

properly trained, cannot be readily assigned to definite tasks. How is their interest to be held while waiting for an assignment? Does it necessarily follow that all work in social centers must be done by paid workers?

Chairman Goldsmith: The settlements located in the so-called ghettos used to attract men and women who had possibly come from the same neighborhoods and who were prompted by a desire to serve those who were less advantaged. Profound changes are, however, taking place in most Jewish communities. Volunteers no longer seek the emotional comeback. The ghettos are gradually disappearing. The community centers, too, no longer serve the poor but the lower middle class. Activities with adults also require the services of mature persons. Paid full or part time service has, therefore, become the practice in many centers.

Of course, there still are a number of communities where an established tradition of volunteer service brings to the agencies a select group of volunteers whose work is of a very high grade. The Camp Wise Association of Cleveland is a case in point. In some other communities volunteer service is a part of the community life, largely because of the peculiar nature of the community and because of certain special problems, like the tuberculosis problem in Denver, where the tradition of service is nurtured and maintained.

Miss Dora Berres (Los Angeles, Cal.) expressed the opinion that no scheme for the training of volunteers can be effective unless there is special machinery for the express purpose of training programming. The Los Angeles Council of Social Agencies experimented with special training through the Extension Department of the University of California, through lecture courses, luncheon round tables and similar devices. All of these proved ineffective, because the agencies concerned did not pay sufficient attention to the programming of the work of the trainees, and to keeping them interested after they were assigned to an agency.

Dr. Samuel C. Kohs (Brooklyn, N. Y.) said that it is generally recognized that social agencies cannot do without volunteers. Aside from members of Boards of Directors, there are for every professional worker from ten to twenty volunteers who are trying to do the work of professionals or supplementing it. The volunteers are on the job and cannot and should not be moved out of the picture. As to their training there is as yet no final formula that will fit all instances, all communities, all types of social work. The success of training courses depends on who gives the course and on the choice of lecturers. A great deal depends on the intangibles, on the spirit the course is permeated with. There has got to be faith in the capacity of the volunteers to produce and a conviction that there is a definite place for them. Recruiting, training, placement supervision require, of course, well-directed machinery, whose function it shall be to enable the volunteer to be of greatest service to the community.

The following also participated in the discussion: Miss Abrams (Los Angeles, Cal.), Mr. Surrice Aarons Feder (Denver, Colo.), Miss Dora Citron (San Francisco, Cal.), Miss Corinne Cook (San Francisco, Cal.), Miss Maxam (San Francisco, Cal.), Mrs. S. Samuelson (San Francisco, Cal.).

GROUP DISCUSSION IV

PROBLEMS IN FAMILY WELFARE SOCIETIES

Chairman: Mr. Harry L. Lurie, Chicago, Ill.

Mr. Lurie, introducing the subject for discussion, suggested that, following the lead of the Atlantic City Conference, the group take up first the problem of the migrant. The paper of Mr. Astrofsky, read at Atlantic City, stressed, possibly unduly, the problem of the disorganized and demoralized transient. To family welfare agencies the problem of the migrant family is, however, of even greater concern than that of the transient individual. The point of view that the migratory family should be considered in the same light as the resident family is gradually gaining ground. The migratory family must be approached from the angle of its potentialities, whether it will be able to make a better adjustment in the new community or whether its interests would be best served by returning to the community from which they came. Adjustment through migration has been a potent factor in the building up of American Jewry. Recognition of the potentialities of this process of adjustment is at the basis of the efforts to reconstruct Jewish life in Russia and other countries. This method of treatment involves, of course, the question of responsibility of the local community. Many struggling communities rightly feel that the caring for an additional dependent family is a burden that they cannot accept gratuitously. That does not, however, affect the principle that the approach to the problem should be not who is to bear the cost, but where and how can the family be adjusted best.

The situation in certain Florida communities was discussed by Mrs. Estelle G. Stern (Jacksonville, Florida). The Florida "boom" brought to that state many Jewish families who had nothing to build on and who could not be properly adjusted there on account of the prevailing economic depression. Certain of the community chests, from which the Jewish agencies receive their support, also feel that local money shall be used primarily for the support of the local poor. The Jewish communities, on the other hand, take the position that all transients, including the traveling tramp and the hobo, receive immediate assistance. This situation complicates considerably the proper handling of migrants.

Dr. Nadina Kavinoky (Los Angeles, Cal.) stated that in her experience the Jewish and the general communities in California have been following a humane policy in dealing with tubercular families coming to that state for health reasons. Whenever the re-establishing of a family's health and its economic and social progress would be furthered by adjusting them in the new community, assistance was generally forthcoming.

