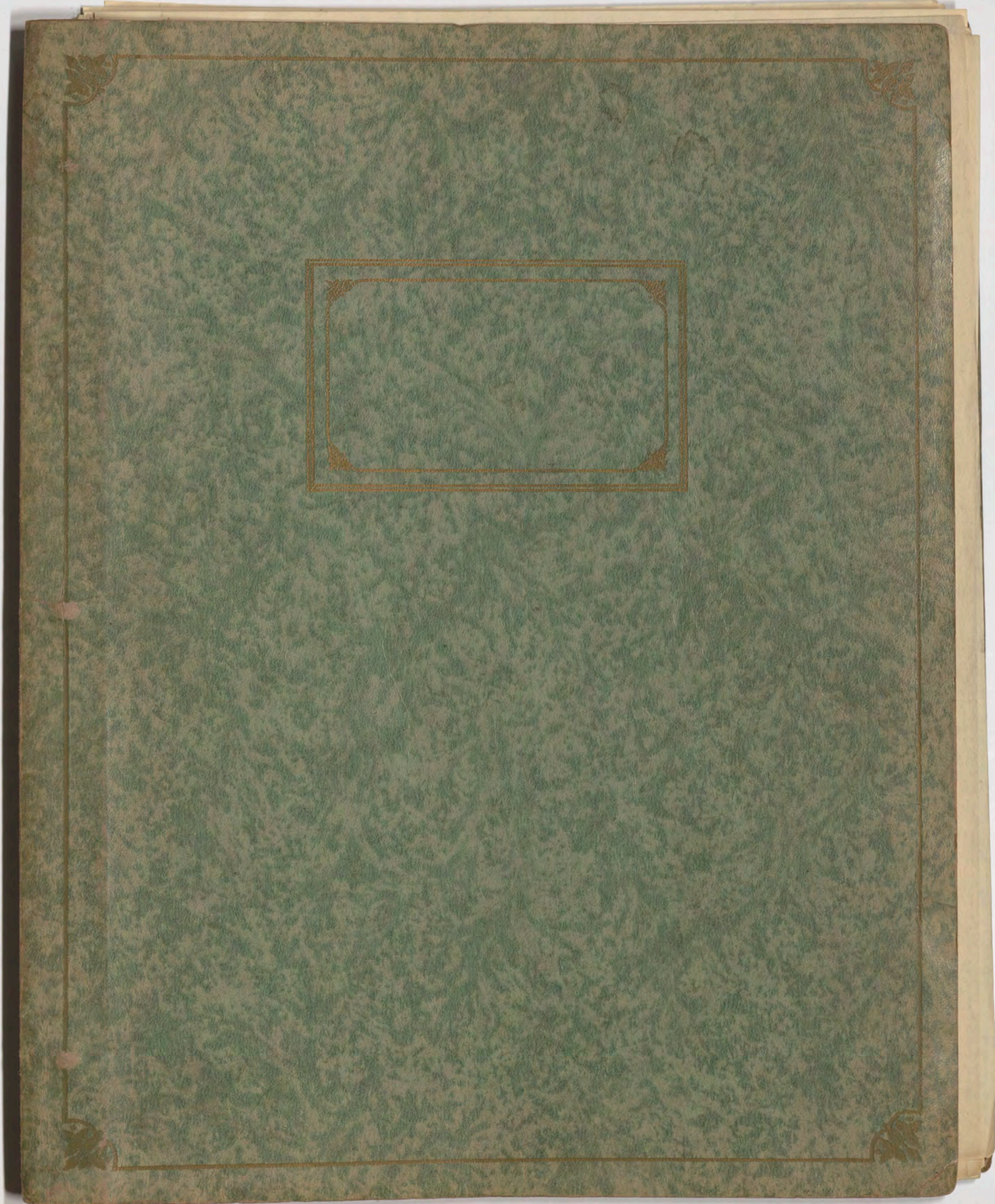




A SURVEY

OF

WITHERSPOON YOUNG MEN'S CHRISTIAN ASSOCIATION

OF

PRINCETON, N. J.

MAY AND JUNE, 1930.

JOSEPH VAN VLECK, JR., DIRECTOR.

FOREWORD.

The present Study was authorized by the Board of Directors of the Witherspoon Y.M.C.A. and has been financed by funds from the Advisory Committee of the white Board of Directors in Princeton. This impetus, coming jointly from both colored and white people, has operated to prevent racial bias in the supervision of the study, and the staff has been similarly organized. Its purpose has been threefold:- (1) to evaluate the work which the Witherspoon Y.M.C.A. is carrying on; (2) to study community conditions, so that an appreciation of the most urgent community needs could be developed; (3) to make recommendations for the change of the work, so that it may more adequately serve the colored young men of Princeton in the future.

The first step in the study was the collection of all available statistical data which might bear on these points, especially those concerning population, wealth, health and delinquency. Further study of the community has been based largely upon the collection and analysis of opinions from individuals whose positions implied that their knowledge of affairs was comprehensive and relatively free from bias. An effort has been made to check opinions; that is, when the opinion of a conservative man has been heard and recorded, an attempt has been made to balance it by the opinion of another with opposite views. This procedure has been followed because the size of the Princeton Negro community is quite small, and the number of old residents is large enough so that their opinions may reasonably be expected to give a comparatively fair picture when properly checked.

The second step was to secure information on the Colored

Y.M.C.A. This was done through interviews with the staff, "Y" members, the Directors, contributors and many other informed persons. It was also necessary to interview a large number of persons. The investigators would like to have had more available time in order to have followed further the various leads on pertinent matters. In fact, the amount of data incorporated in this report could not have been so large, had it not been for the willing co-operation of practically every individual of whom a request was made. Acknowledgment must be made to William L. Ulyat, whose directory of all Princeton residents over seventeen years. These directories contain the information upon which the tables showing population, race, and occupational trends are based. Special acknowledgment should also be made to William C. Blake, the Health Officer of Princeton Borough. By placing the substance of his records at our disposal, he rendered a very signal service to the Study. Miss Dorothy L. Baker of the Social Service Bureau gave us considerable information upon the extent and nature of social maladjustment. Additional information on the community was gained through interviews with sixty-nine persons, thirty of whom were white and thirty-nine colored. They can be classified as follows:

- 4 Bankers.
- 18 Public Officials, "Y" Secretaries and Teachers.
- 5 other professions.
- 10 Real Estate and business men.
- 6 Stewards.
- 12 Storekeepers.
- 14 others.

In the study of the Y.M.C.A. itself, the burden of the work fell necessarily upon John Redmond, the Secretary, who was always willing to answer our numerous requests, which must have been annoying at times. Edmund B. Tomb also helped us in securing this information. It was felt necessary to interview a large number of the members of the Board of Directors, both on the Y.M.C.A. itself and on community conditions in general. These men all gave their time most freely, and the frankness with which they discussed all the questions presented to them made the investigators very keenly aware of their responsibility.

The Survey Director was ably assisted throughout the Study by Eugene M.B. Lee. Mr. Lee, who has done graduate work at Columbia in the field of social economics, has contributed to all phases of the study. He made practically all the investigation in connection with economic level, recreation, religious and educational facilities, and the sections in the report on these topics are largely his work.

Works consulted in the course of the Study include:

- Survey of the Negro Population of Plainfield, N.J., 1926, by Charles S. Johnson.
- Some Unsolved Social Problems of a University Town, 1920, by Arthur Evans Wood.
- Human Nature and Conduct; John Dewey.
- The American Race Problem, 1927; Reuter.
- The Annals of the American Academy of Political and Social Science; November, 1928.
- The Operation and Management of the Local Y.M.C.A., Judson J. Mc Kim, 1927.
- Annual Reports of the New Jersey Department of Health 1920 - 1929.
- The Souls of Black Folk; W.E.B. Du Bois.
- The Teaching of Ideals; W. W. Charters, 1928.

The Nature of Conduct; 1929, Percival M. Symonde.
Fourteenth Census of United States, 1920.

TABLE OF CONTENTS

	Page
I. The Witherspoon Community	1
1. Population Trends	1
A. General Trends	JOSEPH VAN VLECK, JR., M.A.,
B. Racial Trends	DIRECTOR.
C. Trend in Age Level	11
D. Trends in Marital Status	12
2. Economic Level	14
Montclair, N.J.	23
3. Destitution and Delinquency	30
4. Educational Facilities	37
5. Religion	42
6. Recreation	44
II. The Witherspoon Y.M.C.A.	54
1. History	55
2. Organization and Administration	57
3. Financial Matters	65
4. Building	71
5. Personnel	72
6. Membership	74
7. Records	77
8. Program	77
9. Relations with Other Organizations	81
III. Character and the Color Line	85
IV. Community Needs and the Work of the Future	93
V. Recommendations	100

TABLE OF CONTENTS .

	<u>Page</u>
I. The Witherspoon Community	1
1. Population Trends	1
A. General Trends	1
B. Racial Trends	8
C. Trend in Age Level	11
D. Trends in Marital Status	12
2. Economic Level	14 -
3. Health Conditions	23
4. Destitution and Delinquency	30
5. Educational Facilities	37
6. Religion	42 -
7. Recreation	44 -
II. The Witherspoon Y.M.C.A.	56
1. History	56
2. Organization and Administration	57
3. Financial Matters	65
4. Building	71
5. Personnel	72
6. Membership	74-a
7. Records	77
8. Program	77
9. Relations with Other Organizations	81
III. Character and the Color Line	85 *
IV. Community Needs and the Work of the Future	93
V. Recommendations	100

CHAPTER I. THE WITHERSPOON COMMUNITY.

1. POPULATION TRENDS.

A. General Trends.

The Witherspoon Y.M.C.A. is located in a highly centralized colored section of the community of Princeton. This section can only be understood adequately when it is considered as a part of the larger community upon which it is economically dependent. Princeton community is divided politically into two areas, Princeton Borough and Princeton Township. Each is politically independent, and although most of the Township is really part of the same community as the Borough, the political boundaries seem to cause certain artificial differences in the social life of the people. For example, Township children are daily driven around the borough to attend the township school, and in some quarters the borough garbage man collects on a thickly settled street to a certain point beyond which the individual residents must make private contracts with some individual to perform this service. For our purposes, this political line greatly complicates the handling of population statistics, for it cuts the negro quarter neatly in two, and the data for the township has not been analyzed in such a way that it can be added to that for the borough and the sum treated as one.

An annual directory of all the residents of Princeton community is published by William L. Ulyat, Alexander Street, Princeton. He makes no effort to check with the federal census areas, but works with the natural community area, treating as residents all those who live adjoining the town, trade in its stores, or receive mail thru Borough carries or from P.O. boxes. Mr. Ulyat is apparently very careful in his compilation, and after

considerable hesitation, his data was chosen as a basis for the following tables and comparisons. The greatest drawbacks with his data are that he only lists individuals seventeen or over, and that no ages are given. This makes an analysis of school children impossible. All the information on children included in this chapter was secured by collecting the rolls from all the schools in town, and classifying the pupils by residence so that all who live outside the Ulyat area could be excluded from the calculations. No comparable information could be secured for 1919-1920, and no detailed trend can be established.

A comparison of Ulyat's directories for 1919-1920 and 1929-1930 shows that the population for his area, aged 17 and over increased during the ten years from 4646 to 6915, - an increase of 2269 or 48.8%, which indicates that Princeton is growing very rapidly. It is interesting to note the part played in this total gain by the proportionately larger gains of the negro and Italian groups. Table I indicates the size of this.

TABLE I. Growth in Population by Race for Those over Seventeen in Ulyat's Area, Princeton, from 1919-20 to 1929-1930.

	Negro.			Italian			All Others.	Total
	Male	Female	Total	Male	Female	Total		
1929-30	643	653	1296	278	206	484	5135	6915
1919-20	373	413	786	122	92	214	3646	4646
10 yr. increase	270	240	510	156	114	270	1489	2269
% of "	72.39	58.11	64.88	127.9	123.9	126.16	40.83	48.83

Every indication is that this growth will continue. Real Estate values are constantly growing, building is progressing,

and the great movement from the metropolis to the suburb continues. It is likely that the colored population will continue to increase more rapidly than the rest of the community.

