the organization for more than 100 years. It is important to note that the minutes of the board have a very large gap from 1912 to 1972. There are other gaps as well; in general, documentation tends to be less detailed during the second half of the society's existence. Financial records are a rather small body of records, and although they include detailed information on a few funds and estates, are generally a rather piecemeal group of materials. Also included in the administrative records are the charter, by-laws that display revisions through time, personnel records (also largely incomplete), and some articles and news clippings about the history of the society.

The society's Wayfarers' Lodges are documented in Series 2, as are other relief efforts. These records include correspondence, appeals, some scattered case files, and many volumes containing the names of those who applied for aid. Information about individual cases can also be found in Series 1. The society's publications, found in Series 3, also document its efforts to promote services and explain how the society helped those who applied for aid. Subject files (Series 4) chronicle many of the important topics addressed by the society in the twentieth century and include correspondence, interoffice memoranda, and other records documenting programs, outreach, and collaborations with other private and government organizations.

Series 5 includes the records (1905-1923) of the Social Workers Club of Philadelphia, which was organized in 1905. Its members belonged to a number of organizations across the city. Although the records are rather sparse overall, minutes provide an overview of the administration of the club, and correspondence, including letters from members, reflects varying opinions about how well the club served its purpose. Programs for club events indicate its activities and the topics of lectures that were presented.

A scrapbook documenting the activities of various charities and reform movements is included in Series 6.

Photographs (Series 7) depict some of the society's early board members and general secretaries of the society and also include views, largely exterior, of various Family Service office buildings. There are a number of photos documenting the society's 1916 exhibit to raise public awareness. Most photographs are from the 1950s onward, and among those from the 1970s and 1980s are portraits of a number of staff. Several

events, including the society's 1979 centennial celebration and several awards ceremonies, are also documented. A group of lantern slides depicts the society's Wayfarers' Lodges. Series 8 includes three artifacts, including two awards presented to Family Service of Philadelphia.

Overview of arrangement

0	11 11 1 1 10 10 100 1	4051
Series I	Administrative, 1878-1997, n.d.	105 boxes
	a. Correspondence, 1878-1990	70 boxes
	b. Annual Reports, 1879-1997	6 boxes
	c. Minutes, 1879-1993	8 boxes
	d. Committees, 1879-1918	5 boxes
	e. Financial, 1878-1998, n.d.	11 boxes
	f. Charter and by-laws, 1880-1982, n.d.	1 box
	g. History, 1879-1979	1 ½ boxes
	h. Personnel, 1880-1994	$2 \frac{1}{2}$ boxes
Series II	Relief, 1879-1997, n.d.	15 boxes
Series III	Publications, 1879-1998	7 boxes
	a. Publicity, 1931-1998	3 boxes
	b. Research articles, 1918-1970	$\frac{1}{2}$ box
	c. Journals, 1879-1913	3 boxes
	d. Other, 1913-1963	$\frac{1}{2}$ box
Series IV	Subject files, 1904-1999, n.d.	8 boxes
Series V	Social Workers Club of Philadelphia, 1905-1923, n.d.	3 boxes
Series VI	Miscellaneous, 1894-1900	1 box
Series VII	Images, ca. 1901-ca. 1995	6 boxes
Series VIII	Artifacts, 1987, 1995, n.d.	1 box

Series description

Series 1. Administrative, 1878-1984 (Boxes 1-105, flat file)

a. Correspondence, 1878-1916, 1971-1990.

The correspondence series is the largest in the collection. There is an almost daily record of outgoing correspondence from 1879 to 1916 and for incoming from 1894 to 1916. Incoming letters were all kept together and bound into volumes until about 1910; at that point different staff began keeping their own files and filing incoming and outgoing letters together. Correspondence between 1900 and 1910 largely consists of letters to and from Mary E. Richmond, the general secretary. Between 1910 and 1916, correspondence of the general secretary, assistant secretary, general superintendent, and supervisor of districts were kept separately.

The general secretary's correspondence is most heavily represented during this period and reflects the activities of Porter R. Lee and Riley M. Little, each of whom served as general secretary during that time. Assistant secretary Ethel Rupert is also represented. Please note, however, that letters that were addressed to one person, but

routed to another for response, are filed with the person who actually responded. Therefore there are a number of letters that were originally addressed to the general secretary, but that made their way into the assistant secretary or general superintendent's files. Also included in this subseries is correspondence of the executive director from the 1970s and 1980s, as well as a few files of correspondence for other staff members during the same period. Correspondence between 1916 and the 1970s was sorted by subject and can be found in Series 4.

Many of the letterbooks, which date from 1878 to 1915, are indexed, and a number of them are very hard to read. Many of the early outgoing letters were sent by Charles D. Kellogg, the assistant secretary. These letters cover basic administrative issues, such as bills paid and donations received, as well as particulars about certain cases or inquiries for assistance. The final letterbook (1911-1915) was mostly kept by Assistant Secretary Ethel Rupert and contains scattered correspondence, as well as lists of disbursements.

Circulars, 1887 to 1897, were distributed by the general secretary. Most are printed form letters that were sent to subscribers regarding subscription renewals. There are also generic form letters that were sent to persons who were appointed to various committees. Early form letters were mimeographed. There are a couple of blank form letters that were received form other charitable institutions, such as the Children's Aid Society.

Incoming correspondence, which begins in 1894, covers a range of issues. Most of the letters, particularly those in the files of the general secretary, are from other charities and benevolent associations, many of them in the Philadelphia area, but a number of them in New York, Washington D.C., and some from far-flung locations such as Sioux City or Chicago. During the early 1900s the idea of charity organization societies was catching on in many parts of the country, and correspondence with other charities and charity organization societies documents the exchange of ideas, the gathering of data, and raising funds for operating expenses and relief. There are also many letters regarding lectures, classes, and other trainings. The general secretaries of PSOC were frequently asked to speak to groups or to give advice on various aspects of running a charity organization society. There are also letters to and from various occupational groups, such as sewing guilds, as well as correspondence with coal companies, transportation companies, and data-gathering foundations.

Governmental entities and courts, such as the Board of Education and Juvenile Court, are also represented, and some of the correspondence refers to legislation that was in the works or that had recently been passed. Other topics concern upcoming conferences for directors of charities, lectures for community groups and civic clubs, recent publications, and ways that charities could work together. Other letters are about subscriptions, real estate transactions, and other administrative minutiae. Among the many organizations represented are the Pennsylvania Society for the Prevention of Tuberculosis, the Civil Service Reform Association of Pennsylvania, the Pennsylvania Child Labor Association, the YMCA, the Pennsylvania Society to

Protect Children from Cruelty, the Charity Organization Department of the Russell Sage Foundation, and the Home Missionary Society of the City of Philadelphia.

Correspondence with board members sheds light on the multitude of financial challenges that faced a large charity such as PSOC and includes information about donations made by board members to help decrease the deficit. There is also information pertaining to small donations given by individual citizens. These donations were sometimes given after newspapers published small reports about unemployment or suffering. If certain families or individuals were mentioned in the newspapers, concerned citizens would often send funds to PSOC expressly for the relief of those persons.

Legislation is another common topic in the correspondence, especially in the early-twentieth-century files of the general secretary. Charities, and especially charity organization societies such as PSOC, often had ties to other reform movements. In addition to the correspondence about improving public health, which pays particular attention to preventing tuberculosis and properly caring for infants and children, there is correspondence concerning other movements, such as prison reform and corporal punishment. Some of these letters reference legislation, as do many other letters concerning men who had deserted their families. Child support was not always required or enforced, and many reformers pushed hard for legislation like the "lazy husband law," which made men responsible for the families they abandoned.

Most of the general secretary's correspondence concerns administrative functions and outreach. There are, however, a few mentions of individual cases in the incoming letters referring to the scope of PSOC's relief work and some of their dealings with various applicants for aid. Requests for assistance were often made by concerned citizens who saw or heard about particular families who were suffering. Referrals such as these constituted a significant part of PSOC's casework and are represented in the incoming correspondence. Other letters, both incoming and outgoing, refer to other issues PSOC tackled in the course of its casework. A May 1901 letter to the *Inquirer*, authored by a PSOC staff member, speaks directly to one of the impulses for PSOC's founding: to curb duplicate relief efforts and investigate fraud in the charity systems. This letter concerns "one of the most notorious begging-letter writers that the charitable people of the city support...She claims to have a young baby one month old, but in fact is boarding it, and using it as a means of getting further charity. Mrs. Barger often takes part as the fat woman in the Dime Museum Show, bicycle races, etc. Both she and her husband are well able to work but the response to these letters of which we have a large pack, but many more of which become profitable to them, keeps them from earning an honest living." This woman, using an alias, had written to the *Inquirer* of her troubles and when PSOC became aware, they alerted the *Inquirer* about her true identity. A few other letters from this period also refer to Mrs. Barger.

Other letters also demonstrate some of the prevailing attitudes of PSOC staff, which are largely reflective of the mind-set of the era. Constantly concerned about whether relief applicants or recipients were "worthy," which implied sobriety, staff sent and

received numerous letters regarding temperance or the lack of it. A July 1901 letter states that "low living in all its forms seems to have become the rule in Manayunk." The man who was the subject of the letter was boarding with an elderly couple who "believe he is a drinking man, judging only by his looks." A belief that intemperance had become one of the main roots of poverty and unemployment was similarly conveyed in other letters throughout the early 1900s.

Correspondence displays other typical viewpoints of the early twentieth century. Of interest are many letters concerning children with mental problems or disabilities such as epilepsy. Many of these children could not attend regular schools, and poor parents could not afford to send their children to special schools. Correspondence regarding this issue tends to stress the importance of getting such children away from their siblings, who were considered to be at additional risk for developing behavioral problems. Although it was seen as the best remedy, it was often very difficult to find a suitable institutional placement. A number of letters refer to the Elwyn School, formerly known as the Pennsylvania Training School for Idiotic and Feeble-minded Children. One letter notes that a boy examined by Elwyn was found to be a "moral imbecile of middle grade with a mental defect also." Elwyn, which seems to have been inundated with requests for admission, denied this child.