In connection with the discussion of methods and technique of the economic rehabilitation of dependent families, Mr. Lurie, upon request of the group, gave a résumé of the work done along these lines by the Chicago Jewish Social Service Bureau. The method of dealing with the problem of the unemployed, he said, is closely related to the general resources and the special facilities which the community can bring to its aid. Chicago, like other communities, is now facing the problem of what is termed "technological unemployment". Industry, thanks to improved methods of production, is producing with less labor a greater volume of goods than can be readily absorbed. The increase in the number of unemployed is partly due to these factors. The development of the chain store and the selling

methods of large organizations is also displacing the small Jewish shopkeepers and merchants, who possess no particular training or skill and who cannot be readily absorbed as employees in their own or other fields. The demand for a higher degree of vocational training is also making it increasingly difficult to find proper occupations for children of dependent families having no particular skill or even for graduates of the short-time business school. The Chicago community is trying to meet this situation in several ways. The extension of the compulsory school attendance age and the development of the vocational training school system is enabling the younger people to get a more adequate vocational preparation. The "Association for Scholarships for Jewish Children", an organization closely cooperating with the Jewish Social Service Bureau, is making it possible for a number of children coming from dependent families to continue their education in high schools and vocational training schools beyond compulsory school age, and become better equipped for life. Vocational retraining of adults and establishment-in-business are, of course, methods that can be applied only in a limited way. To the extent to which this is practicable it is followed. For the physically, mentally and socially handicapped the Bureau is conducting the Industrial Workshops, which afford an opportunity to establish for them some basis for partial self-support and, in some instances, a means for retraining and eventual full self-support. Proceeding further on the theory that handicapped persons, if properly placed, can become as satisfactory in productive industry as those who are not considered handicapped, the Chicago Council of Social Agencies in cooperation with the Illinois State Free Employment Bureau organized a special agency for the placement of handicapped. The success of this latter undertaking depends, of course, on awakening the interests of the employers and in making them realize that the handicapped is not necessarily a misfit in industry.

As to supplementing the income of families whose wage earners are normally employed but whose earnings are insufficient for maintaining a desirable standard of living, Mr. Lurie said that while a philanthropic organization cannot assume the burden of supplementing the income of all such families, it is possible and desirable that they should receive some case work study. Such study will at least determine the reason for the lack of insufficient income and may lead to possibly making some adjustment for the wage earners. Cases in which the family is too large, especially if the children are promising, should, however, be accepted by social agencies, if necessary for supplementing their income, certainly for medical care and similar types of service. The Chicago Bureau adheres to the policy that all the families it is coming in contact with should have the benefit of what science has to offer with regard to sex life and sex hygiene. The service given by the Bureau in this direction is not so much to bring about voluntary birth control as to eliminate the type of maladjustment which arises out of sex life.

In reply to a question with regard to supplementing mothers' pensions, Mr. Lurie stated that it is the policy of the Chicago Bureau to subsidize such pensions, providing the county is giving the maximum it is able to give under the state law.

The problem, again, of mothers going to work, Mr. Lurie continued, has to be considered on an individual case work basis. Where the children are all of school age it may be desirable to have the mother do some work on the outside not alone for income producing, but for social purposes as well,

the part-time job giving the mother a desirable social outlet. The part-time job is of especial value in cases where the future support of the mother, after the children have grown up, is not very promising. The Industrial Workshops aim to help this type of mothers to make an adjustment after the family crisis has passed. The Chicago "Home Club" is also developing certain activities for mothers who are working and have children.

Methods of securing foster homes was next taken up for discussion.

Mr. Harry Greenstein (Baltimore, Md.) stated that following the child care survey made by the Bureau of Jewish Social Research, Baltimore discontinued completely the institutional care of children. Approximately two hundred children are now cared for in foster homes. This method of care is receiving the full approval of the Baltimore community. The homes were secured first, by personal investigation, then by advertising in the general and the Jewish press and finally, by the accumulative method, one home recommending another.

Mr. Harry L. Lurie related the experience of the Chicago Jewish Home Finding Society in reducing the number of children in need of placement in foster homes by means of developing a Working Housekeepers Service. In cases where the mother is ill, or for other reasons unable to care for her children, a housekeeper is sent into the home. This obviates the need for breaking up the home and forcing the children to make adjustments to new surroundings. Several hundred children were cared for in this way in one year.

Dr. Nadina Kavinoky (Los Angeles, Cal.) then spoke of the type of family conflict that arises out of sex adjustment and regarding which a tremendous change of attitude has taken place recently. The Los Angeles County Health Department considered the matter important enough to include contraceptive clinics in the health centers. People are beginning to appreciate that there is a need for a normal, healthy sex life not only for the sake of the father and mother but especially for the sake of the children. Chicago is about the first Jewish agency to appreciate this particular phase of family welfare work.

The following participated in the discussions: Miss May B. Goldsmith (Seattle, Wash.), Mr. Manuel P. Ostrow (San Francisco, Cal.), Miss Hilda Steinhart (San Francisco, Cal.), Miss Aline M. Rosenbaum (New York City, N.Y.), Miss Helen Grodinsky (St. Paul, Minn.), Miss Annie Israel (Los Angeles, Cal.), Miss Fisher (Richmond, Va.), Mr. Isaac Swett (Portland, Ore.), Miss Josephine Feldhammer (Oakland, Cal.), Mrs. Rosenthal (San Francisco, Cal.), Miss Esther D. Schwartz (San Francisco, Cal.).