B. Racial Trends.

The growth of 64.9% for the negroes is much greater than that of "all others". What may we regard as the causes of this? If they can be properly indicated, a study of them will help to forecast the future growth of the community. This should be most valuable information in considering a building program to meet the future needs of Princeton. Several reasons which undoubtedly contribute largely to the phenomenon are worthy of mention: -

- (1) The town has grown so that its demand for domestic labor has greatly increased, and naturally some immigration has followed. Several undergraduate clubs have either been formed or expanded, new real estate developments have drawn a new commuting element to Princeton, and undoubtedly many homes which employed only one maid immediately after the war, now desire two or more. This fact is supplemented by the immigration restrictions which make it increasingly difficult to get white servants. The result has been to tempt the negroes from the south in ever increasing numbers to avail themselves of greater opportunities, both in northern homes and in factories.
- (2) Another factor is the larger number of colored men who enter "other work" and "skilled work" categories as listed in the chapter on economic level.
- (3) A final factor lies in the tendency of every community to gradually build up its own stores, restaurants and tailor shops, and to establish its own professional men. This

process is just starting in the Witherspoon area, and it seems likely that the colored population will continue to increase more rapidly than the rest of the community.

This of course implies that whatever plans for bettering conditions are put into effect should either provide for a colored group somewhat larger than that which exists at present, or else be capable of easy extension.

The very large increase in the number of Italians shown by Table I deserves a word. While the old Italian settlement in Princeton was along John Street, rather centralized and apart from the rest of the town, the new migrants are now settling behind the new High School and to the east end of the borough. The old neighborhood is slowly being taken over by colored people. Dorothea's House, the Italian Neighborhood House, reports that they do not find the needs among Italians today which were prominent when the house was established. The old residents are now being aided by the normal social agencies such as the schools and churches, while the new migrants come largely from thickly populated urban centers where the tendency for them to stick together and resist American culture had already been weakened.

Although the Italian and Negro groups have been growing much more rapidly than the rest of Princeton, they still constitute a smaller proportion than one might imagine. Again using Ulyat's figures for those over seventeen in the natural community area, Table II shows these proportions.

TABLE II. PROPORTIONATE SIZE OF RACIAL GROUPS IN PRINCETON OVER 17

	1919-1920		1929-1930	
	No.	Percent	No.	Percent.
Negro	786	16.9	1296	18.7
Italian	214	4.6	484	7.0
All Other	3646	78.5	5135	74.3
Total	4646	100.0	6915	100.0

The following table is derived from the Fourteenth Census of the United States, of 1920. It shows the proportion of the colored population in several New Jersey population centers

Table III. PROPORTION OF COLORED IN NEW JERSEY TOWNS, 1920.

Town.	Total	Colored	Percent
Princeton Borough	5917	1017	16.9
Atlantic City	50,707	10,946	21.5
East Orange	50,710	2,378	4.7
Montclair	28,810	3,467	12.0
Plainfield	27,700	2,445	8.7
Red Bank	9,251	930	10.0
Salem	7,435	1,260	17.0
The State of New Jersey	3,155,900	117,132	3.7

This table indicates that there are few towns and cities in New Jersey with a higher proportion of Negroes than Princeton. When the 1930 census figures are released a comparison should be interesting. During the last ten years, such extensive migrations have taken place from the South to large cities that it is probable that Princeton's gain of less than two percent will have been surpassed by many cities. So long as the migration from the South continues in appreciable numbers, stationary or decreasing Negro communities will be very hard to find.

C. Trend in Age Level.

For any community work with particular age groups, it is highly essential that a study of the ages of all the people be made. This facilitates the work of solicitation of members by indicating the total number of eligible individuals, and by giving the director of program a very accurate idea of the extent to which he is covering his field.

The best data on this subject came from the schools. Unfortunately the information from the Princeton Borough Public Schools only classified the pupils by grade, and there may be some inaccuracy as to their distribution by age. On the basis of information from all the local schools, public and private, the following table was worked up. It supplements Ulyat's information for persons over seventeen; and by covering the same area, it makes possible an estimate of the total populations, colored and "all other", up to date. The estimates for very young children are supported by recent birth statistics and infant mortality rates. This table is of course only a bold estimate but it should serve our purposes until the new census material is released.

Table IV. Age Groups of Population in Ulyat's Town Area, 1929-30.
All Ages.

Age.	Negro.		All Others.	
	Male.	Female.	Male.	Female.
Under 1.	11	11	51	51
1 - 6	84	84	354	354
7 - 9	39	42	179	165
10 - 13	39	42	158	151
14 - 15	24	24	89	82
16	13	13	56	52
Total under 17	210	216	887	855
"All others" under 17				1742
17 and over	643	653		5619
Totals	853	869		7561
Total Negro				1722
Total Population				9093

Unfortunately, no similar information can be gathered for 1919-20, and an accurate trend cannot be shown. However, by regrouping the data, Table V can be worked out. A fairly direct check can now be secured with 1919-20. In the Fourteenth Census, Vol. 3, p.541, the Borough proportion for children between seven and thirteen was 11.35% of the total population. This drop of about 2% may indicate a falling birth rate, and a decreasing number of children in the neighborhood. But the decrease is fairly small, and it should be checked with the 1930 census as soon as possible. Rather than indicating a lower birth rate, this smaller number of children in the 7 - 13 group is more likely to point to a larger group of older people, which would be expected from the general decline in the death rate

Table V. Percentages of the Population in Given Age Groups.

Age	Borough	1920		1930	
		Number	Colored. Percent.	Number	White. Percent.
Under 1		22	1.3	102	1.4
7 - 13	# 11.35%	162	9.4	653	8.9
Under 17		426	24.7	1742	23.7
Total		1722	100	7361	100

Fourteenth Census. All other figures are survey estimates.

D. Trends in Marital Status.

Ulyat's figures for 1919-20 show 373 males and 413 females, among the Negroes. This spread between the numbers of men and women of marriageable age is very likely to point to recreational problems, because of the large number of unmarried young people who are likely to seek some form of excitement not granted community approval. Instead of showing an increase in this disparity, the 1929-30 data show that the men

have increased in number so that they now nearly equal the women. (See Table I.) Does this mean that the marriageables are settling down, and that there will be a smaller recreational problem than there has been in the past? It is more likely that the larger number of new men is due to a few more occupations being opened for them. The nature of the recreational problem is more dependent on marital status than upon mere numbers. A study of Ulyat's 1929-30 directory shows interesting facts in a comparison between the Italians and Negroes in this respect.

Table VI. Married Couples with Both Parties Living, 1929-30.

Group.	Number of Families.	Number of Individuals.	% over 17 married, with spouses living.
Italian	160	320	66.1
Negro.	344	688	53.1

This difference becomes more significant when one considers the uneven division of the sexes among the Italians. The women, the scarcer sex, number 206, of whom 77.6% are married, with their husbands living. The contrast of this with the Negro men, the scarcer sex, where of 643 only 53.5% are similarly married, is most significant. Why have only 53.5% of the possible Negro matches been consummated, while among their Italian neighbors, the corresponding number amounts to 77.6%? Whatever the cause may be, it is beyond the scope of this Study. What does concern us is the bearing of this on the work of the "Y". When such a large group of eligible unmarrieds exists, unless they have unusually strong customs binding them, promiscuity is liable to occur. This one fact alone would warrant a serious effort on the part of the Y.M.C.A. to furnish various means of recreation less harmful than those which such groups of modern young people almost invariably tend to seek.

ECONOMIC LEVEL.

Data on the economic level of the Witherspoon Community indicates the general opportunities which the youth of the community are able to enjoy. Further, it should furnish a basis for calculating the approximate ability of the community to support an organization established for its benefit. This chapter will therefore deal with types of employment of Negro men, showing figures for 1919-1920 and 1929-1930 wages; with employment of women and other devices to supplement the income of the male member of the family; cost of living; business enterprise; and other general indications of welfare such as bank savings, home buying, etc.

Types of Employment.

Princeton is conspicuously a residential town. It has always been so, and there is every indication that it will continue as such. Problems of grimy industry are therefore no immediate concern of Princeton citizens. Workers find employment largely in the building trades, domestic service and personal service.

TABLE VII.
Occupational Distribution of Negro Men above 17, (from Ulyat's
Directory).

	<u>1919-20</u>		<u>1929-30</u>	
<u>UNSKILLED</u>	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
laborers	109		151	
drivers	13		25	
helpers	1		13	
	<u>123</u>	<u>.329</u>	<u>189</u>	<u>.293</u>
<u>DOMESTIC SERVICE</u>				
chauffeurs	6		20	
# housemen	126		254	
gardeners	10		12	
stewards	9		10	
laundrymen	2		3	
	<u>153</u>	<u>.410</u>	<u>299</u>	<u>.465</u>

#housemen - waiters, cooks,
butlers, dishwashers.

	<u>1919-20</u>		<u>1929-30</u>	
	<u>No.</u>	<u>%</u>	<u>No.</u>	<u>%</u>
<u>PERSONAL SERVICE</u>				
barbers	6		6	
janitors	13		9	
taxi and express	3		12	
pressers	9		6	
bootblacks	3		3	
stablemen	1		5	
	<u>35</u>	<u>.093</u>	<u>41</u>	<u>.063</u>
<u>OTHER WORK</u>				
policemen	1		1	
students	9		13	
retired			1	
not stated	23		37	
mail carriers			2	
clerks	1		7	
caterers	2		1	
justice of peace			2	
	<u>36</u>	<u>.096</u>	<u>64</u>	<u>.099</u>
<u>SKILLED</u>				
masons			3	
firemen			2	
carpenter & helper			7	
engineers	3		2	
painters	1		3	
	<u>4</u>	<u>.010</u>	<u>17</u>	<u>.026</u>
<u>PROFESSIONAL</u>				
musicians	4		2	
ministers	3		1	
Sec. YMCA	1		1	
teachers	1		7	
	<u>9</u>	<u>.024</u>	<u>11</u>	<u>.017</u>
<u>BUSINESS</u>				
contractors			2	
builders			1	
## proprietors	10		16	
interior decorators	2		3	
undertaker	1			
	<u>13</u>	<u>.035</u>	<u>22</u>	<u>.034</u>
	<u>373</u>	<u>.997</u>	<u>643</u>	<u>.997</u>

##proprietors - grocers, confectioners, tailors,
barber shops, restaurants, pool rooms.

Table VII shows that the greatest percentage of Negro men are employed in domestic service. Nearly three-tenths of them are employed in unskilled labor. The 37 whose employment is not stated may be accounted for either by the fact that they have just reached their seventeenth birthday and are employed at home, or that they are part time workers, or that they are loafers about town. Thus the type of employment that engages the third largest number of colored men is personal service. A negligible number, (17), or 2.6% are skilled workers. Only 3.4% of the Negro men are in business. Their business may be classified as follows:

Social clubs	3
Restaurants	3
Barber shops	3
Tailoring and Pressing	2
Grocery	2
Confectionery and soda	2
Rug Cleaning	1
Interior Decorators	3
Contractors	2
Builders	1
	22

The majority of these shops are small, poorly stocked and dingy little places with careless proprietors. Four deserve special mention: the rug cleaning establishment, a restaurant and a barber shop on Witherspoon Street, and a grocery store on Leigh Street. Five additional enterprises operated by women, and not included above, will be found on a following page.

Table VII also shows the occupational distribution of Negro men above 17 during 1919-1920. There have been no important occupational changes over the past decade, although it is interesting to note the trends. Domestic service, personal service, and unskilled types of work engaged the majority of Negro men in 1920, as they do in 1930. Although the percentage of skilled workmen has doubled over this period, there seems little likelihood

that the number will increase greatly in the near future, due to trade union restrictions on Negro membership. The absence of two ministers from the community accounts partly for the decrease in the professional class. It should be noted also that a colored physician has recently opened an office in the community.

Wages.

Since more than 52.8% of the colored men are at present employed in domestic and personal service, we shall consider the wages paid for this kind of work. The average wage paid waiters in the university clubs is about \$65. per month with board. Taking this as representative of the monthly wage of domestics and personal servants - adding \$35. for board - we find the average yearly wage for the "season" of nine months to be \$900.