PSOC was concerned with ensuring that all children were in an environment that they deemed appropriate; they not only attempted to place children with physical and mental disabilities, they also tried to make sure that children were attending school. Some letters indicate that young children were working instead of attending school in an attempt to help their families' financial situations. In one instance the caseworker noted that the children in one family "are very irregular in their school attendance as they often have no suitable clothes to wear." In this case an attempt was made to get the family some material assistance.

Some letters concern recent applicants for positions available at PSOC. In 1910 an employee attached some comments to an application: "I'll wager she is looking back at 50. She is rather large and imposing – just the type for a matron in a Home for Aged." This woman received a reply that there were "no vacancies" at PSOC. A number of other letters refer to the suitability of current PSOC employees for new jobs for which they'd applied. In September 1911 the assistant secretary wrote about a PSOC employee, "She is not good looking, yet there is something very attractive in her manner." The assistant secretary went on to make a telling comment about how undervalued and misunderstood she felt relief agencies and case work was: "Strange, isn't it, that some people think that most any one who claims to have an interest in human nature can be a General Secretary of a C.O.S. [charitable organization society]" This theme echoes regularly throughout the organization's correspondence.

A number of letters reflect on various failures of charities, educational institutions, and other organizations with whom PSOC worked. These letters clearly show how difficult it was to coordinate relief efforts through a variety of disparate and diverse organizations. Although PSOC was making attempts to streamline relief efforts

through registration of recipients and other measures designed to keep other groups informed of developments, the lack of any central agency with authority made it difficult to ensure that people were being directed to the proper places and receiving the assistance they required. In 1910 the general secretary commented on a recent display of incompetence at Philadelphia Hospital: "We cannot understand why a case of contagious disease was turned away from the hospital to travel by street car to a tenement house instead of committing it direct to the Municipal Hospital." This letter was regarding a woman who had a two-month-old son with scarlet fever. PSOC had directed her to the hospital for treatment, where the baby was refused admittance. PSOC's letter was addressed to the City Department of Health and Charities. A few days later the general secretary wrote a follow up letter about the infant's death.

Where correspondence about specific PSOC relief cases exists, it is most likely to be found in the general superintendent's correspondence. Elizabeth Wood was the general superintendent for much of the 1910s, and her correspondence includes many letters to and from case workers and ward superintendents, of whom there were about a dozen, concerning individual cases, trainings, and employment opportunities. Elizabeth Wood seems to have had a very friendly relationship with a number of the district superintendents, especially Mildred Bennett, who sent Wood a number of letters marked "personal" that pertained to their friendship.

Correspondence drops off at the end of the 1910s and picks up again in the 1970s. Correspondence during the interim years was filed by subject and can be found in Series 4, although the correspondence from this period appears to be far from complete. Correspondence from the 1970s and 1980s is mostly from the executive director's office. Richard Inglis served as executive director during most of this period, although Ralph Ormsby was the executive director in the early 1970s. By this time, FSP had stopped providing material assistance for needy persons and was instead focusing on counseling and other types of non-material assistance. This correspondence shows the relationship between FSP and other charities and organizations and includes information about providing assistance and counseling for victims of domestic abuse and for drug and alcohol addicts. FSP's stance on the latter issue is quite different from the attitudes expressed sixty years before; treatment and assistance is emphasized, and it's clear that alcohol abuse was treated as an addiction, not an example of immorality.

Correspondence from this period not only includes letters sent and received by other organizations, it also includes internal memoranda sent among FSP staff. In one such memo, dated April 2, 1973, FSP Administrative Director Henry Marter discussed ways to approach the Union Benevolent Association, a Philadelphia charity that they believed had money to spare, to request funds to help subsidize FSP's operating budget. Much of the correspondence from this period concerns administrative issues such as non-profit status, union contracts, staff salaries, and financial obligations and troubles. The files of Helen Snyder, director of professional training, largely concern staff training issues and attendance at workshops and conferences.

Series 1e, Series 1h, Series 2, and Series 4 also contain some correspondence.

b. Annual Reports, 1879-1976.

This subseries consists of printed annual reports of the Board of Directors and of many of the Wards. Early annual reports of the Board contain substantial information: hundreds of names and addresses of all board and committee members, superintendents, lady visitors, and contributors in addition to a description of the work, a financial statement, and reports on deserving and "undeserving" cases. From 1900-1909, the reports often contain the results of original research, such as the "Cities Within Cities" (1904) report outlining the social and demographic makeup of six sections of Philadelphia. After 1930, the annual reports are less detailed.

Before 1900, the wards were run as nearly autonomous organizations and they published their own annual reports. Even with centralization in the first decade of the new century, some persisted in operating as independently as they could. Also included are charters and by-laws for some of the wards and minutes of the organizational meetings.

HSP's Library also has copies of the annual reports of the Board of Directors and for some of the wards, but in almost all cases this collection contains the more complete set. The exception is for the 5th Ward; the Library has the only set of those reports.

c. Minutes, 1879-1993.

The Board of Directors' minutes are complete from 1879 until 1912, then do not begin again until 1966. Minutes are fairly routine, listing the officers present and main topics of the meetings. Throughout most of this period the board met on a monthly basis. Despite the lack of detail included in the minutes, which are usually brief, they do provide a glimpse into the workings of the organization and touch upon issues that are often more fully detailed in the correspondence (Series 1a), such as how to address street begging, interactions with other charity organization societies, and cooperation with other local charities and institutions. Of note are the minutes of the Commission on Organization of Charity, which include the first meetings of the society's organizers and chronicle the establishment of PSOC, including the election of officers and creation of their mission.

Minutes of the various wards comprising PSOC are few and far between. There are only a handful of minutes included, and most wards are not represented at all. Synopses of the individual ward's activities can be found in the annual reports of the wards (Series 1b). There are a few volumes of minutes of the Board of Superintendents' meetings, which typically included representatives from all of the wards. These minutes date from 1879 to 1902. Also included in this subseries are policy and procedures manuals from the 1970s, 1980s, and early 1990s, which were distributed to board members.

d. Committees, 1879-1918.

The Board of Directors and various wards sometimes created committees to address certain issues. This subseries is comprised of ten volumes that largely include minutes of some of these committees. Among the topics that the committees addressed were unemployment, care of children, street begging, and medical charities. There are also some Executive Committee minutes, Ward and Districts Association committee minutes, and a report from the women of the Seventh Ward about ward visitation and women's work. The administration of the Wayfarer's Lodges is included in the minutes of the Employment Committee. The committees included here cover the first forty years of PSOC's history. Some committee minutes can also be found in Series 2.

e. Financial, 1878 -1998, n.d.

Financial records mostly contain records of estates and trusts, financial reports, bank statements, and brief correspondence concerning availability and distribution of funds. Of note is an indexed volume of financial records, which dates from 1878 to 1882. This volume contains financial reports, receipts, and lists of contributions as well as communications from Committees, ward reports, and reports of the general secretary. It serves as an excellent record of PSOC's start-up activities and early years.

Financial records show the change to PSOC's income that occurred over time. In the early years most of their income came from subscribers and generous Board members; from the 1920s on they received funding from the Welfare Federation and the United Way. In more recent decades they began actively writing grants to cover their expenses. They did receive periodic funds from the city before the Social Security Act came into force in Pennsylvania. After the enactment of the Social Security Act, the Society worked with the City of Philadelphia to help decide how to dispense funds. Immigrants were not typically eligible for most types of Social Security benefits, so PSOC often sent citizens to the City for relief and handled immigrants' requests themselves.

Bequests and trusts provided cash, stocks, and property that enabled the society to grant relief and expand programs. The estate files in this subseries often contain wills, bank statements, and correspondence with banks and lawyers. Some also contain case information. For example, Thomas Elkington requested brief reports of how his many donations of cash and coal were distributed. The information sent back to him demonstrated how his money aided dozens of relief recipients. It is also interesting to see how the organization dealt with decades-old bequests specifically pertaining to outmoded methods (i.e. for coal and other outdoor relief) as their mission changed from relief to counseling. In some cases, the FSP became ineligible for funds and in others, adaptations to service were made. Documented more fully in the Subjects Series is the financial crisis in 1918-1919 when they had to close their doors because of lack of funds.

Property files include information on sales and rentals of properties of the district offices and Wayfarers' Lodges, though not about the central offices such as the Social Services Building at 311 S. Juniper Street.

f. Charter and by-laws, 1880-1982, n.d.

This small subseries includes copies of the organizations' charter, as well as various copies, updates, and supplements to the by-laws until 1953. There is also material documenting the organization's name changes in 1925 and 1950. Materials from 1953 onwards are forms that were used by administrative staff to verify the name changes.

Of note are some major changes to the by-laws that were made in 1918 and 1919. In these revisions the work of the society has a less moral tone than it formerly did; applicants for relief were no longer judged as either "worthy" or "unworthy;" instead the society's main purpose was identified as encouraging the development of "wholesome family life." Although the society persisted in labeling some would-be applicants as having "handicaps of character," they became committed to helping them instead of turning them away. In 1947 the society again changed its purpose and methods, identifying its main tasks as "social case work, to be performed by a professionally trained staff of social workers." This completed the transformation of the society's mission from material relief to education and counseling.

Among some other noteworthy changes is the 1939 title change for the general secretary, who was thereafter known as the executive director. At that point the position ceased serving as a member of the board. The position of secretary of the board was created at this time. Changes in dates of elections, number of board members, and changes to fiscal year are also common in the amendments.

g. History, 1879-1979.