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- HARROW, ESTHER M., Director, Woodbine Community Center, Woodbine, N. J.
- †HASLACHER, MRS. PAULINE, Volunteer, Jewish Federation, Scranton, Pa.
- †HEIMLICH, SADIE, Superintendent, United Jewish Charities, Syracuse, N. Y.
- *†HELDMAN, ANNA B., Personal Service Director, Irene Kaufmann Settlement, Pittsburgh, Pa.
- †HELLER, ANNE, Case Consultant, United Jewish Aid Societies, Brooklyn, N. Y.
- *†HERRON, CHARLES I., President, Marks Nathan Jewish Orphan Home, Chicago, Ill.
- †HERRON, MRS. CHARLES I., Volunteer Worker, Marks Nathan Jewish Orphan Home, Chicago, Ill.
- *†HERZOG, MRS. SIEGMUND, President, Jewish Welfare Federation, Cleveland, Ohio.
- *†HESS, HYMAN, Superintendent, Hebrew Women's Home for Children, Hartford, Conn.
- *†HEXTER, DR. MAURICE B., Executive Director, Federated Jewish Charities, Boston, Mass.
- HILLMAN, EDITH, Field Worker, National Council of Jewish Women, Brooklyn, N. Y.
- *HIRSCH, WILLIAM, Managing Director, Mastbaum Loan System, Philadelphia, Pa.
- †HIRSCH, MRS. WILLIAM, Juvenile Aid Society, Philadelphia, Pa.
- *†HERSHFIELD, ISIDORE, General Councillor, H. I. A. S., Washington, D. C.
- †HOFFMAN, SADIE, Superintendent, Jewish Community Center, St. Louis, Mo.
- HOUTZ, PHILIP, Student, Training School for Jewish Social Work, New York, N. Y.
- †HOLLANDER, JACOB S., Superintendent, Jewish Children's Home, Rochester, N. Y.

- †HOODIN, HILDA B., Case Supervisor, United Jewish Social Agencies, Cincinnati, O.
 †HYMAN, H. JOSEPH, Executive Director, Jewish Federation, Indianapolis, Ind.
 *ISRAEL, MRS. RACHAEL M., Director, Loeb Memorial Home for Convalescents, East View, N. Y.
 JACOBS, ESTHER, Executive Secretary, Community Health Center, Philadelphia, Pa.
 JACOBS, HERMAN, Executive Director, Jewish Community House, Bensonhurst, N. Y.
 JACOBS, MRS. HERMAN, Bensonhurst, N. Y.
 †JACOBS, LEO L., Case Worker, Federated Jewish Charities, Boston, Mass.
 JAFFE, LUBA A., District Secretary, Home Bureau, Hebrew Sheltering Guardian Society, New York, N. Y.
 *†JERSAWIT, MRS. VIOLET A., Executive Director, Jewish Big Sisters, New York, N. Y.
 †JOSLOWITZ, JESSIE, Visitor, Jewish Social Service Association, New York, N. Y.
 †KABNICK, MRS. S., District Supervisor, Jewish Welfare Society, Philadelphia, Pa.
 †KAHN, CAROLYN, Visitor, Jewish Federation for Social Service, Buffalo, N. Y.
 *†KAHN, DOROTHY C., Executive Director, Jewish Welfare Society, Philadelphia, Pa.
 †KAHN, EDWARD M., Executive Director, Atlanta Federation of Jewish Charities, Atlanta, Ga.
 *†KANENGIESER, A. SIGMUND, Grand Master, Independent Order B'rith Sholom, Newark, N. J.
 *†KANER, JEANETTE, Executive Secretary, United Jewish Social Agencies, Duluth, Minn.
 *KAPLAN, HYMAN, Associate Director, Bureau of Jewish Social Research, New York, N. Y.
 KAPLAN, LOUIS, Superintendent, Hebrew Orphans Home, Philadelphia, Pa.
 *KARFF, MAURICE J., Director, Training School for Jewish Social Work, New York, N. Y.
 *KAUFMAN, S. B., Executive Director, Young Men's Hebrew Association, Mt. Vernon, N. Y.
 KAUFMAN, MRS. S. B., Volunteer Worker, Young Men's Hebrew Association, Mt. Vernon, N. Y.
 *†KAUFMAN, S. B., Director of Social Service, Jewish Consumptive Relief Society, Denver, Colo.
 †KAYSER, RITA, Field Worker, Hebrew Orphan Asylum, New York, N. Y.
 KENDERDINE, JOHN D., Business Manager, The Survey, New York, N. Y.
 *†KEPECS, JACOB, Superintendent, Jewish Home Finding Society, Chicago, Ill.
 †KITTNER, VIOLET, Director, Jewish Social Service Bureau, Cleveland, Ohio.
 †KLEIN, S. FLORA, Psychiatric Social Worker, United Jewish Aid Societies, Brooklyn, N. Y.
 †KLINE, JOHANNA, General Secretary, Federation of Jewish Charities, Atlantic City, N. J.
 KLING, FRANCES, Director, Southside Neighborhood House, Minneapolis, Minn.
 †KOHN, C. MARION, Executive Director, Orphans' Guardians, Philadelphia, Pa.