For the group of unskilled workers which includes pick and shovel men, hod carriers, helpers of all varieties, and delivery men, the wage of the pick and shovel man may be taken as the index. This wage is \$6.40 per day for five days per week. They are usually employed for about nine months each year. Therefore their average yearly wage will amount to \$1152. for the "season" of nine months.

To carry this analysis further: add the percentage of unskilled laborers to the percentage of domestic and personal servants, and we find that 82.1% of the Negro men are engaged in these three occupations. In order to get the weighted average annual wage of the combined groups, multiply \$1152. by 189 (the number of unskilled workers), and multiply \$900. by 340 (the number of personal and domestic servants). These products combined are \$523,728. Divide this total by 529 (the number of unskilled, domestic and personal servants) and we have a weighted average annual ^{wage} ~~income~~ of \$990.03 per worker.

Cost of Living.

The most reliable indication of cost of living in the Witherspoon community which the investigators have been able to obtain is rent. Rents for four to five room quarters vary from \$25. up to \$50 per month. A few years ago rents in the Hulfish Street area were \$10., \$12., and \$15. per month. During the past two years the Municipal Improvement Corporation has been buying much of this property with a view to improving the appearance of Princeton by erecting a civic center there. Many of the old houses have been torn down. Others not too old have been moved to Birch Avenue where they were renovated and improved. These houses are now renting for \$42. to \$45. per month. Renters who occupied these houses when they were cheap in the Hulfish area are now finding it hard to adjust themselves to the higher rents.

A study of the cost of food in Princeton as it compares with other towns should really be included here, but the small scope of the present study prohibited it. It is felt that the above data on rentals is deserving of especial mention, because of the great importance of the rent item in the budget of the average family, and the great change in rentals which is taking place.

Sources of Supplementary Income.

One source of supplementary income is that derived from rented rooms. Single men find an abundant supply of furnished rooms at \$3.50, \$4. and \$5. per week.

A second form of supplementary income is the wife's earnings.

TABLE VIII. The Occupational distribution of Colored Women over 17 during 1929-30. (From Ulyat's Directory)

DOMESTICS

	No.	%
house servants	297	
seamstresses	13	
laundresses	49	
	<u>359</u>	.549

PERSONAL SERVICE

hairdressers	7	
	<u>7</u>	.010

OTHER WORK

not stated	258	
clerk	1	
students	11	
	<u>270</u>	.413

BUSINESS and PROFESSIONAL

proprietress	5	
Sec. Y.W.C.A.	1	
teachers	11	
	<u>17</u>	.026

<u>TOTALS</u>	653	.998
---------------	-----	------

55.9% of the colored women above 17 are employed in domestic and personal service. Two up to date beauty salons, and three restaurants are run by the five classed as proprietresses.

Further Indices of Economic Level.

According to a statement of the town Officer of the Poor, the amount of extreme destitution among Princeton Negroes is small. There are at present only three or four cases; but there is much poverty.

The extent of home owning in a community usually may be taken as a fair indication of economic level. It seems reasonable to believe that nearly half of the colored families in the Witherspoon District either own or are buying their homes. In a few cases the recent activity in home buying has been due to the use to which certain Negroes have put the money which they received for their property in the Mulfish area from the Municipal Improvement Corporation. Many of those who sold received three and four times the original investments which

they had made in their property.

The two building and loan companies of Princeton have a total of 124 colored members who pay on account monthly \$2413. on real estate appraised at \$588,830. The total amount originally borrowed by these members was \$427,279.70. To date they have paid \$103,793.53, leaving a debt of \$323,486.17 still to be paid. Their equity in the property thus handled is \$265,343.83.

There are three churches with a total valuation of about \$150,000. all clear of debt. The Elks' Home is worth \$45,000. An outstanding mortgage of \$12,000. is still owed on it. The Odd Fellows Hall is worth \$7,000. It has a \$3,000. mortgage.

Two two-story brick buildings are being built in the Witherspoon Community at present, one at the corner of Leigh and John Streets, the other on Witherspoon Street near Maclean. As Princeton grows in a northerly direction during the next decade, Witherspoon land values will increase, and it is only reasonable to expect that the wealth of land-holding Negroes will steadily grow.

Unfortunately, only one bank had its accounts arranged in such a way that it could easily give a statement of its deposits by colored people. This bank reports having 221 colored depositors, with total deposits of \$40,404.97. Eight of these have deposits totalling about \$20,000. This leaves an average deposit of \$95.80 for the remaining 213 depositors.

The Metropolitan Life Insurance Company carries about 99% of the insurance subscribed by the colored people of Princeton. The agent of this company, who has collected regularly in the neighborhood for the past four years, says that the number of policies held by the Witherspoon Negroes is 1300. These policies are of the straight life and endowment forms. This

agent's weekly collections are about \$300. He reports that there has been no normal increase or decrease in the number of new policies or in the number of cancellations over the four year period. Two colored families are insured with the Colonial Life Insurance Company of Jersey City. The National Benefit Life Insurance Company, a Negro firm, of Washington, D.C. has recently begun to operate in the field of accident and sick policies among Princeton Negroes.

Labor Organization.

The Princeton local of the International Hod Carriers Building and Common Laborers Union of America (affiliated with the American Federation of Labor) operates with a membership of about 400 men, of whom about 165 are Negroes. Since its organization two colored men have been president, and at this writing a colored man is doorman.

The influence and membership of the local have grown immensely since a strike a few years ago, when it is alleged that the attempt of the Matthews Construction Company to import Negro laborers from the South was fought and defeated. Fights were frequent, and feeling ran so high that the construction company was forced to abandon the use of the strike-breakers.

When the union was formed, wages were as low as 25¢ per hour for common labor on construction work. Today wages are 75¢ and 85¢ per hour. In Trenton where common labor is not organized, wages are 35¢ and 40¢ per hour for that type of work. The eight hour day and the five day week are recognized in Princeton.

There are no Negroes who have been allowed to join the unions of skilled workers of Princeton. Three of the five Negroes

questioned on this matter gave as their opinion that the white men object to working alongside them because they speed up the job. Whatever the reason may be, it is certainly true that apprentice restrictions prevent the colored men from joining the unions in the building trades. White mechanics are not willing to work on the same job with colored men who have joined the union before coming to Princeton. It is said by the colored men that the locals of skilled white workers have often paid the car fare of colored craftsmen to other towns, where they could work with their union cards on skilled jobs. A colored mechanic is thus forced to do independent contracting, or to leave town.

It was the unanimous opinion of the colored men interviewed that the common laborers' union had promoted a kindly feeling between the colored and white members, many of whom are Italian.

Conclusion.

It seems a fair prediction that the colored people of Princeton will continue to predominate the field of domestic and personal service. The number of unskilled will not increase very fast unless general business conditions improve. Skilled workers will increase still more slowly, unless the barrier of the trade union restriction can be broken down. Wise business leadership should see immediately the opportunity for beginning a cooperative grocery in the Witherspoon community, but that does not appear likely to happen for some time to come, because of the absence of an initiating force. In the meantime, it is likely that several well-run Negro-owned stores could hold much of the trade now going out of the community.

The fact of low wages which compels 57.8% of the colored women to take employment outside the home, at once suggests concern for the lives of their children. Thus the need is seen for an organization with a wise program of character development in the community. The same scale which may make home life uncomfortable for the married, may also deter single persons from marriage. The presence of a large number of single men also makes the problem of social control very serious indeed. It is reasonable to believe that under the present scale of wages, rents cannot remain at their present high point. The fact that there is no scarcity of houses will tend to lower them.

3. HEALTH CONDITIONS.

The previous section has been made a part of this report because it is the experience of educators and welfare workers that economic factors are very important when trying to determine what can be accomplished in a particular community, and in trying to decide the type of program to offer. Health factors are also very important for similar reasons. A community which has much sickness is not likely to benefit as much from its character building forces as a healthy community. When the program of the "Y" includes a strong emphasis upon healthy bodies, it would be inconsistent not to be greatly concerned over community sickness as well as that of the individual members. Y.M.C.A. members are inseparably tied to the community. A sick mother or father often means missing meetings or leaving school. Sometimes certain health conditions point directly to a weak spot in the community culture, indicating where a major emphasis should be

made. In fact, we shall see that such is the case in Princeton.

Any study of the Witherspoon Community must lamentably lack definite statistical evidence of existing conditions because of the division of records between Borough and Township. Death rates are ordinarily good indicators of general health conditions, but reliable ones for any area cannot be secured without either going over the deaths in detail, counting only those from within the Ulyat area, or securing the 1930 figures for the population of Borough and Township, by race. However, the Borough records are available, and if we accept an estimate of the number of colored people living within the Borough limits, they furnish a real basis of comparison between the deaths among Negroes and whites. It has been said by a Borough official in a position to know as well as anybody, that there are between 800 and 900 Negroes in the Borough. To be thoroughly conservative, we are assuming that there are 1100. This is about 17% of the total Borough population of 6400.

TABLE IX. Deaths, total and colored, in the Borough.

Year	Total Deaths	Colored Deaths	% of total
1920	79	20	25.3
1925	51	10	18.6
1929	80	17	21.3
Total	210	47	22.4 average %

(The years in all health tables were selected at random)

When this table is studied in the light of the fact that the Negro population is only about 17% of the total, it is evident that the number of deaths is about 32% higher than it is among the whites, considering the number of individuals of each race. Somewhat similar results are obtained when the death rates for the Negroes in the Borough in 1920, and for the Negroes in the Ulyat area for 1929 are calculated. (In the latter case, the number of deaths

used are the sums of the Negro totals for the Township and the Borough. This has been done because all the Negroes in the Township are in the Ulyat area. Although the Township registrar assured the investigator that all names were in the book exhibited, the drop from ten and twelve total deaths in 1920 and 1925 respectively, to five deaths in 1929, is large enough to warrant questioning. The population totals used were the 1920 census figures for the Borough, and the estimate for the Ulyat area presented in the section on Population.) The Negro death rate in 1920 for the Borough came to 19.6, and the same year for the entire population of New Jersey, the death rate was 12.80. The Negro death rate for the Ulyat area in 1929 was 12.7. The state total for 1929 has not yet been published, so that similar comparison cannot be made. Of course, this rate is very low, and as hinted in the parenthesis above, its accuracy is to be questioned. In any case, it probably will not be found typical of the Witherspoon Community.

With respect to infant mortality rates, Princeton is well off. In the "Fifty-second Annual Report of the Department of Health of the State of New Jersey, 1929", we read, page 151, "The infant mortality rate for 1928 is 65.6 per 1000 babies born alive . . . The infant mortality rate among the colored people of New Jersey during 1928 was 125.4 . . . The colored races have shown high mortality rates as long as vital statistics have been collected." It might be added that the infant mortality rate is better indication of health conditions among the colored people right now than the death rate, because the uncertain element of total population is not involved.

TABLE X. Negro births, deaths under 1 year, and infant mortality rates, - the Ulyat Area.

Year	Total Births	Deaths under 1 yr.	Infant Mortality Rates
1920	32	2	62.5
1925	35	2	57.1
1929	26	4	153.8
Average	93	8	86.0

Total Negro births for the Ulyat area can be collected with reasonable assurance of accuracy.

The implication of Table X is most encouraging. In spite of the fact that a large majority of births occur in the homes, they are attended by capable physicians, and the care which the children must receive to have the infant mortality rates so much lower than those prevailing elsewhere among Negroes speaks well for those in charge of such work.

Mention should be made of communicable diseases, and again it is pleasing to find that the Negroes rank well. The township data indicates nothing different from the Borough data. The percentages are the same, but the total cases many fewer.

TABLE XI. Communicable diseases in the Borough.