This small subseries includes publications issued by PSOC to mark their fiftieth, seventy-fifth, and one-hundredth anniversaries. There are also copies of Executive Director Ralph Ormsby's histories of the society, as well as a draft of Karl de Schweinitz's work, "From Charity Organization to Social Work." Julia Rauch's 1974 doctoral dissertation, "Unfriendly Visitors: The Emergence of Scientific Philanthropy in Philadelphia, 1878-1880," is also included.

Other materials in this subseries include a few miscellaneous addresses and reports about the society, papers concerning the 1914 City Conference and the annual meeting of the same year, documents from society "alumni" regarding participation in centennial celebrations in 1979, and some miscellaneous news clippings. Also included are some copies of correspondence spanning the society's existence; these copies may have been produced for reference while one of the histories was being compiled (originals can be found in Series 1a).

h. Personnel, 1880-1994.

Personnel files are largely comprised of applications for employment. Occasionally there are more substantial files for individuals who remained with the society for

several decades or who made exceptional contributions while working there. Of note are papers pertaining to Mary E. Richmond, general secretary from 1900 to 1909, who was considered a pioneer in modern social work. There is a file of Richmond's correspondence, 1900 to 1908, that was separated from the general secretary's files at some point, perhaps to write a retrospective about Richmond. Also included in this subseris are papers pertaining to Betsey Libbey, who worked for the society in various capacities for more than thirty-five years. It does not appear that the society maintained their personnel records consistently over time; in addition to the records in this subseries, there are also references to and correspondence with employees in Series 1a.

Of note in this subseries is the 1915 case of Mr. Frank von Bevern, a former employee. This man felt that he had been slighted by PSOC for some work he'd done for them, and he passed a number of fraudulent checks that he'd forged with the signatures of PSOC officers. He very openly described all the checks he'd passed, and then added that he did not care if they chose to pursue him or file charges. His letter, written in New York City, also includes several stinging comments about the society, such as "You folks, pretending to be sociologist, have about as much conception of your subject as a bunch of herrings." Some earlier correspondence from von Bevern, also included in this file, is quite cordial. Later letters, some of them written two years after the letter admitting to the forgeries, indicate that a warrant was issued for his arrest, but that no one had any idea of his whereabouts.

Also included in this subseries are lists of consultants and staff, as well as copies of the society's 1939 and 1994 personnel manuals. The differences between these two documents are quite striking and reflect many legal changes and the evolution of workplace cultures during the twentieth century.

Series 2. Relief, 1879-1997, n.d. (Boxes 106-120)

Of relief given by wards before 1900, only the Sixth Ward records are extant. Its Committee of Decision Minute Book is a record of relief given for 1879 and also contains superintendent's reports for 1880-1883. The latter is a daily diary of happenings for 1880 onwards. Series 1a and 1e also provide some documentation of the society's early relief efforts.

Relief efforts were centralized after 1900, when the wards began operating less independently. Central application books from 1902 to 1909 list the district, the name of the society's agent, entry date, report date, applicant's name and address, inquirer's name and address, and remarks. Not much information is listed in the remarks column other than descriptions such as "transportation," "Grandom coal," "school," "tramp," and "old case." In later years the remarks are mainly "old case" or "salmon card," the latter probably referring to cases they referred to other institutions such as Home Missionary Society, Children's Bureau, the Society for the Prevention of Cruelty to Children, and the Union Benevolent Association. It is interesting to note that a number of the applicants were marked as homeless, and that of the homeless applicants, the majority appear to have been women.

For 1902 to 1928 the material in this series comes mainly from the Committee on Special Relief (later known as the Committee on Appeals and still later as the Committee on Case Work). The committee's records contain correspondence, minutes, appeals for funds for relief, some lists of people or families in need, and a very brief description of the relief that was provided. The minutes contain the names of committee members present, names of people seeking relief, and whether aid was granted. Also included is how much relief was provided, what it was used for, and for how long the family or individual received it.

Letters of appeal that resulted from the committee's meetings are in the files of the secretary of the Committee of Appeals. The secretary's files also document the tireless efforts of Constance Biddle to help Italian immigrants in South Philadelphia find work in the early 1910s (particularly fine sewing) and to keep children of families under the PSOC's care in school. There is correspondence between Biddle and the district superintendents regarding missing school cards (which recorded attendance) or discrepancies in them. Families who received pensions from the PSOC had \$0.25 'docked' per day when a child missed school for certain reasons such as the illness of a sibling.

There are some relief records for the years 1914-1925 that arose from the districts of Middle City, Northwestern, and Nicetown and Tioga. The latter notes speakers who addressed their Friendly Visitors Conference meetings. Also in this series are Case Record Exhibits, which were submitted at the Family Service Association of America conferences as examples. These records span the years 1927 to 1948, with several gaps. From 1954 to 1971 casework staff presented cases to the PSOC Board of the Directors on a monthly basis. These cases were known as the cases of the month.

Material from the mid-1990s includes correspondence, statistics, program files, participants' evaluations, and receipts for reimbursement. The program files are arranged alphabetically and focus on community education and prevention services, mostly on parenting but also on literacy and anger management. Most of the programs involved schools or day care facilities. Included also are a few files of the Counseling Department of the FSP, including staff meeting minutes, reports for United Way, intake sheets, administrative details, student supervision, and community outreach.

Series 3. Publications, 1879-1998 (Boxes 121-127)

a. Publicity, 1931-1998.

This subseries includes copies of publications sent to PSOC's donors and subscribers, as well as brochures and pamphlets. The subseries begins with *The Spokesman*, PSOC's publication during the 1930s. *The Spokesman*'s main purpose seems to have been to give subscribers the feeling that their donations were going to a good cause. Issues tell the stories of many of the families to whom PSOC granted assistance, and during the Depression years, many of the stories are deeply moving

and describe unemployed men with large families to support, single women with children, and families unable to buy food due to doctor's bills.

Pamphlets issued by the society cover a variety of topics, ranging from the importance of proper nutrition, assistance available for the elderly, recommended books for certain types of troubles, and pamphlets with titles such as "Do your employees bring family troubles to work?". Many of these are from the 1940s and 1950s, and there are several pamphlets concerning homefront efforts during WWII and assistance available for veterans. These pamphlets were intended as references and tips for people, but also promoted the society's services and advertised the means by which it could assist people. The importance of asking for assistance is stressed.

b. Research articles, 1918-1970.

PSOC occasionally published the results of its own research or worked with other authors to distribute their writings. Although these articles span more than fifty years, this appears to be a small sampling of the research the society would have solicited, collected, or distributed. Among the titles represented are: "Casework Intervention in Marital Conflict where the Man is Passive and the Woman is Dominant" (1964), "Developing Standards of Premarital Sexual Conduct Among Deprived Girls" (1969), and "Significance of the Philadelphia Cost Study for Planning and Practice in the Family Field" (1953), which was written by Ralph Ormsby.

c. Journals, 1879-1913.

The Monthly Register, published by PSOC from 1879-1900, was considered the national journal by most U.S. charity organization societies. On average, eight issues were published per year. Many of the volumes are indexed. Articles were written by PSOC staff (primarily James W. Walk, general secretary) and committee members as well as staff from other COS's, including the COS in London. Animal welfare was a subject of some articles, but mainly it was a vehicle for disseminating news, statistics, and studies, as well as exchanging the names of "the undeserving." The bulletins of the Field Department of Charities and the Commons for 1907-1908 are also included in this series. A couple of the bulletins were written by Mary Richmond. The topics are letters of appeal and writing case illustrations.

d. Other, 1913-1963.

This small subseries includes various publications of the Community Council of Philadelphia, most of them relating to unemployment problems in the early 1930s. There are also a number of publications of the Family Service Association of America, mostly about social work practices. Also included is a 1913 report of the School Lunch Committee of the Home and School League, a 1925 publication of the All-Philadelphia Conference on Social Work, and a published study about the "family relief needs and resources of Philadelphia."

Series 4. Subject files, 1904-1999, n.d. (Boxes 128-135)

This series includes correspondence, committee reports, financial records, interoffice memoranda, newspaper clippings, and statistics. Although these records begin in 1904, most of the materials in this series document the mid-twentieth century. In addition to many committee reports, there are also papers pertaining to a number of the society's district associations. There are many materials pertaining to the society's affiliation with Family Service Association of America (FSAA) and some concerning the Welfare Federation of Philadelphia. Among the wide assortment of topics represented in this series are homelessness, unemployment, and divorce.

Newspaper clippings, many of them filed under "S.O.C. publicity" document not only the work of the society in the early part of the twentieth century, but also include public perceptions of the mission of charity organization societies. Also included in the publicity materials are calls for financial help that were issued by the society in times of fiscal crisis. There are a number of documents pertaining to fundraising efforts in the wake of the 1919 influenza epidemic.

Series 5. Social Workers Club of Philadelphia, 1905-1923, n.d. (Boxes 136-138, Flat file)

This series includes records pertaining to the formation of the Social Workers Club, including notices of their first meetings. As the leading social service organization in the city, PSOC was intimately involved in the club's activities and Mary Ellen Richmond was an officer. Minutes continue at irregular intervals until 1919. Other records include correspondence from people interested in joining the club and from other similar organizations. There is also correspondence from members of the club. Correspondence from 1908 is largely directed to Mary Richmond, one of the club's leaders, and includes responses to some questions she had asked about the club's function, as well as some general comments. While a number of members were enthusiastic, some claimed that they rarely attended meetings. One member frankly wrote to Richmond, "Pardon my levity, but I thought most of our meetings insufferably stupid." Another stated, "I find it quite difficult to get up much enthusiasm for an evening discussion of a subject relating to social work after having spent a grouling [sic] day in that sort of work."

Also included in this series are programs, most of them from the late 1910s, from some of the club's events. Speakers and topics are noted on the programs. Financial information consists mainly of bills and receipts for club expenses, such as printing programs and renting halls. A few treasurers' reports are also included. Membership nominations, written on forms supplied by the club are also included in this subseries, as are some miscellaneous notes.