- KOHN, HERBERT, Executive Secretary, Young Men's Hebrew Association, Nashville, Tenn.
 *†KOHLS, DR. S. C., Executive Director, Brooklyn Federation of Jewish Charities, Brooklyn, N. Y.
 KOHS, MRS. S. C., Brooklyn, N. Y.
 †KOPALOFF, IDA R., Manager Pennsylvania State, National Home of Jewish Children of Denver, Philadelphia, Pa.
 †KRAFT, SOPHIA, Case Worker, Federation of Jewish Charities of Boston, Rosburgh, Mass.
 †KRAKAUR, MRS. LULA D., Executive Secretary, Jewish Welfare Federation, Louisville, Ky.
 KROHN, RABBI A. L., Temple Sholem, Plainfield, N. J.
 KROHN, MRS. EVELYN, Staff Member, Bureau of Jewish Social Research, New York, N. Y.
 †KRONISH, SADIE, Supervisor, Jewish Welfare Society, New Haven, Conn.
 †KULCHINSKY, EMMA, Parole Officer, Jewish Board of Guardians, New York, N. Y.
 †LANDMAN, SARA, Field Secretary, National Council of Jewish Women, New York, N. Y.
 *LAPIDUS, HARRY H., President, Jewish Community Center, Omaha, Neb.
 †LAPPIN, LILLIAN, Case Worker, Federated Jewish Charities, Boston, Mass.
 LASKER, BRUNO, The Inquiry, New York, N. Y.
 *LEONARD, OSCAR, Executive Director, Jewish Welfare Federation, Washington, D. C.
 LEONARD, MRS. OSCAR, Volunteer Worker, Jewish Welfare Federation, Washington, D. C.
 *†LEVENSOHN, A. SARAH, District Supervisor, Jewish Social Service Bureau, Detroit, Mich.
 LEVENSON, JUDAH L., Secretary, Palestine-American Jewish Legion, New York, N. Y.
 LEVINE, EMILY, Field Worker, Jewish Children's Clearing Bureau, New York, N. Y.
 †LEVINE, GEORGE E., Case Worker, Jewish Board of Guardians, New York, N. Y.
 *LEVINE, MURRAY, Executive Director, H. I. A. S., Philadelphia, Pa.
 LEVINE, SAMUEL, Executive Director, Jewish Community Center, Detroit, Mich.
 LEVY, ARTHUR, President, Jewish Federation of Social Service, Providence, R. I.
 LEVY, HILDA, Women's Worker, Jewish Community Center, Washington, D. C.
 †LEWIS, MRS. EUGENE, Director of Medical Social Service, Emanuel Sisterhood of Personal Service, New York, N. Y.
 LIEBERMAN, MILDRED, Nutrition Worker, Brooklyn, N. Y.
 LIPMAN, ETHEL, Director, Council of Jewish Women, New Brunswick, N. J.
 †LIPPMAN, CLARA, Visitor, Federation of Jewish Charities, Atlantic City, N. J.
 †LIPSHITZ, BERNICE E., Visitor, Jewish Children's Society, Baltimore, Md.
 †LIPSON, MRS. ROSE M., Director, Jewish Social Service Bureau, Detroit, Mich.
 LITTLE, JACOB, Student, Training School for Jewish Social Work, New York, N. Y.

- *†LIVERIGHT, MRS. I. A., Board Member, Federation of Jewish Charities, Philadelphia, Pa.
 *LOEB, JAMES I., Chicago, Ill.
 †LONDON, LEAH, Supervisor, Jewish Board of Guardians, New York, N. Y.
 *LONDON, MR. E. J., Field Secretary, New Jersey Federation of Y. M. H. A.'s, Newark, N. J.
 *†LOPEZ, AARON M., Executive Director, Jewish Welfare Society, Erie, Pa.
 *†LOWENSTEIN, SOLOMON, Executive Director, Federation for Support of Jewish Philanthropic Societies, New York, N. Y.
 *†LURIE, HARRY L., Superintendent, Jewish Social Service Bureau, Chicago, Ill.
 †LURIE, MARIE, Director, Jewish Tuberculosis Service, Chicago, Ill.
 †MARCUS, MIRIAM, Case Worker, Jewish Welfare Society, Philadelphia, Pa.
 MARCUSE, LOTTA, Executive Secretary, Bureau for Jewish Children, Philadelphia, Pa.
 †MARGULIES, MR., Board Member, Federation of Jewish Philanthropies, Toronto, Ont., Canada.
 MARGULIES, MRS., Toronto, Ont., Canada.
 *†MARKS, MRS. E. P., Secretary, B'nai B'rith Home for Children, Erie, Pa.
 †MARKS, JANET, Volunteer, United Jewish Social Agencies, Cincinnati, Ohio.
 *†MARKS, LOUIS D., Treasurer, United Jewish Social Agencies, Cincinnati, Ohio.
 †MARNEL, SARAH S., Nutrition Worker, Jewish Welfare Society, Philadelphia, Pa.
 *MASER, MAURICE, Executive Director, Hebrew Home for Aged, Washington, D. C.
 MAYER, RONETTA, Secretary of Women's Work, Y. M. H. A., Louisville, Ky.
 †MAZUR, BETTY, Case Worker, Jewish Welfare Society, Philadelphia, Pa.
 †MAZUR, MISS B. D., Social Service Supervisor, National Council of Jewish Women, Department of Farm and Rural Work, New York, N. Y.
 †MECHLOUITZ, MRS. JACOB, Executive Director, Jewish Federation, Scranton, Pa.
 *†MELNICK, SALLY F., Director of Boarding-Out Department, Hebrew Orphan Asylum, New York, N. Y.
 MEYEROWITZ, ARTHUR, New York, N. Y.
 MEYEROWITZ, MRS. A., New York, N. Y.
 †MILLER, CLARA, Case Worker, Home Bureau, Hebrew Sheltering Guardian Society, New York, N. Y.
 †MIRVISS, JACOB, Executive Director, Young Men's and Women's Hebrew Association, New Haven, Conn.
 *MORGANSTERN, LEWIS L., Atlas Social Service Exchange, New York, N. Y.
 †MORGANSTERN, ELSIE, Superintendent, United Jewish Welfare Association, Houston, Texas.
 MORRIS, ANNETTE J., Supervisor of After Care Department, Council of Jewish Women, Brooklyn, N. Y.
 MOZOROSKY, EDITH, Staff Member, Bureau of Jewish Social Research, New York, N. Y.
 MYERS, HANNA, Student, Training School for Jewish Social Work, New York, N. Y.