Year.	No. cases.	No. colored.	% colored.
1920	318	35	11.00
1921	343	37	10.8
1925	76	7	9.2
1928	257	16	6.2
1929	154	12	7.8
Totals	1148	107	9.3

The existing rate is about half of what would be expected when the relative size of the colored and white populations is considered. Why is this? It may be that because of the difficulty of seeing red rash on dark skin, many cases of chicken pox and measles are missed. But the prevalence of unquarantined cases might be expected in the long run to increase the number of cases. A second possibility lies in the unreported

but home-quarantined cases of colored people, not calling in a doctor. A third possibility is that Negroes have a natural immunity to the common contagious diseases, of course with the exception of tuberculosis. Upon this point the investigators have not been able to secure any definite information but if the immunity does exist, it is only partial. A fourth possible explanation lies in the fact that at least 90% of colored students attend Witherspoon School, and that it may be more healthful than the other Princeton schools. It would be interesting to test this theory by inquiring whether high school colored students have less trouble with these diseases than their white classmates do. Some of the conditions at the Princeton white schools point to the likelihood of their being less healthful than the Witherspoon school. For example, Lawrence Township, West Windsor, Plainsboro, South Brunswick and Franklin Townships, Rocky Hill Borough and Princeton Township all send children to the Princeton schools. What are the conditions which surround health problems in these communities? Although the statement has not been checked, the investigators are inclined to believe the allegation that the only paid health officer, even part time, in any one of the above communities is the part time health officer of Princeton Township. It seems only reasonable that the arrangement by virtue of which all these municipalities send their children to Princeton School should include some provision by which the Princeton Board of Health would be able to protect Princeton children from importation of communicable disease. It is alleged upon good authority that in some of these towns quarantines are either very poorly enforced, or are not enforced at all. Figurehead health officers who draw no pay and who do not even placard contagious cases,

are a menace against whose negligence Princeton should protect itself!

TABLE XII. Tuberculosis in the Borough of Princeton.

Year	No. of cases	No. of colored cases.	%
1920	9	1	11.0
1921	13	5	38.5
1925	11	3	27.3
1928	7	2	28.6
1929	1	0	00.0
Totals	41	11	26.8

The above table indicates that the tuberculosis rate among Princeton Negroes is higher than the white rate. When 17% of the people have 26.8% of a particular disease, the situation calls for attention. Of course, a high rate is quite to be expected among colored people, who are considered particularly susceptible. In Princeton, a mitigating fact exists in the very low rate of tuberculosis throughout the entire community. A total of only eleven Negro cases in five recent years, selected at random, is very low considering the size of Princeton's Negro community.

The one blot on Princeton's health record still remains to be considered. In comparison with other communities the situation is probably favorable to Princeton, because of the aggressive policy which the Board of Health is following. But the Negro rate is high.

TABLE XIII. Venereal Diseases in Princeton Borough.

Year	Gonorrhea			Syphilis		
	Total	Total	% Col.	Total	Total	% Col.
1925	12	5	60	7	3	42.8
1926	15	12	75	3	2	66.6
1927	26	10	60	16	5	31.3
1928	14	2	50	12	9	75.
1929	19	12	63	7	5	71.4
To 5/31						
1930	7	5	60	2	2	100.
	93	46	60.9	47	26	55.3

One case a chancroid.
Of 93 total cases, 54 or 58.06% are colored.

This table covers only the Borough cases, and over a third of the Negroes live in the Township. It is only reasonable to assume that if the data were available for the entire area, it would show an even larger total, particularly for the Negroes. There is no law in the Township requiring doctors to notify the Health Officer, and notices of both infected persons and sources are sent to Trenton. Very few cases are ever reported back to the Township. This may point to fewer cases, but it is more likely to point to inefficient operation of the State-Township system.

The large percentage of unmarried men and women pointed out in the "Trends in Marital Status" section, combined with the picture of the prevailing forms of recreation make the discovery that about 17% of the inhabitants of Princeton Borough are responsible for 58% of the venereal cases less surprising. Nevertheless, such a situation is a definite danger to a community, and everything possible should be done to eliminate its bad effects, both to the people who live in the district and to those who employ colored domestic help.

One may ask why the presence of such conditions is of consequence to the Y.M.C.A. There is generally a high correlation between the prevalence of venereal diseases and the extent of immorality within a community. It is also true that where adequate facilities do not exist for enjoyable contacts between the sexes, boys and girls soon arrange their own. Consequently, in the first place, the presence of venereal

records for us, and a very large portion of this information comes from this source. Talks with several public officials, both in Princeton and in Trenton, also yielded valuable material.

It is necessary for the Witherspoon Y.M.C.A. to consider destitution and delinquency because the function of the "Y" is to prevent them. It is very often true that through studying results, one can discover causes. Both of these topics are caused by social maladjustment. People who do not fit within the social group are called destitute or delinquent, depending upon whether their inability to fit is caused by economic maladjustment or social maladjustment. It is, of course, quite common to find the two intermixed. Princeton is fortunate in having an organization working with these cases which has an excellent staff, and all that was seen of its work deserves liberal commendation. The policy of an ounce of prevention is used as far as possible.

There is considerable poverty in Princeton, but aid is given only to those cases which are destitute, or so near it that financial assistance from charitable organizations is necessary to prevent it. The Social Service Bureau, a private charitable organization, and the Officer of the Poor, a Borough official, work hand in hand, the line between their cases being determined by whether a particular case has established the five year settlement required by New Jersey law before public assistance can be rendered. In fact, the Officer of the Poor is also head of the Social Service Bureau.

A brief review of the commonest types of cases dealt with may be illuminating.

diseases means that the "Y" should include in its program boy-girl relationships which are satisfying to the young people, and which are at the same time respectable. Such a program should grow to serve as large a section of the community as possible, even at the sacrifice of some of the strict chaperonage which may seem desirable from one point of view. In the second place, the dangers of promiscuity should be presented to boys and girls in the form of proper sex education. Little hesitation in broaching this subject to young people is needed in a community where most of them know all about the vulgar approach to it long before older persons suspect. In the third place, working in conjunction with the Board of Health and the older members, it should be possible to make some progress toward developing a community attitude which would accomplish prompt disclosure of sources of infection and adequate treatment for those afflicted. When people are ignorant on such matters, they shun all those who can help them, and allow their affliction to pass on to the advanced stages. Finally, if it is found to be unlikely that the Negro section of the Township will join the Borough, an effort should be made to get some adequate arrangement with respect to the administration of health problems which concern the entire community, but which are at present needlessly and unwisely complicated by the barrier of a political boundary.

family, particularly when the standards of living are high, it is very common to find the women working hard. Such women have little control over

4. DESTITUTION AND DELINQUENCY.

These two topics are considered together in this report because they are closely inter-related, both by origin and by methods of handling. In securing the basic information on this field, the Social Service Bureau very kindly opened its

(1) Domestic Problems.

This type of case not only is the most numerous, but causes the greatest amount of trouble to those working with it. Promiscuity is too general and is tolerated by too large a proportion of the colored people. After a domestic tiff, each party is likely to seek new amours, and complications arise, causing necessity for the aforementioned work. Divided couples must be reunited, or at least some satisfactory adjustment worked out. The bastard children which result from such promiscuity must be cared for. Funds must be collected, both from unmarried fathers and deserting husbands, to meet the urgent demands of those dependent upon them.

Much of this work is done by the Social Service Bureau. However, it also seems to be true that a very large proportion of the time of the police court is taken up by petty cases of jealousy and disloyalty, causes by wives or husbands running out with others, and by fights on streets and in homes which result from such actions.

(2) Disorganized Homes, Due to Both Parents Working.

A large proportion of the waiters in the clubs and restaurants of Princeton are old enough to be married, and many of them are married. Their average salary approximates \$65. a month and board. Because this is not sufficient to support a family, particularly when the standards of living are high, it is very common to find the women working too. Such homes exert little control over the children. The investigators were told of one home where two girls, between thirteen and sixteen, are left alone all day. They come home from school and get their own lunch, sometimes bringing their boy friends home with them.

Trouble has already occurred in this family, and it is reasonable to assume that it is only a matter of time before these girls also will get into trouble. Of course the parents do not appreciate the danger. There is another case of a young girl from such a home, who at the age of nine, had sex experiences with an entire group of boys. The high rate of venereal disease is largely caused from promiscuity, and this condition can be attributed largely to early knowledge of what the parents do and say and what the children themselves when restrained neither by home influence nor by supervised play. This type of case was stressed as being particularly common and very difficult to handle

(3) Old Age Cases. The low salaries earned by almost all colored people make it very difficult for those in their prime to support both their own children and their aged parents. This is reflected in the fact that five out of six of the present residents of the Home for the Aged at Princeton are colored.

4. Temporary Assistance. From time to time, homes which ordinarily are independent, find it necessary to ask assistance for special periods. An example of this type would be the giving of assistance to a family where there are several children during the period immediately before and after the arrival of a baby. Sickness of other types often necessitates similar assistance also.

(5) Vicious People Who Have Children.

Where people who are unfitted for parenthood have children in their care, some provision must be made so that the youngsters may have as good an opportunity as possible to get a fair start in life. These cases often require considerable time and

money, but the number of them is relatively small.

Although the following information is entirely unofficial it came from fairly reliable sources, and should give a fairly good indication of the more important complaints made in the local police court during the year immediately preceding May 1st, 1930:

TABLE XIV.

	Colored.	Italian.	White.
Drunk and Disorderly conduct	14	0	37 #
Illegal sale and possession of Liquor	3	6	0
Disorderly persons	35	5	9
Non-support	5	0	0
Gambling	4	0	0
Dog's Ordinance	largest		
Atrocious Assault and battery	9	1	1
Causing Delinquency of Minor	1	0	0
Disorderly house	4	0	0
Slot machines	2	0	0
Fornication	4	0	0
Contempt of court	0	0	2
Bad checks	0	0	1
Advocating death	0	4	0
Larceny	3	0	1
Concealing information re crime	1	0	0
Burglary	3	0	3
Receiving stolen goods	2	0	3

Includes 3 or 4 university students.

This list indicates that the colored population of Princeton is in general less law-abiding than the balance of the population. It may be that the police are inclined to be more strict in arresting and prosecuting colored people. Nevertheless, when one considers that the total colored population in the Borough comprises about 17% of the total, the very large number of complaints is significant. Aside from the fighting propensity evinced by the large number of assault and battery cases and disorderly persons, many of the other complaints are against acts which are not necessarily vicious. But the fact cannot

be contested that the police court is maintained at Borough expense very largely to attend to the colored population. This is direct burden on the taxpayer, and the taxpayer should be interested in anything which improves the situation.

The number of actual commitments from Princeton is rather small. From the Probation Officer of Mercer County, it was learned that out of 449 young people who appeared before the County Court during 1929, not more than four or five came from Princeton, and there was no commitment. His statement was, "Princeton is not a problem. I don't think you have anything to worry about there". While there is no doubt of the truth of his statement, the fact must be recognized that delinquency serious enough to warrant commitment is almost unheard of in small towns. A young person is much less likely to be away from his parents and friends long enough to develop really vicious habits.

The Colored Y.M.C.A. Secretary has been used from time to time as an intermediary between colored boys who are in trouble and police headquarters. He has been quite successful, and the tie-up has made it possible for him to get in touch with certain groups in the community about which he previously knew very little.

From the point of view of character development, the data which has been presented above indicates that there is much that needs attention. The extent of this can be measured in terms of dollars and cents, as well as in terms of character building; and consequently both the taxpayer and the person of definitely altruistic interests should give the matter their attention.

We have noted, then, that there is considerable family disorganization. Besides this, the standards of certain dominant elements in the community, as they actually bear upon the young people, are quite low. Although there are groups of high-minded

people who stand for the highest type of Christian life, it is quite obvious that their opposition to the present low standards is not very effective. (See Section on Recreation for further information on this point.) Both of these facts point to a community which is not well organized. Those who have ideals are not making them effective. This may be due to a lack of knowledge of how to properly popularize their ideals. Stated differently, there may not be the trained leadership which is needed by the community. It may also be due to the fact that the present leaders are hampered by the absence of positions surrounded by enough éclat and tradition to cause the people to listen to those who occupy them. This means that as well as family disorganization, there is considerable community disorganization.