Series 6. Miscellaneous, 1894-1900 (Box 139, Flat file)

This series includes a scrapbook, ostensibly kept by Susan Wharton, whose name appears on the first page. The scrapbook includes clippings and programs pertaining to various charity activities, especially in the Philadelphia area, as well as clippings of national scope regarding settlement houses, tenements, unemployment, race

relations, and other social issues. There are tickets to lectures, leaflets for cooperative farms and coal clubs, and articles from various journals. There is a handwritten index at the front of the volume.

Also included in this subseries are three proclamations, dated 1954, 1979, and 1981, by Philadelphia mayors declaring city-wide Family Service Week in honor of the society.

Series 7. Images, ca. 1901-ca. 1995 (Boxes 140-145, Flat file)

Photographs mainly date from the last fifty years of the society's existence. A handful of early photographs depict board members, and there are also a number of photographs of Mary E. Richmond and Betsey Libbey. Of particular interest is a group of photos documenting the society's 1916 exhibit to heighten public awareness and raise funds. These photographs show staff at work and include depictions of a recreated Wayfarers' Lodge.

Later photographs document society events such as the 1979 centennial celebration; awards ceremonies, including an award given to honor Mayor W. Wilson Goode; fundraising events in conjunction with the United Way of Southeastern Pennsylvania; and a number of photographs from the 1970s and 1980s of staff and board members, many of which were published in the society's newsletter *Family Matters*. Photographs from the 1980s include several photographs of journalist Stone Phillips, who interviewed FSP staff for the television program 20/20. Although many photographs are not dated or identified, many of the later photos have captions that were used for *Family Matters* or were identified using a labeling system from the society's public relations department. There are also a number of photographs relating to Plays for Living.

Most photographs are arranged in loose chronological order. Following the general run of photos, which cover a broad range of dates, there are large groups of photographs of specific events. This series also includes a number of negatives; not all negatives have prints, although there are many that have contact sheets. A group of lantern slides, mainly depicting the Wayfarer's Lodges in the early twentieth century, are also included. Most of the lantern slides were numbered, perhaps to assist in easy presentation. The numbers range from one to sixty-five, but eight lantern slides are missing from the group.

Series 8. Artifacts, 1987, 1995, n.d. (Box 145)

This series consists of three items: a plaque from the Germantown branch of the society, and two awards (also plaques). One award is from the Family Service America biennial conference in 1987, and the other was given by the United Way of Southeastern Pennsylvania in 1995.

Separation report

Transferred to the Library:

Charity Organization Society. Occasional Papers of the C.O.S. (London), 1896.

Charity Organization Society. Occasional Papers of the C.O.S.: First Series. (London), 1907.

Collins, I and J S Powell. A list of some of the benevolent institutions of the city of Philadelphia and their legal titles. Philadelphia: Ashmead: 1859.

Federonko, Vera. Some benevolent institutions of 1859. Their history and present status. (Philadelphia. Council of Social Agencies. 1940)

Russell Sage Foundation. Charity Organization Bulletin. IV (1-12): Dec 1912-Nov. 1913.

Related materials

Children's Aid Society Records, Collection 3026 Union Benevolent Association Records, Collection 1784

References

Schlabach, Theron, "Rationality and Warfare," http://www.ssa.gov/history/reports/schlabach.html (accessed April 2, 2004)

Subjects

Absentee fathers

Absentee fathers – Pennsylvania – Philadelphia

Aged people with disabilities – Pennsylvania – Philadelphia

Alcoholism

Begging – Pennsylvania – Philadelphia

Charities – Pennsylvania – Philadelphia

Children with disabilities – Pennsylvania – Philadelphia

City children – Pennsylvania – Philadelphia

Communicable diseases

Community welfare councils

Counseling

Diseases

Elberfeld system

Family counseling – Pennsylvania – Philadelphia

False personation

Family life – Pennsylvania – Philadelphia

Family life education

Federations, Financial (Social service) – Pennsylvania – Philadelphia

Forgery

Friendly visiting

Friendly visiting – Pennsylvania – Philadelphia

Fund raising – Pennsylvania – Philadelphia

Homelessness – Pennsylvania – Philadelphia

Human services – Pennsylvania – Philadelphia

Hygiene – Pennsylvania – Philadelphia

Immigrant children – Pennsylvania – Philadelphia

Immigrants – Pennsylvania – Philadelphia

Influenza epidemic, 1918-1919

Italians – Pennsylvania – Philadelphia

Marriage counseling

Paraprofessionals in social service – Pennsylvania – Philadelphia

Parenting – Study and teaching

People with disabilities

People with disabilities – Functional assessment

Philadelphia (Pa.) – Economic conditions – 19th century

Philadelphia (Pa.) – Economic conditions – 20th century

Poor – Employment – Pennsylvania – Philadelphia

Poor – Health and hygiene – Pennsylvania – Philadelphia

Poor – Pennsylvania – Philadelphia

Poor aged – Pennsylvania – Philadelphia

Poor children – Pennsylvania – Philadelphia

Poor single mothers – Pennsylvania – Philadelphia

Poor women – Pennsylvania – Philadelphia

Poverty – Pennsylvania – Philadelphia

Public welfare – Pennsylvania – Philadelphia

Runaway husbands – Pennsylvania – Philadelphia

Single mothers – Pennsylvania – Philadelphia

School children – Pennsylvania – Philadelphia

Social case work

Social case work – Pennsylvania – Philadelphia

Social case work reporting

Social service

Social service – Pennsylvania – Philadelphia

Social work education

Social work education – Pennsylvania – Philadelphia

Social work with people with disabilities

Social work with the unemployed – Pennsylvania – Philadelphia

Social work with widows – Pennsylvania – Philadelphia

Social workers – Pennsylvania – Philadelphia

Swindlers and swindling – Pennsylvania – Philadelphia

Temperance – 19th century

Temperance – 20th century

Tramps – Pennsylvania – Philadelphia

Transients, relief of – Pennsylvania – Philadelphia

Unemployed – Pennsylvania – Philadelphia

Unemployed women workers – Pennsylvania – Philadelphia

Unemployment – Pennsylvania – Philadelphia

Volunteer workers in social service

Volunteer workers in social service – Pennsylvania – Philadelphia

Widows – Pennsylvania – Philadelphia

Wives – Effect of husband's employment on – Pennsylvania – Philadelphia

Women in charitable work

Women in charitable work – Pennsylvania – Philadelphia

Working poor – Pennsylvania – Philadelphia

World War, 1914-1918 – Economic aspects

World War, 1939-1945 – Economic aspects

World War, 1939-1945 - Veterans

Baily, Joshua L. (Joshua Longstreth), 1826-1916

Biddle, Constance

De Schweinitz, Karl, b. 1887

Heckscher, Stevens

Inglis, Richard

Jenks, John Story

Kellogg, Charles D.

Kellogg, D. O. (Day Otis), b. 1837.

Libbey, Betsey, 1887-1972

Libbey, Vivian B., 1887-1972

Lee, Porter R. (Porter Raymond), 1879-1939

Little, Riley M.

Newbold, John S.

Ormsby, Ralph

Rauch, Julia B. (Julia Battin), b. 1935

Richmond, Mary E. (Mary Ellen), 1861-1928

Rupert, Ethel

Snyder, Helen Zahniser

Witherbee, Frank D.

Wood, Elizabeth

Buffalo Charity Organization Society

Children's Aid Society of Pennsylvania

Community Council of Philadelphia

Family Service of Philadelphia

Family Service Association of America

Family Society of Philadelphia

Home Missionary Society of the City of Philadelphia

National Association of Homes and Services for Children (U.S.)

Pennsylvania Child Labor Association

Philadelphia Society for Organizing Charitable Relief and Repressing Mendicancy

Philadelphia Society for Organizing Charity

Russell Sage Foundation

Social Workers Club of Philadelphia

The Survey (New York, N.Y.)

United Charities of Chicago United Charities of Hazleton United Way of Southeastern Pennsylvania Welfare Federation of Philadelphia

Administrative Information

Restrictions

The collection is open for research.

Acquisition information

Gift of Family Service of Philadelphia, 1969. Accession 001221.6: Gift of Family Service of Philadelphia, 2000. Accession 2004.15: Gift of Virginia McIntosh, 2004.

Alternative format

None.

Preferred citation

Cite as: [Indicate cited item or series here], Family Service of Philadelphia Records (Collection 1961), The Historical Society of Pennsylvania.

Processing note

The cover of the Central Application Book, Sept. 1908 – Aug. 1909, was removed and discarded due to severe mold damage. Several other volumes were cleaned and aspirated for mold. Items were removed from a scrapbook of programs of the Social Workers Club because the scrapbook was largely empty and in very poor condition. The two scrapbooks in Series 1g were disbound due to poor condition. Brittle newspaper clippings were photocopied onto acid-free paper.

Eight small publications regarding the social work profession, some of them produced by the American Association of Social Workers, were not retained. An 1889 edition of *The Complete Works of William Shakespeare* was also not retained.

Prints of the lantern slides (Box 145) were created by HSP.

The bulk of this collection was donated by Family Service of Philadelphia in 1969. The 2000 accession (20 linear feet) consists mainly of minutes, administrative files, publications, and photographs. A more detailed inventory of this accession can be found in the collection folder. The 2000 and 2004 accessions, the latter of which consisted of just a few items from the 1990s, were integrated into the larger body of materials during processing.