- †NABEL, SADIE, Women's Court, Jewish Board of Guardians, New York, N. Y.
 †NABEL, JACK, Director, Young Men's Hebrew Association, New York, N. Y.
 *†NAMEROFF, IDA S., District Supervisor, United Jewish Aid Societies, Brooklyn, N. Y.
 †NATHAN, DR. BEN, Research Worker, Federated Jewish Charities, Boston, Mass.
 †NATHAN, HELEN C., Executive Housekeeper, Irene Kaufmann Settlement, Pittsburgh, Pa.
 NEMSER, CHARLES, Executive Director, Young Men's Hebrew Association, Philadelphia, Pa.
 †NICHOLS, MADELINE, Visitor, Jewish Federation for Social Service, Buffalo, N. Y.
 †NIMAN, LILLIAN J., Field Worker, Jewish Social Service Association, New York, N. Y.
 *NUSBAUM, MRS. ETHEL H., Secretary, Federation for Jewish Social Service, Utica, N. Y.
 †OELBAUM, J. IRVING, Executive Director, Federation of Jewish Philanthropies, Toronto, Ont., Canada.
 OELBAUM, MRS. J. IRVING, Toronto, Ont., Canada.
 †OETTINGER, LOUIS, President, Jewish Federation, Scranton, Pa.
 †ORTENBERG, PEARL, Court Worker, Jewish Social Service Association, New York, N. Y.
 *†OSBER, MAURICE, Superintendent, Jewish Home for Children, New Haven, Conn.
 †OSBER, MINNIE, Matron, Jewish Home for Children, New Haven, Conn.
 †OSCHRIN, VIOLA, Visitor, Home Bureau, Hebrew Sheltering Guardian Society, New York, N. Y.
 †PALEVSKY, MARY, Director, Jewish Social Service Bureau, Brooklyn, N. Y.
 *PASSAMANECK, HERMAN, Executive Director, Young Men's and Women's Hebrew Association, Pittsburgh, Pa.
 *PERLMAN, JESS, Director, Associated Guidance Bureau, New York, N. Y.
 *PEARLSTIEN, JACOB, Research Director, Jewish Welfare Federation, Cleveland, Ohio.
 *†PREISER, KURT, Director, United Jewish Social Agencies, Cincinnati, Ohio.
 *PERETZ, HAYM, Executive Director, Young Men's Hebrew Association, Trenton, N. J.
 †PERSCHONOK, MARY, Case Worker, Jewish Social Service Association, New York, N. Y.
 †PINSKY, LOUISE, Field Worker, Jewish Welfare Society, Philadelphia, Pa.
 *†PINSKER, WILLIAM, Superintendent, Jewish Educational Alliance, Savannah, Ga.
 *PITTLER, MR. A. Z., Director, Jewish Big Brother Club, Pittsburgh, Pa.
 †POLAK, JANE, Assistant Director, Boarding-Out Department, Hebrew Orphan Asylum, New York, N. Y.
 *RABINOFF, GEORGE W., Field Service Director, Bureau of Jewish Social Research, New York, N. Y.
 RABINOFF, MRS. GEORGE W., New York, N. Y.

- RABINOFF, ROSE, Case Worker, Family Service Association, Grand Rapids, Mich.
- †RABINOVITZ, GOLDIE, Family Case Worker, Federation of Jewish Charities, Boston, Mass.
- †RANDELL, DORA, District Supervisor, Jewish Social Service Association, New York, N. Y.
- RAPPAPORT, BELLE M., Jewish Children's Clearing Bureau, New York, N. Y.
- †RAZOVSKY, CECILIA, Secretary, Immigrant Aid Department, National Council of Jewish Women, New York, N. Y.
- REINTHAL, MRS. S., Visitor, Council of Jewish Women, Cleveland, Ohio.
- †REIS, JEANNETTE M., Director of Personal Service Bureau, Jewish Welfare Society, Philadelphia, Pa.
- *REISS, DR. DAVID, Superintendent, Associated Hebrew Schools, St. Louis, Mo.
- REIZENSTEIN, MARTHA, Executive Director, H. I. A. S., Baltimore, Md.
- †RENARD, BLANCHE, Director of Social Service, Jewish Federation, St. Louis, Mo.
- RICHARDSON, IDA, Director, Jewish Orphans' Association of Western New York, Rochester, N. Y.
- †RIVKIN, MINNIE, Special Study, Jewish Welfare Federation, Detroit, Mich.
- ROBBINS, ANNA P., Volunteer, Council of Jewish Women, Brooklyn, N. Y.
- †ROBBINS, MRS. SIDNEY, Visitor, Hebrew Orphan Asylum, New York, N. Y.
- ROBIN, BERTHA E., Superintendent, Bureau for Jewish Children, Pittsburgh, Pa.
- †ROBINSON, ANNE, Case Supervisor, Hebrew Benevolent Society, Baltimore, Md.
- ROBISON, SOPHIE N., Executive Director, Council of Jewish Women, Brooklyn, N. Y.
- ROMANSKY, BESS, Assistant Executive Director, Young Men's Hebrew Association, Trenton, N. J.
- *†ROME, MIRIAM, Worker, Federated Jewish Charities, Boston, Mass.
- *ROSEN, BEN, Director, Associated Talmud Torahs, Philadelphia, Pa.
- †ROSENBERG, LILLIAN, Worker, Federated Jewish Charities, Boston, Mass.
- †ROSENBLUM, GERTRUDE, Visitor, Hebrew Orphan Asylum, New York, N. Y.
- *†ROSENBLUM, GOLDIE, Director, Jewish Social Service Association, Milwaukee, Wis.
- *ROSENTHAL, ABRAHAM W., Executive Director, Young Men's Hebrew Association, Bronx, N. Y.
- †ROSICHAN, MR. A. S., Homeless Men Worker, Jewish Social Service Bureau, Cleveland, Ohio.
- †ROSSMAN, BERTHA, Director, Hebrew Charity Association, Wilmington, Del.
- *ROTH, TOBIAS, Executive Secretary, Jewish Young Men's Association, Rochester, N. Y.
- †ROTHMAN, MRS. LILLEY C., Director, Young Women's Hebrew Association, New York, N. Y.
- †ROVNER, JENNIE, District Supervisor, Jewish Social Service Bureau, Chicago, Ill.