In looking for ways of improving present community conditions, one realizes that more effective education is needed, so that the future leaders will be able to make their ideals attractive in the eyes of their neighbors. Progress is being made to-day. That eighteen of the twenty-two members of the graduating class from Witherspoon School are intending to enter High School this fall, indicates that the educational needs are being met, so that in another ten years, some change may be expected. In a community where there is much that is discouraging, a tremendous conviction is necessary to spur high-minded people to spend time and energy in reforming their group. Something must be done to give these future leaders race-respect and self-respect, so that they may feel that their brethren are worthy of their unselfish devotion. Perhaps the Y.M.C.A. is in as good a position to do this as any organization.

An organization to help Negroes to help themselves should be as largely Negro-supported as possible. At the present time, in Princeton, the liberal assistance of the white members of the community is, of course, necessary. A new Y.M.C.A. will cost money, but in the long run, it may save money; - entirely aside from the Christian service which it renders in the development of character among the under-privileged people. It is interesting in this connection to look at the following figures:

TABLE XV.

Organization.	Total Budget.	White.	Colored.
Social Service Bureau	\$7,542.	\$3,771.	\$3,771.
Officer of the Poor	7,008.	2,012.33	4,995.67
	14,550.	5,783.33	8,766.67

This chart indicates that 60.25% of the funds used by these two organizations goes to help less than 19% of the population. Of course, a tendency in this direction is to be expected, because nearly all the colored people are poorer than the whites, but a similar breakdown of the budgets of other organizations would show that the total now paid to subsidize the colored community is indeed very large. A large proportion of the expenses of the Board of Health, Borough Hall, the visiting nurse and the nursery school, are all incurred for the colored folk. Certainly any efforts which can be exerted to so organize these people that this expense can little by little be reduced, are deserving of community support.

5. EDUCATIONAL FACILITIES.

Pre-school.

The effect of proper training in sanitation, and care of infant and child, is reflected in the low infant mortality rate

of the Witherspoon community, as has been pointed out in the section devoted to health. Much of the credit for this commendable result must be given to the Princeton Community League which has under its supervision the social service bureau and the visiting nurse.

The efficient and essential service of the nursery school on Leigh Street was commented upon favorably by practically all persons in position to have a fair opinion. There is a nominal charge of 15¢ a day for one child and 20¢ for two. There are about thirty-five children accommodated at the nursery school at present. It is said that many more children need its service. Unfortunately its capacity cannot be extended at present, because of the cost of additional nurses.

Witherspoon School.

The work with pre-school children, which has only been hinted at above, is continued just as efficiently in the Witherspoon kindergarten grades. The dental clinic of the school has planned a very important program, and already the school authorities report a noticeable improvement in the average grade of class work during the five years the clinic has been open.

The advanced grades of the Witherspoon school suffer by comparison with the work just described. Many of the teachers are not using the progressive methods of pedagogy which are followed in other Princeton schools. It is also charged that some teachers lack the proper community spirit. Witherspoon School is not graded on the 6-3-3 basis which obtains in the Princeton public school system. It has eight grades, and those going to high school must enter the last year of the junior high school. Algebra and Latin are not taught, shop work is not

lined so as to give two years of junior high school work. Pupils offered, no special provision is made for incorrigible and mentally deficient children, and instruction in drawing and music is not up to par. As for equipment, the main building at Wither- spoon is lacking in sufficient classroom space. A portable build- ing has been placed in the yard to provide a classroom and assem- bly hall. This portable, unhappily, cuts down the already meagre play space. The assembly hall is not equipped with seats. The school has no gymnasium. The Home and School Club of the Witherapoon School recently petitioned the Princeton School Board for improvements. The "Trenton Times" for the 3rd of May says that the board has agreed to install chairs and a sounding board in the assembly hall, to construct a series of steps connecting the upper and lower levels of the school yard, and to place gongs in the main building. It further says that pupils from Witherapoon School will be permitted to use the gymnasium in the white elem- entary school, and that provision will be made for adequate instruction in drawing. In connection with the request for classes in Algebra and Latin, no definite decision has been made. This same paper for May 31st reports that the Princeton Borough Board of Education has authorized the property committee of the Princeton High School Board to undertake a study of Witherapoon School at once, to select an architect to make preliminary plans for the construc- tion of an addition to the main building, and to report as soon as possible on their findings. It is explained that four class- rooms, an assembly room, a gymnasium and a shop department are to be provided by the contemplated addition. As regards curriculum, this paper says that the last two grades (7th and 8th) at Witherapoon will be retained, but they will be departmental-

ized so as to give two years of junior high school work. Pupils will pass from the eighth grade at Witherspoon into the third year junior high at Princeton High School.

The property to the east of Witherspoon School has already been purchased for the expansion which is being planned, and which has been referred to above. Meantime, a second portable will be placed in the school yard to tide over the emergency. Next year a separate class will be begun for incompetents and mental delinquents. This class will have about twenty pupils and will be in charge of one of the present faculty who will take special training in this work this summer.

Of the total enrollment of 289 pupils at Witherspoon School, about 38% are residents of Princeton Township. Princeton Township pays to Princeton Borough \$100. annual tuition for each Negro township pupil attending the Witherspoon Borough school. The Township elementary school at the foot of Witherspoon Street is said to be distinctly better from the standpoint of curriculum, faculty and equipment. The system of racial segregation is not especially popular with the Township Negroes; many of them resent being taxed to send their children to the Borough School when it is considered inferior. Public schools have a particularly important function to perform with Negroes, because the number attending Princeton High School.

Trained for eight years in the Witherspoon School, the colored pupil enters Princeton High School distinctly handicapped. He seldom wins prizes. Usually he takes the commercial course which does not lead to college. A prominent high school official and nine colored high school students agreed that some of the high school teachers are prejudiced against colored students. Others were described as especially fair-minded. This same

official, however, expressed sincere gratification at the way the colored and white boys play together on the gridiron.

Princeton Public Library.

The Princeton Public Library reports that colored people have free access to all books, and that at the present time the colored children use the library quite liberally. Volumes on the shelves by Negro authors are:

The Negro in our History	- - -	Woodson
Negro Makers of History	- - -	Woodson
The Negro as a Business Man	--	Woodson
What the Negro Thinks	- - -	Moton
The New Negro	- - -	Locke
Dark Princess	- - -	DuBois
Color	- - -	Cullen
In Spite of Handicaps	- - -	Bullock

Summary

The Princeton educational facilities are rendering the Negro residents very good service in most respects. However, there are many changes which should be made before it can be said that the schools are adequately giving the training so badly needed by those who are to lead the colored citizens of Princeton in the future. The Public Schools have a particularly important function to perform with Negroes, because the number who get private school or university training is negligible. Nearly all their training, mental and moral, must be derived from the Public Schools.

6. RELIGION.

If there is any truth in the assertion so often made that Negroes are by nature very religious, the Witherspoon Community presents ample opportunity for the utilization of their religious nature as a means of social control. No glorious record has been made by the acting religious agencies with respect to the young people in the community. If the strong religious impulse is present among the people, the churches should be the ones to demonstrate it. What do we find?

There are three churches in the community: Baptist, Methodist and Presbyterian (and another sect called the Holy Rollers). The Baptists have by far the largest congregation. The Methodists are next, while the Presbyterians follow a distant third. That many young people start out with the churches is evidenced by their large Sunday Schools and junior choirs. The fact that these youngsters soon fall away is revealed in the adult attendance at church services. The young group simply does not stay within the fold. Even the pillars of the churches admit the fact that their work with the young is a failure. Is it because they draw the line and require the so-called unclean to pass unnoticed? Or do they load their advices to their children with an excess of "Don't"? Or are the teachings entirely unequipped with the positive assistance necessary for meeting the needs of modern young people?

Several persons interviewed stated as their frank opinions that Princeton shows the bad effects of an inadequate number of preachers. These same people stated that in their opinions the Baptist and Presbyterian churches do not have preachers at present because they have been unable to secure the type of man

they wanted. Aguess might be ventured that an additional reason lies in the fact that the churches have no heavy and staggering debts which demand the money-raising services of a good preacher. Information has been presented in the section on Economic Level of the financial standing of the churches.

It was gratifying to hear the remark made, time and time again, by responsible and Christian people of all denominations among the Princeton Negroes that there are too many churches in the Witherspoon district. At present there is much bickering over denominationalism. This complicated question cannot be settled in a year, because denominational loyalties are too firmly rooted; nevertheless it must be settled before a complete adjustment of the entire community's approach to religion can be worked out. Herein lies the need for an intelligent ministry, dedicated to the future growth and prosperity of the district, and leading toward the building of a single community church. Not only would church unification be likely to foster a rejuvenation of true religion, but it would lift a great unnecessary expense from the shoulders of the people, and thereby help in their economic advancement.

The call goes forth for a man of God to embody in himself the community life, with its various problems of race relations, public health, regulated recreation, public education, moral retardation and commercialized vice. It demands a man of astounding vision; a man who would come to Princeton to live and to accomplish a life's ambition.

7. RECREATION.

The way in which a person spends his leisure time is as important as that in which he spends his working hours. Character is developed or undermined as rapidly at play as at work. Consequently, it is fruitful to study how people play, in the Witherspoon community, and to estimate the strength of both the character building and the character destroying elements which are at work.

Just as in most other communities, there are several types or levels of society. Those with like tastes align themselves with the group which gives them best opportunity for their congenial enjoyment. Such clubs as the Pall Malls, the College Boys Club and the Apaches furnish laudable entertainment for their limited memberships. On the night of the 26th of May the Apaches gave a dance at the Thompson Hall. It was well attended, deportment was good and it was enjoyed by all. Small groups of young people and students often organize spontaneously for particular occasions. Their parties are given at the homes of their parents and there is ample supervision. These affairs are healthy, but they are not shared by the entire community or even by any major part of it. The three sections which follow, on gambling, drinking and dancing, describe how most of the people spend the greater part of their leisure time. If one were to ask for a description of the most typical form of recreation among Princeton Negroes, the answer would be approximately what follows. The description is objective, without bias and not exaggerated. All that is described was seen by one of the investigators, and nothing was seen which had not been previously described by Princeton residents.

Gambling.

One of the best known methods of gambling is the "numbers" racket. Men, women and children play it daily. Stakes are high - 600 to 1; risks are small - one cent will do. Chances that one will win are slim - 1 to 1000. Time consumed in playing is negligible - just enough to write a number of three digits and pay for it. Honesty or honor have no place in it - the banker often disappears with the stakes. Skill is not required - a dream is as good for a hunch (provided the "Three Star Red Dream Book" is at hand) as an auto license number.

What is the "number"? Turn your newspaper to the financial page. There you will find the New York Clearing House Statement. For the 5th of June, 1930, it reads: "Exchanges, \$1,285,000,000.; balances, \$211,000,000." Take the tens of millions digit and the millions digit out of the "Exchanges"; then take the millions digit out of the "balances"; and the "number" is 851.

What number does one play? Any number, provided it has three digits. How does one decide what number to play? Well, let's see. The Clearance - no, it is not "clearance", for such spelling would render it liable to law-suit - the Clearance House Publishing Company of Baltimore, Maryland, will tell you. That is what they are in the business for. And three hundred people in Princeton have confidence in them, for that many copies of their sheet are sold weekly by the newsstand on Nassau Street, at ten cents each. Just ask for "The Magic Star" and look for "Percentage Sam". He is featured on the back page. Or, if you have no faith in Percentage Sam, you may try Madam Parker. This witch is on one of the inside pages; or if you have no hope in her, you may be a little more scientific and spend some

more money by purchasing "The Three Star Red Dream Book" advertised here, thus: "Your dreams can give you winners if you only take the trouble to look them up For example, if you have a dream that you had an accident, the ordinary dream book gives it to you as 'Accident - 515'. The Three Star Red Dream Book gives it to you this way: Accident - -

airplane 743

automobile 693

animal bite. 889

etc..etc..."

There are certain 'wise guys' who do not waste their time with dream books and other published matter. These fellows have their own hunches. They will play their house numbers. But suppose the house number to have four digits. Then they play every possible combination of these digits taken three at a time, in order to be sure of winning. Or perhaps these individuals have no faith in house numbers, or have no house; they may play what is left, as for instance, automobile numbers, trolley car numbers or the number of their friend in Sing Sing.