Box and folder listing

Series 1. Administrative. a. Correspondence

Folder title	Date	Box	Folder
Letterbook	July 13, 1878 – Sept. 29, 1879	1	
Letterbook	Sept. 29, 1879 – Feb. 3, 1880	1	
Letterbook	Feb. 5, 1880 – Apr. 21, 1881	2	
Letterbook [this volume has been cleaned for mold]	Apr. 23, 1881 – Jan. 13, 1882	2	
Letterbook [this volume has been cleaned for mold]	Jan. 14, 1882 – Nov. 20, 1882	3	
Letterbook [this volume has been cleaned for mold]	Nov. 21, 1882 – Sept. 14, 1883	3	
Letterbook [this volume has been cleaned for mold]	Sept. 15, 1883 – June 10, 1884	3	
Letterbook [this volume has been cleaned for mold]	June 9, 1884 – Mar. 5, 1885	4	
Letterbook	Mar. 9, 1885 – Dec. 31 1885	4	
Letterbook	Jan. 2, 1886 – June 28, 1886	4	
Letterbook	June 28, 1886 – Jan. 13, 1887	5	
Letterbook	Jan. 13, 1887 – Jan. 12, 1888	5	
Letterbook [this volume has been cleaned for mold]	Jan. 12, 1888 – Feb. 20, 1889	5	
Letterbook [this volume has been cleaned for mold]	Feb. 20, 1889 – Apr. 1, 1890	6	
Letterbook [this volume has been cleaned for mold]	Apr. 5, 1890 – Sept. 18, 1891	6	
Letterbook	Sept. 19, 1891 – Apr. 28, 1893	6	
Letterbook [this volume has been cleaned for mold]	Apr. 28, 1893 – Mar. 21, 1894	7	
Letterbook	Mar. 21, 1894 – Feb. 26, 1895	7	
Letterbook	Feb. 26, 1895 – Mar. 10, 1896	7	

Letterbook	Mar. 10, 1896 – May 18, 1897	8
Letterbook	May 19, 1897 – Jan. 12, 1899	8
Letterbook	Jan. 5, 1899 – Aug. 23, 1900	8
Letterbook [this volume has been cleaned for mold]	May 18, 1900 – Sept. 17, 1901	9
Letterbook	Aug. 24, 1900 – Feb. 9, 1901	9
Letterbook	Feb. 9, 1901 – May 7, 1901	9
Letterbook	May 8, 1901 – Nov. 18, 1901	10
Letterbook	Nov. 18, 1901 – Jan. 15, 1902	10
Letterbook	Jan. 16, 1902 – Mar. 7, 1902	10
Letterbook	Mar. 7, 1902 – May 1, 1902	11
Letterbook (asst. gs)	May 1, 1902 – June 28, 1902	11
Letterbook	June 28, 1902 – Sept. 11, 1902	12
Letterbook	Sept. 11, 1902 – Dec. 10, 1902	13
Letterbook	Dec. 10, 1902 – Feb. 17, 1903	14
Letterbook	Feb. 17, 1903 – May 2, 1903	15
Letterbook	May 1, 1903 – Aug. 28, 1903	16
Letterbook	Aug. 28, 1903 – Dec. 9, 1903	17
Letterbook	Feb. 13, 1904 – Apr. 22, 1904	18
Letterbook	Apr. 22, 1904 – Sept. 18, 1906	19
Letterbook	Sept. 25, 1906 – Sept. 28, 1907	20
Letterbook	Sept. 30, 1907 – May 19, 1908	21
Letterbook	Feb. 17, 1909 – Dec. 9, 1909	22
Letterbook	Dec.13, 1909 – June 8, 1910	23

Letterbook	June 9, 1910 – Mar. 21, 1911	23	
Letterbook	Mar. 21, 1911 – Mar. 15, 1915	24	
Circulars	May – Nov. 1879	25	1
Circulars	Dec. 1879 – Aug. 1880	25	2
Circulars	Sept. 1880 – Nov. 1881	25	3
Circulars	Dec. 1881 – 1882	25	4
Circulars	Jan. – May 1883	25	5
Circulars	June – Dec. 1883	25	6
Circulars	Jan. – July 1884	25	7
Circulars	Aug. – Dec. 1884	25	8
Circulars	Jan. – Sept. 1885	25	9
Circulars	Oct. 1885 – 1886	25	10
Circulars	Jan. 1887 – Jan. 1894	25	11
Circulars	Jan. 1894 – 1896	25	12
Circulars	1897	25	13
Circulars	1898 – 1899	25	14
Incoming letters (volume)	Nov. 1894; Nov. 1899 –	26	
8 ()	Apr. 1900		
Incoming letters	Jan. – Aug. 1900	27	1
Incoming letters	Sept. 1900	27	2
Incoming letters	Oct. 1900	27	3
Incoming letters	Nov. 1900	27	4
Incoming letters	Dec. 1900	27	5
Incoming letters	Jan. 1901	27	6
Incoming letters	Feb. 1901	27	7
Incoming letters	Mar. 1901	27	8
Incoming letters	Apr. 1901	27	9
Incoming letters	May 1901	27	10
Incoming letters	June 1901	27	11
Incoming letters	July 1901	27	12
Incoming letters	Aug. 1901	27	13
Incoming letters	Sept. 1901	27	14
Incoming letters	Oct. 1901	27	15
Incoming letters	Nov. 1901	27	16
Incoming letters	Dec. 1901	27	17
Incoming letters	n.d. [1900-1901]	27	18
Incoming letters (volume)	Apr. 1900 – Mar. 1901	28	
Incoming letters (volume), Asst.	Jan. 1901 – Dec. 1901	29	
Secretary			
Incoming letters (volume)	Nov. 1901 – Oct. 1902	30	
Incoming letters	Jan. – May 1902	31	1
Incoming letters	June 1902	31	2

Incoming letters	July 1902	31	3
Incoming letters	Aug. 1902	31	4
Incoming letters	Sept. 1902	31	5
Incoming letters	Oct. 1902	31	6
Incoming letters	Nov. 1902	31	7-8
Incoming letters	Dec. 1902	31	9
Incoming letters	n.d. [1902]	31	10
Incoming letters (volume)	Apr. 1902 – Oct. 1903	32	
Incoming letters	Jan. 1903	33	1
Incoming letters	Feb. 1903	33	2
Incoming letters	Mar. 1903	33	3
Incoming letters	Apr. 1903	33	4
Incoming letters	May 1903	33	5
Incoming letters	June 1903	33	6
Incoming letters	July – Aug. 1903	33	7
Incoming letters	Sept. 1903	33	8
Incoming letters	Oct. 1903	33	9
Incoming letters	Nov. 1903	33	10
Incoming letters	Dec. 1903	33	11
Incoming letters	n.d. [1902-1903]	33	12
Incoming letters #1-49 (and	Oct. 1903 – Nov. 1906	34	1
index to letters #1-436)			
Incoming letters #50-99	Oct. 1903 – Nov. 1906	34	2
Incoming letters #100-123	Oct. 1903 – Nov. 1906	34	3
Incoming letters #177-199	Oct. 1903 – Nov. 1906	34	4
Incoming letters #200-249	Oct. 1903 – Nov. 1906	34	5
Incoming letters #250-299	Oct. 1903 – Nov. 1906	34	6
Incoming letters #300-349	Oct. 1903 – Nov. 1906	34	7
Incoming letters #350-399	Oct. 1903 – Nov. 1906	34	8
Incoming letters #400-436	Oct. 1903 – Nov. 1906	34	9
Incoming letters #1-49 (and	Oct. 1903 – Nov. 1906	35	1
index to letters #1-442)			
Incoming letters #50-99	Oct. 1903 – Nov. 1906	35	2
Incoming letters #100-149	Oct. 1903 – Nov. 1906	35	3
Incoming letters #150-199	Oct. 1903 – Nov. 1906	35	4
Incoming letters #200-249	Oct. 1903 – Nov. 1906	35	5
Incoming letters #250-299	Oct. 1903 – Nov. 1906	35	6
Incoming letters #300-349	Oct. 1903 – Nov. 1906	35	7
Incoming letters #350-399	Oct. 1903 – Nov. 1906	35	8
Incoming letters #400-442	Oct. 1903 – Nov. 1906	35	9
Incoming letters	Jan. 1904	36	1
Incoming letters	Feb. 1904	36	2
Incoming letters	Mar. 1904	36	3
Incoming letters	Apr. 1904	36	4

Incoming letters	May 1904	36	5
Incoming letters	June 1904	36	6
Incoming letters	July 1904	36	7
Incoming letters	Aug. 1904	36	8
Incoming letters	Sept. 1904	36	9
Incoming letters	Oct. 1904	36	10
Incoming letters	Nov. 1904	36	11
Incoming letters	Dec. 1904	36	12
Incoming letters	n.d. [1904]	36	13
Incoming letters	Jan. 1905	37	1
Incoming letters	Feb. 1905	37	2-3
Incoming letters	Mar. 1905	37	4
Incoming letters	Apr. 1905	37	5
Incoming letters	May 1905	37	6
	June 1905	37	7
Incoming letters	July 1905	37	8
	Aug. 1905	37	9
<u> </u>	Sept. 1905	37	10
	Oct. 1905	38	1
	Nov. 1905	38	2
	Dec. 1905	38	3-12
Incoming letters	Jan. 1906	39	1-3
	Feb. 1906	39	4-5
<u> </u>	Mar. 1906	39	6
	Apr. 1906	39	7
	May 1906	39	8
	June 1906	39	9
Incoming letters	July 1906	39	10
	Aug. 1906	39	11
<u> </u>	Sept. 1906	39	12
	Oct. 1906	40	1
	Nov. 1906	40	2
	Dec. 1906	40	3
	n.d. [1904-1906]	40	4
	Nov. 1906 – Apr. 1908	41	
	Jan. 1907	40	5
Incoming letters	n.d. [Mar. 1906-Jan. 1907]	40	6
	Feb. 1907	40	7
	Mar. 1907	40	8
Incoming letters	Apr. 1907	40	9
		4.0	10
1	May 1907	40	10
Incoming letters	May 1907 June 1907	40	11