- *RUBENSTEIN, FRANK J., Executive Director, Young Men's and Young Women's Hebrew Association, Baltimore, Md.
- RUBIN, GUS, Girl's Advisor, Jewish Guidance Bureau, Newark, N. J.
- RUBY, PHILIP, Educational Director, Young Men's and Young Women's Hebrew Association, Paterson, N. J.
- *RUSS, PHILIP W., Executive Director, Jewish Committee on Scouting, New York, N. Y.
- SANDERS, EDITH, Executive Secretary, Albany Jewish Social Service Committee, Albany, N. Y.
- SAPERSTEIN, SARAH, Social Worker, Jewish Maternity Hospital, New York, N. Y.
- †SARBIN, MOLLIE, Supervisor, Jewish Welfare League, Canton, Ohio.
- SARETSKY, SAMUEL, Administrator, Central Jewish Institute, New York, N. Y.
- †SAVAGE, SYLVIA, Case Worker, Hebrew Benevolent Society, Baltimore, Md.
- †SAVITZ, DR. HARRY A., Medical Director, Federation of Jewish Charities of Boston, Roxbury, Mass.
- †SAYER, ABRAHAM, Hebrew Charity Association, Wilmington, Del.
- †SCHAEFER, SAMUEL, National Supervisor, National Jewish Hospital, Denver, Colo.
- †SCHARFF, MARY, Case Worker, Jewish Welfare Society, Philadelphia, Pa.
- *†SCHARR, MARIAN, Secretary, Jewish Community Center Association, Indianapolis, Ind.
- †SCHEELINE, MR. I., Board Member, Federation of Jewish Philanthropies, Altoona, Pa.
- SCHEELINE, MRS. I., Altoona, Pa.
- SCHEELINE, ISAAH, Board Member, Erie Orphanage, Altoona, Pa.
- †SCHEELINE, MRS. ISAAH, President, Federation of Jewish Philanthropies, Altoona, Pa.
- †SCHIFRIN, STELLA J., Social Worker, Jewish Welfare Council, Rochester, N. Y.
- SCHINZELMAN, LILY, Student, Training School for Jewish Social Work, New York, N. Y.
- *SCHNEIDER, DR. DAVID M., Statistician, Bureau of Jewish Social Research, New York, N. Y.
- SCHOTTLAND, CHARLES I., Student, Training School for Jewish Social Work, New York, N. Y.
- †SCHWARTZ, ABRAHAM, Committee on Field Activities, Jewish Board of Guardians, New York, N. Y.
- *†SCHWARTZ, MRS. RAY F., Executive Director, Young Women's Hebrew Association, New York, N. Y.
- SCHWARTZ, MRS. ROBERT, Board Member, Beth Moses Hospital, Brooklyn, N. Y.
- †SEDER, MRS. ANNA B., Executive Secretary, United Jewish Charities, Worcester, Mass.
- *SEGAL, MRS. LEAH FRANK, Executive Director, Conference of Jewish Charities, Newark, N. J.
- †SEGAL, RUTH, Case Worker, Jewish Welfare Society, Philadelphia, Pa.
- SELEKMAN, DR. B. M., Director, Hebrew University of Palestine, New York, N. Y.
- *†SELIG, BERNHARD, Board Member, Jewish Welfare Society, Philadelphia, Pa.