How is the racket run? Any individual with a few dollars and much nerve and ability as an entrepreneur may decide to run the game. He is called a banker. In New York he would be dignified with the title of "Number Baron" or "Number King". In Princeton he is only a banker. He hires a few men who are well known around town, and they go out drumming up business and encouraging people to play. These are called "runners." Now the stage is set and the game begins. There is a third party to the game - the "player", or in plainer terms, the sucker.

Who wins? The banker. If some sucker happens to hit the right number to-day, the banker may pay off, if he wants to; or he may leave town for fatter pickings elsewhere.

And so school children throw their luncheon money away, parents their rent, daily except Sunday, religiously, foolishly, pathetically. Time after time have the investigators been told about this form of gaming among the colored people of Princeton.

One of the investigators happened to be walking along John Street near Green about 2.30 p.m. on the 6th of June. He heard an Italian girl speaking to a colored woman about "Policy Pete" and "851". That was the "number" for the 5th of June.

The investigator went into a club in the Witherspoon settlement on the night of the 3rd of June. Nailed to the wall was a little slate about 12" x 10". On it was printed: "The No. for today is 103". But the "numbers" is only a side line in this club. Gambling with cards and dice goes on there, but at that time in the evening - about nine o'clock, the crowd had not gathered. Perhaps it was too hot; perhaps pay day was too far off. There are three such clubs to the knowledge of the investigators. Doubtless there are others.

If the investigators were asked to state whether the "numbers" racket or the clubs' gaming was having the worse effect on the community, there would be no hesitancy in blaming the "numbers". Without trying to praise the clubs, it may be fairly said that they are clean; they are meeting places for mature men who want to talk and gamble unmolested; they do not admit boys. On the other hand, the "numbers" appeal to and encourage young and old alike, they develop wrong habits in young folk, they are devoid of a particle of honor, they suffer with all the maladies which lack of regulation permits.

Drinking.

Perhaps the greatest curse among Princeton colored people to-day is the tremendous amount of drinking which goes on in the Witherspoon district. Not one person with whom the investigators talked failed to deplore the situation as it exists.

The Witherspoon clubs comprise one of the important sources

of alcoholic stimulants. It was quite surprising to find them operating with the same methods as exclusive places in New York. One rings the bell downstairs. Then a light is flashed, revealing the face of the applicant; and if all is well, the door is opened. In one such club visited, harmless games of pool and billiards were being played on the first floor. Upstairs two men and the steward were sitting around idly. The night was extremely hot and business seemed to be dull, i.e., there was no gambling and drinking. The steward apologized for not having anything to drink. He was expecting something at two in the morning. It was a shipment of beer. He explained that that was all the fellows would buy.

The investigator left for a club directly across the street. The membership was larger there, and seemed not to be so wearied by the heat. Tobacco smoke filled the room. In two corners were tables where men were sitting playing cards. The tables were covered with canvas which was marked with a circle in the center, with straight lines radiating from the perimeter of the circle to the edge of the table. Extending across the opposite side of the room was a bar made of pine wood. Behind it stood an attendant. There was no brass rail. Two men, one of them very well soaked with liquor, stood by. Across the hall, men were playing pool. The investigator asked for a drink, and was offered a choice of apple, rye or gin. Apple seems to be the favorite drink among the men. At the baseball games on the Pyneplot, they frequently ask to be allowed to drop out, and their explanation is invariably: "Too much apple".

One night during the first week of his work, the investigator stood on the front porch of his stopping place in the

Witherspoon district, talking with the man of the house. He counted ten places where one could buy whiskey, all within five minutes walk of the house. There are so many of these speak-easies that the sharp competition between them causes a price war. One may buy the worst sort of liquor in these places at two drinks for a quarter. In the better regulated places, the price is twenty-five cents for one drink. There is scarcely a store along Witherspoon Street from Green to Leigh where a drink cannot be bought. These shops, posing as grocery and confectionery stores, have a few canned goods on the shelves and a little candy in the one showcase with which they are furnished. That is all: their chief business is in the rear - liquor.

Women and boys hang around them. Does this mean that they sell to female and juvenile trade? One very respectable boy, whose father stands very high in the community, was asked about the situation and said that he dares not enter a speakeasy for fear of being seen, but that he does not doubt that a boy of his age (17) could buy in many of these places. This particular boy's policy is to ask an older man to get it for him. He says that he has no fear when he is out of town, and that he buys his own on those occasions.

Two public officials interviewed on this question stated that the situation is disgraceful. They agreed that any effective action would be both difficult and unpopular. People want liquor, and as fast as the police raid one speak-easy, another crops up, mushroom-like, to take its place. But there are many law-abiding citizens who are disturbed because police aid in cleaning up their neighborhood is so difficult to secure. The police know about the situation, but convictions are hard to get because of the fact that ironclad evidence is required by the

courts. One individual alleged that the politicians have their hands on the pulse of a certain element of the public which is willing to pay with votes for the protection which they need to carry on their trade. It may be said, however, that most of these places cannot possibly pay much bribe money, because the competition is too strong, and the business is divided among too many of them.

Conduct patterns tend to pass by imitation. They pass from groups of superior social status to inferior social groups. In Princeton there is a recognized cultural group of a high order, and a lower servant class which is obviously imitative. Here we have excellent conditions to illustrate our principle stated above. College boys leave the Princeton campus with the frank intention of having a good time. They leave their regular conduct behind with their books and lectures, and carry along for the time being, another self, given over utterly to a few hours of joy unrefined with a vengeance. Their purpose is to see how bad they can be for a few hours. There is method in their madness. But they forget their responsibility as pace-setters in confirming and sanctioning certain modes of conduct for those who look on. Consequently, their observers, utterly ignorant of the saner moments of these fellows, eagerly set about making the same actions. They think that what is sauce for the goose is sauce for the gander. But, when the lower class sets about their imitation, it becomes their whole lives, and not a fleeting episode. Under such conditions, all perspective is lost, as there is no cultural background of sufficient strength to withstand the shock.

If these same college boys could lay off the wig and

mask and present their better selves to the boys and men of Witherspoon for just as long periods and with just as much gusto, the chances are that a noticeable change in the community mores would be effected. This challenge cannot be ignored by responsible members of society.

Dancing.

One of the staff attended and participated in a dance given in a Witherspoon hall. It was well advertised and the out-of-town music was featured. Perhaps it would be wise to say a word about this music. Listen! A bass horn solidly donking the tempo of a fox trot, a muted cornet whining the obligato to a lively piano, playing 32nds, a bass drum monotonously beating the regular and far-off notes of a tom tom; and added to these a carefree megaphonist occasionally singing suggestive words, and the leader, a boss who carries a saxophone hung from his neck, which he plays any time he sees a couple wishing for special recognition: the scene is ready for a night of joy unrestrained.

The crowd begins coming about ten o'clock, some in automobiles and some afoot. The number continues to increase until twelve o'clock; and the joy increases with the night. In the center of the floor there are two couples doing the bump in a very athletic and hilarious manner. They have been there ten minutes, on practically that same spot. They are bending outward and inward, both bodies at the same time. They do it both standing and moving. It looks as if the two couples in the middle of the floor will soon get tired; they cannot keep up that exercise much longer. Sure enough, the four of them sit through the next dance.

Circling the room are others; some dancing without much ado; others, with their coats off, are flinging their mates away from them - and then they come back, both smiling and languid until their bellies kiss. Still others, think it great fun and are laughing. They dance together for a while, then separate - the boy does a tap dance to the music as the girl laughs or shakes her hips, or tries to tap dance too - then their bodies embrace again, and they continue around the floor. There is much flinging of arms in this particular type of dancing. (The investigator met with the serious accident of having three cigarettes knocked out of his mouth because he stood too near.) This dance is called the "Lindy hop".

There is much drinking. The bar is open and ladies and men stand off drinking. Some are eating hot dogs.

The investigator is introduced to a flashy little high school girl of about seventeen years. She points out one other of her school friends who is present. There are six boys from the Witherspoon School at the dance - all in the eighth grade or below!

Two policemen are there, apparently to keep order. Over on the left of the orchestra, two fellows begin to exchange blows. They are throwing fists mighty fast. But the officer comes, a truce is arranged, and the dance continues.

And so, until two o'clock. An announcer says that there will be a house party on Court after the dance. These house parties are given by anyone. Admission is free to all. But you are expected to buy liquor and sandwiches at the house party. On with the dance till morning!

This picture is a faithful account of what goes on at the dances. It cannot extend to what goes on after the parties

break off; but the fact is well known in the community that there are several houses to which young couples can go and rent rooms by the night. Of course, the proprietors aid in protecting their guests from unwanted publicity. The amount of business done by them could not be ascertained, but at least one was tied directly with a valid source of venereal infection.

The automobile makes nearby towns within reach. Gaudy dance advertisements are frequently tacked on the sign board in front of the Y.M.C.A., encouraging girls and boys to go out of town. They are always willing to go long distances to dance to favorite orchestras, which generally promise very peppy parties.

Playgrounds.

There are two playgrounds in the Witherspoon community. One is the Witherspoon School yard and the other is the Pyne plot at the foot of Witherspoon Street. Nevertheless one visiting the community is struck by the fact that so many children are at play in the streets. Why do they not play in the playgrounds? The colored children wander off to play on the grounds of the Township school. Why do they prefer the Township playground to their own two playgrounds?

The Pyne plot is large enough for the entire community. Except for that part of it which is used for base ball, it is rough and there is a thick growth of high grass and weeds. It gives the appearance of a neglected old field. There is not a single piece of equipment to give it either the claim or the appearance of a playground, except a few seats arranged as bleachers for use when baseball is played.

Witherspoon School yard is much smaller. It is a hard clay surface without a blade of grass, and without a single

shade tree. Not even a teeter or swing graces its open barrenness. Part of the yard is taken up by a portable school building. As it is the intention of the school authorities to add another similar building to offset the over-crowding in the main building until enlargements can be made, it seems fair to say that the Witherspoon yard will be even smaller next year. This space is not used during the summer, nor is it used after school hours, except when some responsible person is in charge, and this is very seldom.

Information comes to us that the Y.M.C.A. plans to give all possible supervision over this play space during the summer months. The Y.M.C.A. is also planning a summer project of quicits among the men and boys. The American Legion hopes to place some equipment on the Witherspoon school grounds. If all of these plans mature, the situation will be much better. However, frank recognition should be made of the fact that playground facilities are poor, especially from the point of view of equipment and supervision. Poor play facilities are always to be vigorously lamented. This is especially true in the Witherspoon community, where the necessity for both parents to work leaves the children at the mercy of whatever influences they may happen to fall under during out-of-school hours.

Summary.

People are learning during every waking moment, whether they are in school, working, or at play. The picture of inadequate play facilities for the youngsters, early introduction to liquor, gambling, and exaggerated dancing, is therefore significant for the Y. M. C. A. If these influences tend to develop the young people so that they will respond less readily

to the program of the "Y", we are forced to conclude that either they are definitely harmful or else the program is not practical. The program must be adjusted to satisfy the same needs of the young people in more wholesome ways. The elements in the community which now oppose liquor, gambling and exaggerated dancing, should be rallied to keep them from the dominant position they hold to-day. This will give the constructive forces a chance to operate. But any attempt to curb the present activities before new ones have been initiated which will be satisfying to the vast majority of the people, should be discouraged.

The early history was closely tied up with the Y.M.C.A. building is owned by the Club, and during the earlier days, a group of the members used to serve as the Board of Directors of the Colored "Y". There has always been a group of colored people associated with this white Board of Directors. While at first the colored brethren functioned exclusively in an advisory capacity, they gradually demonstrated that they possessed good executive ability. While Mr. Phil Robinson was Chairman of the Board, there was an important change in organization. The colored group became the Board of Directors, with complete autonomy. Mr. Edward Thomas was the first Chairman of this Board, and he has continued in office up to the present. Several members of the white Board continued to act as a consulting committee.