Incoming letters	Sept. 1907	42	1
Incoming letters	Oct. 1907	42	2
Incoming letters	Nov. 1907	42	3
Incoming letters	Dec. 1907	42	4
Incoming letters	Jan. 1908	42	5
Incoming letters	n.d.(Feb. 1907-Jan. 1908)	42	6
Incoming letters	Feb. 1908	42	7-8
Incoming letters	Mar. 1908	42	9-10
Incoming letters	Apr. 1908	42	11
Incoming letters (volume)	May – Dec. 1908	43	
Incoming letters	May 1908	44	1
Incoming letters	June 1908	44	2
Incoming letters	July 1908	44	3
Incoming letters	Aug. 1908	44	<u>3</u>
Incoming letters	Sept. 1908	44	5
Incoming letters	Oct. 1908	44	6
Incoming letters	Nov. 1908	44	7
Incoming letters	Dec. 1908	44	8
Incoming letters	Jan. 1909	44	9
Incoming letters	n.d. [1908 – Jan. 1909]	44	10
Incoming letters	Feb. 1909	44	11
Incoming letters	Mar. 1909	44	12
Incoming letters	Apr. 1909	45	1
Incoming letters	May 1909	45	2
Incoming letters	June 1909	45	3
Incoming letters	July 1909	45	4
Incoming letters	Aug. 1909	45	5
Incoming letters	Sept. 1909	45	6
Incoming letters	Oct. 1909	45	7
Incoming letters	Nov. 1909	45	8
Incoming letters	Dec. 1909	45	9
Incoming letters	Jan. 1910	45	10
Incoming letters	n.d. [Feb. 1909-Jan. 1910]	45	11
General and Asst. Secretaries:	Jan Aug. 1910	46	1
Incoming and outgoing, A	Jan 11ug. 1710	40	1
General and Asst. Secretaries:	Jan May 1910	46	2
Incoming and outgoing, B	y y	- ~	_
General and Asst. Secretaries:	June - Sept. 1910	46	3
Incoming and outgoing, B	J 1		
General and Asst. Secretaries:	Mar Sept. 1910	46	4
Incoming and outgoing, C	-		
General and Asst. Secretaries:	Feb Sept. 1910	46	5
Incoming and outgoing, D			

General and Asst. Secretaries:	Jan Apr. 1910	46	6
Incoming and outgoing, E	1 0 1010		
General and Asst. Secretaries:	Jan Sept. 1910	46	7
Incoming and outgoing, F	-		
General and Asst. Secretaries:	Jan July 1910	46	8
Incoming and outgoing, G			
General and Asst. Secretaries:	Jan Sept. 1910	46	9
Incoming and outgoing, H			
General and Asst. Secretaries:	Jan July 1910	46	10
Incoming and outgoing, I-J			
General and Asst. Secretaries:	Feb Sept. 1910	46	11
Incoming and outgoing, K	-		
General and Asst. Secretaries:	Dec. 1909 - Sept. 1910	46	12
Incoming and outgoing, L	1		
General and Asst. Secretaries:	Feb Sept. 1910	46	13
Incoming and outgoing, M	1		
General and Asst. Secretaries:	Jan Sept. 1910	46	14
Incoming and outgoing, N	<i>Jan.</i> 36pt. 1310	10	11
General and Asst. Secretaries:	Feb Sept. 1910	46	15
	17cb Sept. 1710	40	13
Incoming and outgoing, O-P General and Asst. Secretaries:	Feb Sept. 1910	46	16
	reb Sept. 1910	40	10
Incoming and outgoing, R	I C . 1010	4.6	17
General and Asst. Secretaries:	Jan Sept. 1910	46	17
Incoming and outgoing, S	NI 1000 C . 1010	4.6	4.0
General and Asst. Secretaries:	Nov. 1909 - Sept. 1910	46	18
Incoming and outgoing, T	N 0 . 4040	4.6	4.0
General and Asst. Secretaries:	May - Sept. 1910	46	19
Incoming and outgoing, U-V			
General and Asst. Secretaries:	Jan May 1910	46	20
Incoming and outgoing, W			
General and Asst. Secretaries:	June - Sept. 1910	46	21
Incoming and outgoing, W			
General and Asst. Secretaries:	Mar Sept. 1910	46	22
Incoming and outgoing, Y			
General Secretary: Incoming and	Nov. 1910 - Feb. 1911	47	1
outgoing, A			
General Secretary: Incoming and	Mar July 1911	47	2
outgoing, A			
General Secretary: Incoming and	Oct. 1911 - Apr. 1912	47	3
outgoing, A	-		
General Secretary: Incoming and	Mar June 1913	47	4
outgoing, A	<i>-</i>		
General Secretary: Incoming and	Oct. 1913 - Apr. 1914	47	5
outgoing, A	Γ		-
General Secretary: Incoming and	June - Dec. 1914	47	6
outgoing, A	J	• •	-
י ב יס־ פ			

General Secretary: Incoming and	Jan July 1915	47	7
outgoing, A General Secretary: Incoming and	Sept. 1915 - Aug. 1916	47	8
outgoing, A General Secretary: Incoming and outgoing, B	Oct Dec. 1910	47	9
General Secretary: Incoming and outgoing, B	Jan Feb. 1911	47	10
General Secretary: Incoming and outgoing, B	Mar Apr. 1911	47	11
General Secretary: Incoming and outgoing, B	May - Sept. 1911	47	12
General Secretary: Incoming and outgoing, B	Sept. 1911 - Mar.1912	47	13
General Secretary: Incoming and outgoing, B	Apr May 1912	47	14
General Secretary: Incoming and outgoing, B	Mar May 1913	47	15
General Secretary: Incoming and outgoing, B	June - Sept. 1913	47	16
General Secretary: Incoming and outgoing, B	Oct Dec. 1913	47	17
General Secretary: Incoming and outgoing, B	Jan Apr. 1914	47	18
General Secretary: Incoming and outgoing, B	June - Sept. 1914	48	1
General Secretary: Incoming and outgoing, B	Oct. 1914	48	2
General Secretary: Incoming and outgoing, B	Nov Dec. 1914	48	3
General Secretary: Incoming and outgoing, B	Jan Mar. 1915	48	4
General Secretary: Incoming and outgoing, B	Apr July 1915	48	5
General Secretary: Incoming and outgoing, B	Sept Oct. 1915	48	6
General Secretary: Incoming and outgoing, B	Nov Dec. 1915	48	7
General Secretary: Incoming and outgoing, B	Jan Feb. 1916	48	8
General Secretary: Incoming and outgoing, B	Mar Sept. 1916	48	9
General Secretary: Incoming and outgoing, C	Oct. 1910 - Feb. 1911	48	10
General Secretary: Incoming and outgoing, C	Mar Apr. 1911	48	11

General Secretary: Incoming and outgoing, C	May - Sept. 1911	48	12
General Secretary: Incoming and outgoing, C	Oct Dec. 1911	48	13
General Secretary: Incoming and outgoing, C	Jan - May 1912	48	14
General Secretary: Incoming and outgoing, C	Apr June 1913	48	15
General Secretary: Incoming and	July - Sept. 1913	48	16
outgoing, C General Secretary: Incoming and outgoing, C	Oct Dec. 1913	48	17
General Secretary: Incoming and	Jan Mar. 1914	49	1
outgoing, C General Secretary: Incoming and	Apr June 1914	49	2
outgoing, C General Secretary: Incoming and	May - Sept. 1914	49	3
outgoing, C General Secretary: Incoming and	Oct Nov. 1914	49	4
outgoing, C General Secretary: Incoming and	Dec. 1915	49	5
outgoing, C General Secretary: Incoming and	Jan Aug. 1915	49	6
outgoing, C General Secretary: Incoming and	Sept Dec. 1915	49	7
outgoing, C General Secretary: Incoming and	Jan Feb. 1916	49	8
outgoing, C General Secretary: Incoming and	Mar July 1916	49	9
outgoing, C General Secretary: Incoming and	Oct. 1910 - July 1911	49	10
outgoing, D General Secretary: Incoming and	Oct. 1911 - May 1912	49	11
outgoing, D General Secretary: Incoming and	Feb May 1913	49	12
outgoing, D ("Deficit") General Secretary: Incoming and	Mar June 1913	49	13
outgoing, D General Secretary: Incoming and	July - Sept. 1913	49	14
outgoing, D General Secretary: Incoming and	Oct. 1913 - May 1914	49	15
outgoing, D General Secretary: Incoming and	June - Dec. 1914	49	16
outgoing, D General Secretary: Incoming and	Jan Dec. 1915	50	1
outgoing, D	Jan. 1966. 1919		1

General Secretary: Incoming and outgoing, D	Jan Feb. 1916	50	2
General Secretary: Incoming and outgoing, D	Mar Oct. 1916	50	3
General Secretary: Incoming and outgoing, E	Sept. 1910 - Feb. 1911	50	4
General Secretary: Incoming and outgoing, E	Mar Sept. 1911	50	5
General Secretary: Incoming and outgoing, E	Oct. 1911 - May 1912	50	6
General Secretary: Incoming and outgoing, E	Mar Sept. 1913	50	7
General Secretary: Incoming and outgoing, E	Oct. 1913 - Apr. 1914	50	8
General Secretary: Incoming and outgoing, E	June 1914 - Jan. 1915	50	9
General Secretary: Incoming and outgoing, E	Jan. 1915 - July 1916	50	10
General Secretary: Incoming and outgoing, F	Sept. 1910 - Sept. 1911	50	11
General Secretary: Incoming and outgoing, F	Oct. 1911 - May 1912	50	12
General Secretary: Incoming and outgoing, F	Apr Sept. 1913	50	13
General Secretary: Incoming and outgoing, F	Oct. 1913 - May 1914	50	14
General Secretary: Incoming and outgoing, F	June - Dec. 1914	50	15
General Secretary: Incoming and outgoing, F	Jan Aug. 1915	50	16
General Secretary: Incoming and outgoing, F	Sept. 1915 - Aug. 1916	51	1
General Secretary: Incoming and outgoing, G	Sept. 1910 - July 1911	51	2
General Secretary: Incoming and outgoing, G	Nov. 1911 - Sept. 1913	51	3
General Secretary: Incoming and outgoing, G	Oct. 1913 - Apr. 1914	51	4
General Secretary: Incoming and outgoing, G	June - Dec. 1914	51	5
General Secretary: Incoming and outgoing, G	Feb Apr. 1915	51	6
General Secretary: Incoming and outgoing, G	Sept. 1915 - Aug. 1916	51	7
General Secretary: Incoming and outgoing, H	Oct.1910 - Feb. 1911	51	8