- *†SEMAN, PHILIP L., General Director, Jewish People's Institute, Chicago, Ill.
 SENATOR, DR. WERNER, Secretary-General, American Jewish Joint Distribution Committee, European Office, Berlin, Germany.
 SHAPINSKY, EDWIN, General Secretary, Young Men's Hebrew Association, Louisville, Ky.
 SHAPIRO, BEATRICE J., Social Worker, Council of Jewish Women, Philadelphia, Pa.
 †SHAPIRO, HEYMAN, Jewish Social Service Association, New York, N. Y.
 *SHAPIRO, MAX, Executive Director, Home for the Aged, Pittsburgh, Pa.
 †SHARP, LEE, Supervisor of Children's Work, Jewish Social Service Bureau, Chicago, Ill.
 SHAROGRODSKY, IDA, Executive Secretary, Young Ladies Benevolent Society, Baltimore, Md.
 SHEFTMAN, FAN, Field Worker, Jewish Children's Clearing Bureau, New York, N. Y.
 *SHEVEL, MRS. E., Headworker, National Council of Jewish Women, Philadelphia, Pa.
 *†SHRODER, WILLIAM J., Executive Committee, United Jewish Social Agencies, Cincinnati, Ohio.
 SHRODER, MRS. WILLIAM J., Cincinnati, Ohio.
 †SHUBIN, RITA I., Director of Employment Department, Jewish Welfare Society, Philadelphia, Pa.
 †SHULMAN, REBECCA, Social Worker, Convalescent Home for Hebrew Children, Rockaway Park, N. Y.
 †SILVER, HAROLD, Director of Special Service Department, Jewish Welfare Society, Philadelphia, Pa.
 *†SIEVERS, MAURICE J., Executive Director, Jewish Board of Guardians, New York, N. Y.
 *†SIMMONDS, LIONEL J., Superintendent, Hebrew Orphan Asylum, New York, N. Y.
 SIMMONDS, MRS. LIONEL J., New York, N. Y.
 †SIMON, ESTHER, Visitor, Jewish Social Service Association, New York, N. Y.
 †SKOLSKY, ANNA F., Executive Secretary, Federation of Jewish Social Service, Minneapolis, Minn.
 †SLEPIAN, PHILIP, Federated Jewish Charities, Boston, Mass.
 †SLOBIN, DENA, Visitor, Home Bureau, Hebrew Sheltering Guardian Society, New York, N. Y.
 SLUTSKY, CHARLOTTE, Director, Jewish Hospital, Brooklyn, N. Y.
 †SMIT, MR. L. M., President, Federation of Jewish Charities, Atlantic City, N. J.
 †SNIDERMAN, JENNIE, Supervisor, Jewish Family Welfare Society, Pittsburgh, Pa.
 SOBEL, MRS. MINA BLACKMAN, Assistant Director, Yonkers Jewish Community Center, Yonkers, N. Y.
 SOBELOFF, ISIDORE, Publicity Director for the Conference, New York, N. Y.
 *SOLENDER, SAMUEL, Executive Director, Young Men's Hebrew Association of Washington Heights, New York, N. Y.
 SOLENDER, MRS. SAMUEL S., New York, N. Y.
 †SORTMAN, MRS. I., Secretary, Hebrew Charity Association, Wilmington, Del.

- *SPANNER, BESS B., Director, Clara De Hirsch Home for Girls, New York, N. Y.
 SPIEGEL, EVELYN, Assistant Director, Jewish Children's Clearing Bureau, New York, N. Y.
 SPIEGEL, MARTHA, Visitor, Council of Jewish Women, Elmira, N. Y.
 †SPITZER, SADIE R., Field Worker in Boarding-Out Department, Hebrew Orphan Asylum, New York, N. Y.
 *†STERN, MILFORD, Vice-President, Jewish Welfare Federation, Detroit, Mich.
 †STERNBERG, REBECCA, Social Worker, Council of Jewish Women, Boston, Mass.
 †STOLLERMAN, MAURICE, Transient Worker, Hebrew Benevolent Society, Baltimore, Md.
 †STRAKOSCH, MRS. CELIA, Headworker, Emanuel Sisterhood of Personal Service, New York, N. Y.
 STRAUSS, LILLIAN, Assistant Director, Council Educational Alliance, Cleveland, Ohio.
 †STRAUSSMAN, B., Family Case Worker, Jewish Welfare Society, Philadelphia, Pa.
 *†SUGARMAN, ROSE, Executive Director, Jewish Welfare Federation, Columbus, Ohio.
 †SUSSMAN, SARAH, Executive Secretary, Fellowship House, New York, N. Y.
 STYKIN, DR. E. E., Superintendent, Beth Abraham Hospital for Incurables, Bronx, N. Y.
 TANNENBAUM, DORA, Director of Women's Work, Jewish Community Center, Jersey City, N. J.
 TARNAPOL, GERTRUDE B., Associate Director, Jewish Community Center, Providence, R. I.
 *†TAUSSIG, FRANCES, Director, Jewish Social Service Association, New York, N. Y.
 †TAYLOR, MAURICE, Director General District Service, Federation of Jewish Charities, Boston, Mass.
 *†TELLER, SIDNEY A., Executive Director, Irene Kaufmann Settlement, Pittsburgh, Pa.
 †TRAVIS, SAMUEL, Case Worker, Jewish Board of Guardians, New York, N. Y.
 TROUSTEIN, MRS. SAM, Member, Council of Jewish Women, Cleveland, Ohio.
 *†TROTZKEY, MR. E., Superintendent, Marks Nathan Jewish Orphan Home, Chicago, Ill.
 †TROTZKEY, MRS. E., Volunteer, Marks Nathan Jewish Orphan Home, Chicago, Ill.
 TRUXTON, BERNARD, Executive Director, Jewish Community Center, Canton, Ohio.
 *TUCKER, MRS. H. INEZ, Director, Young Women's Hebrew Association, New Orleans, La.
 TURNER, BARNEY A., Young Men's Hebrew Association, Atlantic City, N. J.
 †VICTOR, MRS. DORIS L., Superintendent, Jewish Family Welfare Association, Pittsburgh, Pa.
 VINEBERG, MARY, Chairman, Council of Jewish Women, Montreal, Canada.
 *VITELES, HARRY, Central Cooperative Bank, Jerusalem, Palestine.