Some of the men who were associated with the early history of the "Y", both before and after the disbandment of the white Board, are:

George W. Wainwright,
J. P. Bowers,
W. E. Rankin,
Mr. [unclear],
Mr. W. E. Williams.

CHAPTER II.

THE WITHERSPOON Y. M. C. A.

1. HISTORY.

Despite considerable effort, it has been difficult to secure much definite information about the early days of the Witherspoon Y.M.C.A. This information should be gathered before it is lost into obscurity, because it will present an interesting picture of the growth which has accompanied the emergence of leadership among the colored people.

The early history was closely tied up with the Town Club. The Y.M.C.A. building is owned by the Club, and during the earlier days, a group of the members used to serve as the Board of Directors of the Colored "Y". There has always been a group of colored people associated with this white Board of Directors. While at first the colored brethren functioned exclusively in an advisory capacity, they gradually demonstrated that they possessed real executive ability. While Mr. Phil Robinson was Chairman of the Board, there was an important change in organization. The colored group became the Board of Directors, with complete autonomy. Mr. Howard Waxwood was the first Chairman of this Board, and he has continued in office up to the present. Several members of the white Board continued to act as a consulting committee.

Some of the men who were associated with the early history of the "Y", both before and after the disbandment of the white Board, are:

George Wintringer.
A.F. Bearmore.
W.H. Rankin.
Mr. Sandquist.
Mr. Mc Williams.

in the nature of the
The result of the
has been the
Frederick Fisher
George Mc L Harper
John H. Prescott
Luther P. Eisenhart

With the accession of the colored Board, a new era in the work was marked. Up to that time the work was quite largely carried on by the white people for the benefit of their colored neighbors. The white Board is to be complimented for having realized that the amount of good which the "Y" was doing for the entire Witherspoon community would be very greatly increased by allowing the colored men to have the administration of their own work in their own hands. While the earlier work probably consisted largely of an effort to bring to the attention of the people the aid which can be derived from Christian principles intelligently applied, the present feeling seems to be that the work of the "Y" must reach the community in a larger way, that the real community needs must be felt, and that plans must be laid to meet them. It is from this point of view that this study has been made.

2. ORGANIZATION AND ADMINISTRATION.

In examining the organization of the Witherspoon Y.M.C.A., one is immediately impressed with the fact that the Y.M.C.A. members have nothing to do with the election of the Board of Directors. The plan of a self-perpetuating body of older men with autocratic control of the activities of the members is not conducive to attractive programs or to giving boys and young men the opportunities for those experiences which develop leadership ability. The small number of members when the work was first started may explain the origin of the Board, but at present there are many indications that a change

in the nature of the Board would result in a larger membership. One result of the lack of membership representation on the Board has been the necessity of electing to the Board each individual who has desired to express himself, and who, at the same time, has possessed some ability. The very large present Board, with about twenty-nine members, is the result. Such a large group is always unwieldy, and that it has been able to function even moderately well in this instance, is due to the inordinate patience of the Board members. Changes in the size of the Board should be made in spite of the fear of some of the present members that any such action will cause all or nearly all the men not listed on the new Board to stop financial aid, and to work against the men remaining on the Board. It is the opinion of the investigators that this is a pessimistic view. In the first place, several men have expressed a desire to get off the Board, but to continue their financial support. In the second place, the men are not so narrow-minded as to take such a sour-grapes stand provided that the reasons are fully explained. In any case, it will probably be beneficial to keep a number of the older men on some type of advisory committee until the new administration has the work well in hand.

A factor which complicates the problem of arranging for the Board of Directors to derive its authority from the membership is that more than half the budget comes in one lump from the white Board of Directors. There is naturally a responsibility incurred when this gift is accepted by the colored Board, and the white Advisory Board of five members exists to see that this is properly discharged. Hence, the colored Board must be responsible to both the membership and the white Advisory

Board. It may be thought that this will make inadvisable a Board elected by the membership alone. This does not follow, and the arrangement outlined in the following paragraph purports to show how it may be accomplished.

In a business corporation designed to handle the production and distribution of some economic commodity, organization is generally designed to deliver the maximum amount of speed and accuracy. In religious and educational organizations other things must be considered as well as speed and accuracy. The interest a Y.M.C.A. Secretary has in his work is a great influence upon the grade of the work he does with the boys. If his own ideas and theories are ruthlessly squelched by his superior, because they interfere with a program of standardization, he will lose interest, and the calibre of his work will also diminish. In order to stimulate proper Board-Staff relations, the autonomy of the colored Board should be carefully guarded. In all the contacts between the two Boards, colored and white, and between the Boards and their Staffs, great patience and forbearance must be shown. Regardless of whether the colored Board is coordinate in rank with the white Board, or not, when money is given to it in support of its work it should be given with the understanding that no strings are attached which are not specifically mentioned and agreed upon at the time. And yet the activity of the Advisory Board continues unaltered, save to the extent that it may act only when the colored Board is violating one of the specific conditions included in the terms of the annual gift, or when the colored Board invites it to participate in some discussion. According to this scheme, the relationship between

the white and colored Boards will be very much like that now existing between the white Board and the "Mercer County Federation of Town and Country Y.M.C.A.'s. If the colored Board should desire to follow a course not permitted by the terms of the Advisory Committee's offer of financial aid, it would have every right to do so, providing that the terms of the existing agreement be kept to their expiring date. The Advisory Committee would withhold its financial aid, and the colored Board would look elsewhere for support.

If the recommendation that the Board be elected by the membership is accepted, it would be wise to institute a plan of election so that a certain number of directors would come up for election each year. For example, a plan calling for fifteen directors, with five elected each year and all serving for three years, would be desirable.

The colored Board has been carrying on its work in recent years under very great handicaps, and it would be foolish to lay all the blame for the criticism which the investigators have heard on its organization. For example, a very small budget, an inadequate and unattractive building, and frequent changes in secretaries, have all been most disconcerting. However, certain changes of organization are badly needed, and this is indicated in several ways. The fact that the various committees of the Board have never met regularly is significant. Much of the work has been done informally by a very small group of individuals who have been particularly close to the secretary. Many of the Board have felt that they were discharging their duties as fee collectors in the billiard room, or soliciting funds in the annual drive. This active participation is a most healthy indication

of real interest, but when the real function of a Board is recognized as policy formulation, it is seen that such activity is not the primary concern of the Board members.

It is recommended that the Board should definitely recognize its function as that of policy formulation. This should control the nature of its deliberations when in session. It should regulate the relationship between the Staff and the Board members, both individually and collectively. The fact that there have been six secretaries in the last four years is not due to low pay alone; one of them, at least, resigned to take the same salary in another place. Undoubtedly, a large cause of discontent has been the friction and misunderstanding which always results from the fact that the policy forming body does not act definitely when such action is needed. When a secretary's instructions are not definite, he must do what he thinks best. If this is not acceptable to the Board, criticism follows. This is most annoying to the trained secretary who knows the function of the Board.

In looking forward to the work which the Board is going to do in the future some suggestions may be timely. In all organizations of this type there are three primary functions to be performed. These are (1) business and finance; (2) program; and (3) publicity and information. Simple organization is always conducive to good administration, and the simplest form is that which follows directly the functions to be performed. Therefore it is suggested that there be four standing committees of the Board. The first of these is the executive committee. It is to function when the Board is not in session, and it has all the powers of the Board. It must work to draw into a unit all the activities of the other three committees. From time to

time it may refer to the other three standing committees, or to a special committee if the need arises, any questions upon which it desires advice. The chairmen of the other three committees are to be on the executive committee.

The other three committees, set up to perform the three functions enumerated in the preceding chapter, are all of equal importance, and although their work will overlap somewhat, no one of them can be rightfully subordinated to any other.

The Business and Finance Committee is to formulate all policies in respect to the raising and dispensing of funds. Their decisions must be referred to the Board for approval except in those cases where particular questions are given to the committee by the Board with power to act on behalf of the Board. The making of the budget, the keeping of financial records, the planning of drives for funds and the payment of all bills, constitute part of the work of this committee. The Program Committee is to formulate policies governing the activities which the Y.M.C.A. carries on from time to time to meet the various needs and desires of the members and their friends. It may appoint sub-committees to care for the more specific aspects of the program, as religion, recreation, education and athletics. But it must always maintain a definite policy respecting the various amounts of such activities to be included in the work of the "Y". While each of these two committees must always observe very closely the relationship existing between its work and the surrounding community, this is particularly the function of the Publicity and Information Committee. It is to protect the good name of the "Y", among the members in the immediate neighborhood, and among those who are potential subscribers. It must aid the program committee in its search for community needs

and interests. When it feels that the program is not likely to meet with the eventual approval of the community, it should recommend changes. At the time when the business and finance committee is seeking for funds, it should prepare literature and other information calculated to remove all obstacles which might impede the success of the drive. The importance of this aspect of the work of the organization is very often underestimated, and people often wonder why there is so little public interest in and recognition of this or that piece of work. It may not be amiss to say that in Princeton, after the period of only partial success through which the "Y" has been passing, the work of publicity, and of passing on information respecting the community and the program, will be especially important to the growth of the work on Witherspoon Street.

In most Y.M.C.A.'s, the actual work is carried on by the staff, aided by volunteer workers whom the staff musters and sometimes trains. The relationship between the Staff and the Board is always liable to be a difficult one, and every precaution must be used to prevent friction or misunderstanding. It has been shown above how necessary it is for the white Board to recognize the independence of the colored Board, even though money passes regularly. It is equally important that the colored Board have the utmost consideration for the Staff, and the organization should be planned to aid the development of this. The Secretary lives very close to his work, and the Board member, who sees it less intimately, may be tempted to criticize too severely. To make this as unlikely as possible, the Board should confine itself to policy formulation. This leaves policy execution for the Staff to work out, and the Board should intervene only to

inspect what is being done, or to make suggestions when it is discovered that the expressed policies are not being observed.

The matter is complicated in Princeton by the fact that there is only one secretary. He must perform the Staff duties of all branches of the "Y" work. This is always difficult, for it is liable to interfere with the program activities, - the first duty of the "Y" to the youth for whom and by whom it was formed. For example, as the current budget includes absolutely no appropriation for the promotion of program activities, the Secretary is forced to raise additional funds on the side. The first day the survey staff met him, he was engaged in finding forty chairs and enough tables to go with them to take to the hall where a woman was giving a tea for the benefit of baseball equipment. The only way in which Redmond has been able to attend to all his duties has been through asking members of the Board to give their time in actual work in the building. Here we find the Board member who helped to employ the secretary, now working for the secretary. His situation is anomalous, to say the least, and the fact that confusion and friction occur is only natural.

It should be made clear to each Board member that when he is in the building aiding the secretary, his position must be subordinate. The Secretary must be most considerate of him to protect himself. Furthermore, it seems quite reasonable to hope that when the policy-making Board member steps into the new role of volunteer worker, he will accept joyfully the subordinate position in which he expects all other volunteer workers to place themselves.

During their last two days in Princeton, the staff
In the budget for 1929-30, there is no
appropriation for program growth (64) athletic supplies, enter-

During their last two days in Princeton, the staff learned of the Ladies' Auxiliary, although several inquiries about the existence of such a Board had previously met with negative answers. It is said to have at least sixteen members and it carries on various activities directly associated with the "Y" work. It seems to have met with very good success during the past year in raising money through parties. There is no doubt of the value which such an organization can have. Many questions arise where the advice of the mothers would be of greater value to the Secretary than the men's advice, and the women should be able to help in certain phases of the program. Princeton colored women are not given many opportunities to train themselves for administrative work. By carefully defining the relationship between the Ladies' Auxiliary and the Board of Directors, a real sphere within which the ladies should operate could be described. To let the ladies exercise advisory power within this sphere would help not only to increase their interest in the organization working among their sons, but also to prepare them to fill more important places within the community.

4. FINANCIAL MATTERS.

The work connected with the finances comes under the Business and Finance Committee described in the preceding section. As the work becomes more complicated, sub-committees may be formed to deal with particular aspects of the work.