General Secretary: Incoming and outgoing, H	Mar Sept. 1911	51	9
General Secretary: Incoming and outgoing, H	Oct. 1911 - June 1912	51	10
General Secretary: Incoming and outgoing, H	Mar June 1913	51	11
General Secretary: Incoming and outgoing, H	July - Sept. 1913	51	12
General Secretary: Incoming and outgoing, H	Oct Nov. 1913	51	13
General Secretary: Incoming and outgoing, H	Dec. 1913 - Feb. 1914	51	14
General Secretary: Incoming and outgoing, H	Mar May 1914	51	15
General Secretary: Incoming and outgoing, H	June - Sept. 1914	52	1
General Secretary: Incoming and outgoing, H	Oct Dec. 1914	52	2
General Secretary: Incoming and outgoing, H	Jan Mar. 1915	52	3
General Secretary: Incoming and outgoing, H	Apr June 1915	52	4
General Secretary: Incoming and	July - Aug. 1915	52	5
outgoing, H General Secretary: Incoming and outgoing, H	Oct. 1915 - Feb. 1916	52	6
General Secretary: Incoming and	Mar Sept. 1916	52	7
outgoing, H General Secretary: Incoming and	Oct. 1910 - July 1916	52	8
outgoing, I General Secretary: Incoming and	Nov. 1910 - June 1913	52	9
outgoing, J General Secretary: Incoming and	Oct. 1913 - May 1914	52	10
outgoing, J General Secretary: Incoming and outgoing, J	June - Dec. 1914	52	11
General Secretary: Incoming and outgoing, J	Jan Nov. 1915	52	12
General Secretary: Incoming and outgoing, J	Dec. 1915 - June 1916	52	13
General Secretary: Incoming and	Oct. 1910 - Sept. 1911	52	14
outgoing, K General Secretary: Incoming and	Oct. 1911 - June 1912	52	15
outgoing, K General Secretary: Incoming and	Mar July 1913	52	16
outgoing, K			

General Secretary: Incoming and outgoing, K	Oct. 1913 - Apr. 1914	52	17
General Secretary: Incoming and outgoing, K	June - Dec. 1914	53	1
General Secretary: Incoming and	1915	53	2
outgoing, K General Secretary: Incoming and	Jan July 1916	53	3
outgoing, L General Secretary: Incoming and	Oct. 1910 - Feb. 1911	53	4
outgoing, L General Secretary: Incoming and	Mar Sept. 1911	53	5
outgoing, L General Secretary: Incoming and	Oct. 1911 - June 1912	53	6
outgoing, L General Secretary: Incoming and	Mar Sept. 1913	53	7
outgoing, L General Secretary: Incoming and	Oct. 1913 - Jan. 1914	53	8
outgoing, L			
General Secretary: Incoming and outgoing, L	Feb May 1914	53	9
General Secretary: Incoming and outgoing, L	June - Dec. 1914	53	10
General Secretary: Incoming and outgoing, L	Jan Apr. 1915	53	11
General Secretary: Incoming and outgoing, L	June - Aug. 1915	53	12
General Secretary: Incoming and outgoing, L	Sept. 1915 - Feb. 1916	53	13
General Secretary: Incoming and	Mar July 1916	53	14
outgoing, L General Secretary: Incoming and	Apr Aug. 1913	53	15
outgoing, Mc General Secretary: Incoming and	Oct. 1913 - May 1914	54	1
outgoing, Mc General Secretary: Incoming and	June - Dec. 1914	54	2
outgoing, Mc General Secretary: Incoming and	Jan June 1915	54	3
outgoing, Mc General Secretary: Incoming and	Oct. 1915 - June 1916	54	4
outgoing, Mc General Secretary: Incoming and	Oct. 1910 - Feb. 1911	54	5
outgoing, M		54	
General Secretary: Incoming and outgoing, M	May - Sept. 1911		6
General Secretary: Incoming and outgoing, M	Mar Apr. 1911	54	7

General Secretary: Incoming and	Oct. 1911 - May 1912	54	8
outgoing, M			
General Secretary: Incoming and outgoing, M	Mar Sept. 1913	54	9
General Secretary: Incoming and outgoing, M	Oct. 1913 - May 1914	54	10
General Secretary: Incoming and	June 1914 - Dec. 1914	54	11
outgoing, M General Secretary: Incoming and	Jan Aug. 1915	54	12
outgoing, M General Secretary: Incoming and	Sept. 1915 - Feb. 1916	54	13
outgoing, M	N. N. 4047	F 4	4.4
General Secretary: Incoming and outgoing, M	Mar May 1916	54	14
General Secretary: Incoming and outgoing, M	June - Aug. 1916	54	15
General Secretary: Incoming and	Sept. 1910 - Feb. 1911	54	16
outgoing, N General Secretary: Incoming and	Mar July 1911	55	1
outgoing, N General Secretary: Incoming and	Nov. 1911 - June 1912	55	2
outgoing, N			
General Secretary: Incoming and outgoing, N	Mar Sept. 1913	55	3
General Secretary: Incoming and outgoing, N	Oct. 1913 - May 1914	55	4
General Secretary: Incoming and	June - Dec. 1914	55	5
outgoing, N General Secretary: Incoming and	1915	55	6
outgoing, N General Secretary: Incoming and	Jan Aug. 1916	55	7
outgoing, N	O . 1010 A . 1016	FF	0
General Secretary: Incoming and outgoing, O	Oct. 1910 - Apr. 1916	55	8
General Secretary: Incoming and outgoing, P	Oct. 1910 - Sept. 1911	55	9
General Secretary: Incoming and	Oct. 1911 - Mar. 1912	55	10
outgoing, P General Secretary: Incoming and	Apr June 1912	55	11
outgoing, P General Secretary: Incoming and	Jan May 1913	55	12
outgoing, P General Secretary: Incoming and	June - Sept. 1913	55	13
outgoing, P	·		
General Secretary: Incoming and outgoing, P	Oct Dec. 1913	55	14

General Secretary: Incoming and outgoing, P	Jan May 1914	55	15
General Secretary: Incoming and	June - Sept. 1914	55	16
outgoing, P General Secretary: Incoming and	Oct Dec. 1914	56	1
outgoing, P	1915	F/	2
General Secretary: Incoming and outgoing, P	1915	56	2
General Secretary: Incoming and outgoing, P	Jan Aug. 1916	56	3
General Secretary: Incoming and outgoing, Q	1913 - 1915	56	4
General Secretary: Incoming and	Mar. 1910 - Feb. 1911	56	5
outgoing, R General Secretary: Incoming and	Mar June 1911	56	6
outgoing, R General Secretary: Incoming and	July - Sept. 1911	56	7
outgoing, R General Secretary: Incoming and	Oct Nov. 1911	56	8
outgoing, R			
General Secretary: Incoming and outgoing, R	Mar June 1912	56	9
General Secretary: Incoming and outgoing, R	Mar July 1913	56	10
General Secretary: Incoming and	Jan May 1914	56	11
outgoing, R General Secretary: Incoming and	July - Oct. 1914	56	12
outgoing, R General Secretary: Incoming and	Nov Dec. 1914	56	13
outgoing, R	Jan Aug. 1915	56	14
General Secretary: Incoming and outgoing, R	Jan Aug. 1913	30	14
General Secretary: Incoming and outgoing, R	Sept. 1915 - Feb. 1916	56	15
General Secretary: Incoming and outgoing, R	Mar Aug. 1916	56	16
General Secretary: Incoming and	Sept. 1910 - Feb. 1911	57	1
outgoing, S General Secretary: Incoming and	Mar Apr. 1911	57	2
outgoing, S General Secretary: Incoming and	May - Oct. 1911	57	3
outgoing, S General Secretary: Incoming and	Nov. 1911 - June 1912	57	4
outgoing, S	<u>~</u>		
General Secretary: Incoming and outgoing, S	Mar Sept. 1913	57	5

General Secretary: Incoming and outgoing, S	Oct Dec. 1913	57	6
General Secretary: Incoming and	Jan Apr. 1914	57	7
outgoing, S General Secretary: Incoming and	June - Aug. 1914	57	8
outgoing, S General Secretary: Incoming and	Sept Nov. 1914	57	9
outgoing, S General Secretary: Incoming and	Dec. 1914	57	10
outgoing, S			
General Secretary: Incoming and outgoing, S	Jan Mar. 1915	57	11
General Secretary: Incoming and outgoing, S	Apr Aug. 1915	57	12
General Secretary: Incoming and outgoing, S	Sept Dec. 1915	57	13
General Secretary: Incoming and	Jan July 1916	57	14
outgoing, S General Secretary: Incoming and	Sept. 1910 - Feb. 1911	57	15
outgoing, T General Secretary: Incoming and	Mar Sept. 1911	58	1
outgoing, T General Secretary: Incoming and	Oct. 1911 - June 1912	58	2
outgoing, T General Secretary: Incoming and	Apr Aug. 1913	58	3
outgoing, T General Secretary: Incoming and	Oct. 1913 - Feb. 1914	58	4
outgoing, T General Secretary: Incoming and	June - Dec. 1914	58	5
outgoing, T	-		
General Secretary: Incoming and outgoing, T	Jan May 1915	58	6
General Secretary: Incoming and outgoing, T	Sept. 1915 - Aug. 1916	58	7
General Secretary: Incoming and outgoing, U	1911 - 1916	58	8
General Secretary: Incoming and outgoing, V	1910 - 1913	58	9
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outgoing, V General Secretary: Incoming and	Sept. 1910 - Feb. 1911	58	11
outgoing, W General Secretary: Incoming and	Mar July 1911	58	12
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General Secretary: Incoming and outgoing, W	Jan May 1914	58	19
General Secretary: Incoming and outgoing, W	July - Dec. 1914	59	1
General Secretary: Incoming and outgoing, W	Jan Mar. 1915	59	2
General Secretary: Incoming and outgoing, W	Apr July 1915	59	3
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Assistant Secretary: Incoming and outgoing, B	Apr Dec. 1913	59	15
Assistant Secretary: Incoming and outgoing, B	1914	59	16
Assistant Secretary: Incoming and outgoing, B	1915-1916	60	1