- *†VOGELSTEIN, LUDWIG, Trustee, Federation for Support of Jewish Philanthropic Societies, New York, N. Y.
- *WALDMAN, MORRIS D., Secretary, American Jewish Committee, New York, N. Y.
- WALDO, ELIZABETH, Field Worker, Institution for Improved Instruction of Deaf Mutes, New York, N. Y.
- †WALDSTEIN, SARAH, Headworker, Bureau of Handicapped, Federated Jewish Charities, Boston, Mass.
- †WANNEMACHER, ETHEL S., Supervisor, Jewish Welfare Society, Philadelphia, Pa.
- †WASHER, LEA, Field Worker, Jewish Aid Society, Los Angeles, Cal.
- *†WEINFELD, BENJAMIN J., Executive Director, Jewish Children's Home, Newark, N. J.
- †WEINZIER, FANNY, Case Worker, Jewish Social Service Association, New York, N. Y.
- †WEISS, SELMA H., Assistant Director, Welfare Association for Jewish Children, Cleveland, Ohio.
- WEISS, VERA G., Jewish Medical Social Worker, King's County Hospital, Brooklyn, N. Y.
- *WESSEL, MRS. BESSIE BLOOM, Professor of Sociology, Connecticut College, New London, Conn.
- †WIENER, MRS. ALAN, Volunteer, Juvenile Aid Society, Philadelphia, Pa.
- *WINOKUR, MARIE, Superintendent, Hebrew Sheltering Home, Germantown, Pa.
- WITENBERG, BESSIE, Librarian, Young Women's Hebrew Association, Montreal, Canada.
- WITTENBERG, MRS. S. N., President, Beth Abraham Home for Incurables, Bronx, N. Y.
- †WOHL, RAE, Volunteer, Jewish Charities of Chicago, Chicago, Ill.
- †WOLFE, ANNA, Social Worker, Jewish Welfare Council, Rochester, N. Y.
- †WOLFF, ROSE, District Supervisor, United Jewish Aid Societies, Brooklyn, N. Y.
- †WOOLF, JOSEPH A., Director, Jewish Federation, Toledo, Ohio.
- WOLFSON, HELEN R., Executive, Downtown Hebrew Day Nursery, Philadelphia, Pa.
- †WYLE, MRS. ARMAND, Social Service Director, Hebrew Orphan Home, Atlanta, Ga.
- †YOUNKER, CARRIE, Headworker, Neighborhood Center, Philadelphia, Pa.
- YOUNKER, VIOLA, Superintendent, Winfield Sanatorium, Winfield, Ill.
- ZALKIND, MINNIE, Headworker, Bronx Hospital, Bronx, N. Y.
- †ZETLIN, MRS. DOROTHY ENGEL, Family Case Worker, Hebrew Benevolent Society, Baltimore, Md.
- ZIGGLER, HANNA, Medical Social Worker, Beth Moses Hospital, Brooklyn, N. Y.
- †ZUCKER, MRS. RAY A., Parole Officer, Jewish Board of Guardians, New York, N. Y.
- *ZUNSER, CHARLES, Chief Counsel, National Desertion Bureau, New York, N. Y.

LIST OF NAMES OF DELEGATES AND THE ORGANIZATIONS THEY REPRESENTED AT THE SAN FRANCISCO, CALIFORNIA, CONFERENCE OF JEWISH SOCIAL SERVICE, JUNE 26, 1929

- *ABRAHAM, JOSEPHINE, Director of Social Service, Mt. Zion Hospital, San Francisco, Cal.
- †BERCANT, GOLDIE, Family Case Worker, Jewish Social Service Bureau, Chicago, Ill.
- †BERRES, DORA, Director of Social Service, Los Angeles Section, Council of Jewish Women, Los Angeles, Cal.
- †BLOCHMAN, NATHALIE, Case Worker, Eureka Benevolent Society, San Francisco, Cal.
- BLUMAUER, MRS. S. M., National Vice-President, Council of Jewish Women, Portland, Ore.
- *BONAFANT, JOSEPH, Superintendent, Jewish Orphans' Home, Los Angeles, Cal.
- BRIMM, ERNA, Probation Officer, Juvenile Court, Chicago, Ill.
- CITRON, DORA, Executive Secretary, San Francisco Section, National Council of Jewish Women, San Francisco, Cal.
- *†COOK, CORINNE, Case Supervisor, Eureka Benevolent Society, San Francisco, Cal.
- †CORMAN, BERTHA, Assistant Superintendent, Jewish Home Finding Society, Chicago, Ill.
- DAVIDSON, HANNAH I., Secretary, Young Men's and Young Women's Hebrew Association, San Francisco, Cal.
- DAVIS, MARGARET, Family Case Worker, National Relief Society, Salt Lake City, Utah.
- DEUTSCH, NAOMI, Director, Visiting Nurses' Association, San Francisco, Cal.
- *†ECKSTEIN, IRMA, Case Worker, Eureka Benevolent Society, San Francisco, Cal.
- †EPSTEIN, CECILE E., Field Worker, Jewish Social Service Bureau, Chicago, Ill.
- FEDER, HARRY, Boys' Director, Louise Guldman Community Center, Denver, Colo.
- FEDER, SURRICE AARONS, Executive Director, Louise Guldman Community Center, Denver, Colo.
- †FELDHAMMER, JOSEPHINE, Case Worker, Oakland Jewish Federation, Oakland, Cal.
- *FINKELSTEIN, MATHILDE, Director, Immigrant Aid Department, Council of Jewish Women, San Francisco, Cal.
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