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Assistant Secretary: Incoming and outgoing, C Assistant Secretary: Incoming Sept Dec. 1912 60 and outgoing, C Assistant Secretary: Incoming 1913 60 and outgoing, C Assistant Secretary: Incoming 1914 60 and outgoing, C	4 5
Assistant Secretary: Incoming Sept Dec. 1912 60 and outgoing, C Assistant Secretary: Incoming 1913 60 and outgoing, C Assistant Secretary: Incoming 1914 60 and outgoing, C	5
Assistant Secretary: Incoming 1913 60 and outgoing, C Assistant Secretary: Incoming 1914 60 and outgoing, C	
and outgoing, C Assistant Secretary: Incoming 1914 60 and outgoing, C	
and outgoing, C	6
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Assistant Secretary: Incoming Nov. 1911 - Dec. 1912 60 and outgoing, D	8
Assistant Secretary: Incoming 1913 60 and outgoing, D	9
Assistant Secretary: Incoming 1914-1916 60	10
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	12
and outgoing, F Assistant Secretary: Incoming 1913 - 1915 60	13
and outgoing, F	14
and outgoing, G	-
Assistant Secretary: Incoming 1913 - 1915 61 and outgoing, G	1
Assistant Secretary: Incoming Oct. 1911 - May 1912 61 and outgoing, H	2
Assistant Secretary: Incoming June - Dec. 1912 61 and outgoing, H	3
Assistant Secretary: Incoming 1913 61 and outgoing, H	4
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and outgoing, I Assistant Secretary: Incoming Oct. 1911-1914 61	7
and outgoing, J Assistant Secretary: Incoming Nov. 1911-1916 61	8
and outgoing, K Assistant Secretary: Incoming Oct. 1911 - 1912 61	9
and outgoing, L	
Assistant Secretary: Incoming 1913 61	10

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and outgoing, L Assistant Secretary: Incoming	Sept. 1911 - June 1912	61	12
and outgoing, M	1 J		
Assistant Secretary: Incoming	July - Dec. 1912	62	1
and outgoing, M	1012		
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and outgoing, M	1711 1710	02	3
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and outgoing, N			
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and outgoing, N			
Assistant Secretary: Incoming	1913-1914	62	6
and outgoing, N	1012 1015	(2)	7
Assistant Secretary: Incoming and outgoing, O	1912-1915	62	7
Assistant Secretary: Incoming	Oct. 1911 - Feb. 1912	62	8
and outgoing, P	Oct. 1711 - 1 cb. 1712	02	O
Assistant Secretary: Incoming	Mar Dec. 1912	62	9
and outgoing, P		<u> </u>	
Assistant Secretary: Incoming	1913	62	10
and outgoing, P			
Assistant Secretary: Incoming	Jan. 1914 - Oct. 1916	62	11
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Assistant Secretary: Incoming	June - Dec. 1911	62	12
and outgoing, R	1010		4.0
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and outgoing, S	D 1012		
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and outgoing, S	1012	63	3
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Assistant Secretary: Incoming	1914-1916	63	4
and outgoing, S	1/11 1/10	0.5	•
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and outgoing, T			

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Incoming and outgoing, A	•		
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Incoming and outgoing, C	1/12	04	,
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11 11			
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General Superintendent:	Oct. 1910 - Dec. 1911	64	15
Incoming and outgoing, F	Oct. 1710 - Dec. 1711	04	13
General Superintendent:	Jan. 1912 - Nov. 1913	64	16
Incoming and outgoing, F	Jan. 1912 - 1909. 1919	04	10
General Superintendent:	Oct. 1910 - Dec. 1911	65	1
Incoming and outgoing, G	Oct. 1710 - Dec. 1711	03	1
General Superintendent:	Jan. 1912 - June 1913	65	2
Incoming and outgoing, G	Jan. 1912 - June 1919	03	4
General Superintendent:	Oct. 1910 - Dec. 1911	65	3
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General Superintendent:	Jan Aug. 1912	65	4
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Incoming and outgoing, I	Oct. 1710 - Oct. 1712	03	,
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Incoming and outgoing, J	Mug. 1710 - Mpt. 1712	03	O
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General Superintendent:	Oct. 1910 - Mar. 1913	65	10
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General Superintendent:	Aug. 1910 - Dec. 1911	65	11
Incoming and outgoing, L	Aug. 1710 - Dec. 1711	03	11
General Superintendent:	1912	65	12
Incoming and outgoing, L	1712	03	12
General Superintendent:	Jan Sept. 1913	65	13
Incoming and outgoing, L	<i>Jan.</i> 56pt. 1715	0.5	10
General Superintendent:	Oct. 1910 - Dec. 1911	65	14
Incoming and outgoing, M	Sec. 1710 Bec. 1711	0.5	± 1
General Superintendent:	Jan June 1912	65	15
Incoming and outgoing, M	J J	00	
General Superintendent:	July 1912 - Sept. 1913	65	16
Incoming and outgoing, M	J. J == 2-P	~~	
General Superintendent:	Dec. 1910 - Dec. 1911	65	17
Incoming and outgoing, N			= .
General Superintendent:	Jan June 1912	65	18
Incoming and outgoing, N	<i>J J</i>		-
General Superintendent:	July 1912 - June 1913	65	19
Incoming and outgoing, N	5 5 5		
<u> </u>			

General Superintendent:	Dec. 1910 - Sept. 1913	66	1
Incoming and outgoing, O	,		
General Superintendent:	Oct. 1910 - June 1911	66	2
Incoming and outgoing, P	J		
General Superintendent:	July - Dec. 1911	66	3
Incoming and outgoing, P	<i>y y</i>		_
General Superintendent:	Jan June 1912	66	4
Incoming and outgoing, P	yaan yaan t		
General Superintendent:	July 1912 - Jan. 1913	66	5
Incoming and outgoing, P	<i>y y</i>		
General Superintendent:	Feb Oct. 1913	66	6
Incoming and outgoing, P			
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Incoming and outgoing,	-, -, -, -, -, -, -, -, -, -, -, -, -, -		
Personal			
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Incoming and outgoing, R			
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Incoming and outgoing, S	7		
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Incoming and outgoing, T	-		
General Superintendent:	Jan June 1912	67	3
Incoming and outgoing, T			
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General Superintendent:	Apr. Sopt 1012	67	10
1	Apr Sept. 1913	0 /	10
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Incoming and outgoing, Y	1014 1015		10
Supervisor of Districts: Incoming	1914-1915	67	12
and outgoing, A	1012 0 : 1014		1.2
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and outgoing, B	NT 4044 4045		4 4
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and outgoing, H			
Supervisor of Districts: Incoming	1914-1915	67	18
and outgoing, J			
Supervisor of Districts: Incoming	1914-1915	68	1
and outgoing, K-L			
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and outgoing, M-N			
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and outgoing			
Executive Director: Incoming	Apr Sept. 1973	68	9
and outgoing	-		
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and outgoing			
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and outgoing	2		
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and outgoing	1		

Executive Director: Incoming	May 1974	68	13
and outgoing	I C 1074	/ 0	1 /
Executive Director: Incoming	June - Sept. 1974	68	14
and outgoing	O + D 1074		4 -
Executive Director: Incoming	Oct Dec. 1974	68	15
and outgoing		40	4 /
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and outgoing	1.1 D 4075		4 🗖
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and outgoing	0		_
Executive Director: Incoming	May - Sept. 1978	69	2
and outgoing			_
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and outgoing			
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and outgoing			
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and outgoing			
Executive Director: Incoming	Jan Apr. 1980	69	6
and outgoing			
Executive Director: Incoming	May - July 1980	69	7
and outgoing			
Executive Director: Incoming	Aug Sept. 1980	69	8
and outgoing			
Executive Director: Incoming	Oct. 1980	69	9
and outgoing			
Executive Director: Incoming	Nov Dec. 1980	69	10
and outgoing			
Executive Director: Incoming	Mar. 1981	69	11
and outgoing			
Executive Director: Incoming	Apr May 1981	69	12
and outgoing	•		
Executive Director: Incoming	June - July 1981	69	13
and outgoing	ر د د		
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and outgoing			
Executive Director: Incoming	Oct Dec. 1981	69	15
and outgoing			
Executive Director: Incoming	Jan Mar. 1982	69	16
and outgoing	J		
Executive Director: Incoming	Apr Aug. 1982	69	17
and outgoing	1 0		•
Executive Director: Incoming	Sept Oct. 1982	69	18
and outgoing	r	~	- ~

Executive Director: Incoming	Nov. 1982 - Jan. 1983	70	1
and outgoing			
Executive Director: Incoming	Feb. 1983 - May 1983	70	2
and outgoing	·		
Executive Director: Incoming	June 1983 - Sept. 1983	70	3
and outgoing	J I		
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15 11414	1077 1000		

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