When the budget is made up for next year, it is suggested that the Committee consider as of first importance, the program of the "Y". In the budget for 1929-30, there is no appropriation for program promotion, athletic supplies, enter-

tainments or athletic competition. One item appears of \$100. for incidentals, but this is entirely inadequate. The position of the program on the budget should certainly be more fully recognized than in this haphazard manner. Suppose that a pipe breaks, and the appropriation for incidentals is used up

on making repairs!

Raising money.

One of the very difficult problems which must be faced in any work which is carried on with financial support from two or more groups, is concerned with the relative amounts which each group should raise. According to advice given to the investigators last year, i.e. from Feb. 17, 1929 to Feb. 16th, 1930, the colored community raised \$584. out of a total budget of \$2700., and during the present year, the budget of \$2820. is to be met by a subscription of \$1692. from the white people and \$1128. from the colored people. It is fair to compare this with amounts raised in other communities, but it should be remembered that the Princeton building, such as it is, is given free of rent by the Town Club, which is a white organization. In round figures:

Trenton Negroes	raise	\$900.	out of a total of	\$4500.	or	20.0%
Summit	"	1200.	" " " "	4250.	"	28.2%
Montclair	"	1000.	" " " "	4890.	"	20.4%
Princeton	"	1128.	" " " "	2820.	"	40.0%

Further information of similar nature is available in connection with the erection of buildings for colored Y.M.C.A.'s. It is presented in Table XVI.

TABLE XVI. The eighteen colored Y.M.C.A. buildings in which Mr. Rosenwald's contributions figured between 1912 and 1928: population and cost.

	Year Opened	# Population Entire	Colored	Cost of Plant including land & Furnishings	Amt. Subscribed by colored people.
Washington, D.C.	1912	369,282	100,601	\$120,000	\$41,000
Chicago, ILL.	1913	2,547,201	57,176	200,000	67,000
Indianapolis, Ind.	1913	283,622	29,798	105,000	20,000
Kansas City, Mo.	1914	305,816	27,943	110,000	31,000
Philadelphia, Pa.	1914	1,735,514	101,420	110,000	25,000
Cincinnati, O.	1916	414,248	22,413	120,000	29,540
Columbus, Ohio.	1916	220,135	16,182	150,000	18,614
Brooklyn, N.Y.	1918	1,976,103	26,922	215,000	22,000
Baltimore, Md.	1919	594,637	89,009	115,000	30,700
New York, N.Y.	1919	5,737,492	119,922	375,000	34,300
St. Louis, Mo.	1919	768,630	50,882	200,000	69,000
Atlanta, Ga.	1920	196,144	60,143	160,000	53,000
Pittsburgh, Pa.	1923	588,345	37,725	225,000	25,000
Detroit, Mich.	1925	993,678	40,838	531,000	40,000
Los Angeles, Cal.	1926	576,673	15,579	180,735	37,166
Buffalo, N.Y.	1928	574,000	10,000	265,000	19,000
Dayton, Ohio.	1928	184,000	15,000	175,000	31,000
Montclair, N.J.	1928	35,000	5,000	150,000	13,000

1920 Census.

Of course no ideal proportion can be set, because conditions differ from community to community. In general, it seems to be true that the less the amount paid by the white people the greater interest the colored people have in the work, and the greater their self-respect becomes. But on the other hand, where a very large proportion of the colored people work for less than what is said to be a minimum decent living wage, it goes without saying that if their educational, social and religious life is to be kept at a fairly high level, the difference between wages received and the minimum living wage must be made up in some form of a community subsidy. In any case, it is highly important that the colored people understand the basis upon which the two amounts are decided.

If all the money that is necessary for running the "Y" for

a year could be raised at one time, it would add greatly to the prestige of the organization. Nobody enjoys being solicited a large number of times for the same thing. This statement may be contradicted by some, who know the great amount of fun which colored people derive from tea-parties given for raising money. The danger of too many tea-parties is that the "Y" will not be thought of as a character-building organization which deserves the community respect. On the other hand, if tea-parties continue to be very popular, it would not be a serious mistake to continue them for a short time, until the people who attend them can be led to feel that an annual subscription is more fitting as a means of giving the "Y" the stabilized financial support which it should have.

At the present time, the Tennis Club raises money separately, and takes charge of all court equipment and repairs. The Club has functioned very well, but why should it exist, and have its own finances, separate from the "Y" as a whole? It is suggested that the ownership of all tennis court appurtenances be transferred to the "Y", and that the court be rented to any who desire to use it. This will unite the funds with the general "Y" account, and the Tennis Club should be disbanded. Court upkeep can be accomplished through a Tennis Committee which will operate under the Program Committee. All its members should be allowed the use of the Court free of charge, and the dignity of their position should provide for willing performance of the free labor which Witherspoon "Y" must have.

Besides income from the tennis court, the present billiard rentals could be materially increased if a good system of supervision could be worked out. An additional source of income lies in the renting of various rooms in the building to

outside organizations.

Publicity is always a very important aspect of money raising. It serves to keep the community informed about the activities. It fosters an increased membership and encourages larger subscriptions. Basket-ball, base-ball games, the use of churches, tea-parties and the sign just outside the door, all serve to bring the activities of the "Y" before the community. There are two or three other matters which might be tried. The Editor of the Princeton Packet spoke with sincerity of his interest in the Witherspoon community. When it was suggested that some space be given news of the Negro community, he at once showed great interest. If an able member of the "Y" were to act as reporter for all local news, he should be able to get at least two columns in each issue of the Packet. If the work were edited through the "Y", considerable credit would redound to the organization. A second possibility lies in contacts with laymen. There are many times when laymen, colored or white, could contribute much to the program. These contacts make friends for the "Y". The present Secretary has made considerable effort to develop this side of the work, and he is to be complimented for what he has accomplished. The third possibility lies in mailing attractive circulars to all present donors and to those who might be interested. There is no doubt but that as people become aware of what is being done, their interest will grow in many cases to the point where they will be anxious to contribute something.

As there is no person to keep check on the Secretary's expenditures who is also a staff member, it is necessary for the Disbursing Money.

A definite budget, formed before the drive for funds and based upon the requests from the different Committees, should

guide all disbursements. Each standing committee must take the responsibility of keeping within its own budget, and all sub-committees should be forced to follow the same procedure. When unforeseen situations arise and it is found necessary to make changes in the budget, all such changes must first be approved by the business and finance committee. All bills should be paid by the Treasurer. They should first be checked by the committee in charge of the special field in which they are incurred, and perhaps also by a member of the Business and Finance Committee.

Few things are more annoying to staff members than misunderstandings that have to do with money. The Secretary should be encouraged to keep his own money entirely separate from all Y.M.C.A. activities, aside, perhaps, from an annual contribution, if he cares to make one. The situation is particularly trying where there is only one staff member. He is obliged to go to the Board Treasurer for even the most trivial expenses. For example, the present Secretary purchased a very fine radio set for the building, which incidentally is about the best drawing card the "Y" has. He also has contributed toward sending boys away to conventions. When these expenses were made, he half-way expected reimbursement, feeling that the Board would approve of the action which he had taken. But because of the very small budget, no money was available. Ill-feeling has not resulted, but this is to his credit. An arrangement like the following suggestion should reduce the necessity for such advances by the Secretary.

As there is no person to keep check on the Secretary's expenditures who is also a staff member, it is necessary for the Secretary to go to the Treasurer for every expense under consideration. To avoid this, a fund should be set up to which the Secretary would have direct access. He would use this for all expen-

ses which might demand immediate attention, and later his fund would be reimbursed, if the purpose for which the money had been used warranted the expense in the opinion of the Board.

4. BUILDING.

The present Y.M.C.A. building is an old residence, ideally placed at a corner which is passed by most of the young colored men as they return home from their work. The house has many limitations for the kind of work to which it is devoted. On the top floor is a pool room with two tables, a small office for the Secretary and a lavatory. Downstairs, just inside the front door, is one long room which can be divided by closing double doors, into two rooms, one having the checker-boards and piano and the other a table covered with magazines. A room in the basement is available for group meetings. Its floor was under an inch of water the last time it was visited by the survey staff.

The entire building is decorated in dull and tawdry fashion. There is no doubt but that Abraham Lincoln, Frederick Douglas, General Grant and others are appropriate people to be portrayed upon the walls of a colored Y.M.C.A., but the presence of such large and colorless likenesses could probably be improved upon by more modern and cheerful subjects. Since one of the functions of a Y.M.C.A. building is to attract visitors, a small expenditure for making the quarters more attractive should pay big dividends. It would be interesting to know whether the present condition of the building does not have a lot to do with the relatively few young people who were observed in the building by the staff during their three weeks in Princeton. The building compares unfavorably with most of the homes which were

visited. It is said that before the last few months, there was considerable vandalism, even by the "Y" members themselves. While this is regrettable, it can rather easily be understood when everything in the building is dingy and ancient. The supply of books which are supposedly to be read by the young members is made up very largely of discarded novels, text books, classics and dictionaries, which were found in the best homes of Princeton in the golden nineties. In the past few months, the Secretary has engineered a number of improvements in the appearance of the outside of the building. A wall has been built in the front and partly along Greene Street, and the tennis court and lawn have been put in fairly good shape.

Some of the functions of a Y.M.C.A. building are (1) To attract boys and furnish them with a place to spend their spare time. (2) To house groups of boys and young men who desire to meet for social, educational and religious purposes. (3) To furnish facilities for recreation, such as pool tables, tennis courts, bowling alleys, a dance floor and gymnasium. It is interesting to note that when examined with any one of these criteria in mind, the present building is found to be quite inadequate. This topic is discussed further in Chapter V.

5. PERSONNEL.

Who is it that carries on the work inside the Y.M.C.A. building? It is done mostly by the members of the Board of Directors, the Ladies' Auxiliary, the Secretary and lay workers. Little can be said about the Ladies' Auxiliary, because so little information was available with respect to their activities.

1. Board of Directors.

Considerable criticism of the Board of Directors was made to the Study Staff. Much of it centered upon the unrepresentative nature of the group. As this will tend to correct itself when election by the membership is instituted, it would not be helpful to consider it in detail. In selecting candidates an effort should be made, however, to include equitably all the groups in town who would be interested in supporting such work.

Several persons interviewed remarked that there were too many employers on the Board, and they ventured to suggest that because few men can be discharged and still be friendly with their previous employer, a Board composed of men who did little or no hiring and firing would be much more successful in securing a large membership. If the Board were elected by the membership, this matter would take care of itself.

After the preceding remarks, it is only fair to say that the investigators were deeply impressed by the intelligent interest and sincere devotion to the "Y" exhibited by nearly all the members of the Board interviewed. In fact, recognizing their qualifications, the investigators are loathe to recommend changes, and they do so only because they are convinced that there will be more efficient organization and more extensive community cooperation with a Board differing both in size and membership.

2. The Secretary.

The Secretary functions for all the various committees which are concerned with the work of the "Y". This means that he has a great multiplicity of duties, and that every effort must be made to avoid dissipation of his energies. Where the Secretary is forced to be responsible to a large number of committees he finds his position rather annoying when the demands of these

committees are not made with consideration. The salary paid to the last few Secretaries has not been conspicuously low, yet the turnover has been large. The investigators have been told that six Secretaries have been employed during the past four years, and that all of them have left to go to other positions. Such a large turnover disturbs the success of the "Y", both with the younger boys directly, and with respect to any organization of lay workers which may be in process of development. Its causes are worthy of study.

The Secretary is very likely to be the only person who has had training in the educational approach to the work of the Y.M.C.A. In order that he may work successfully with his Board, it is necessary that he teach them his point of view. A dictatorial Board can accomplish no more with a normal Secretary than a dictatorial Secretary can accomplish with a boy. They must appreciate that the major portion of their work is accomplished through the Staff Secretary. This makes the importance of good Board-Staff relationship very important. Both parties should speak freely of their wishes, for only in that manner can an understanding be reached.

3. Lay Workers.

Where there is only one Secretary, he must lean very heavily upon his lay assistants. Whenever he goes out of the building, he must be able to leave someone who is adequately trained in charge. While he is leading one discussion group, there must be someone watching the boys who are using the pool tables. Such helpers must be reliable, and they must have an interest in their work. Good lay workers cannot be found unless the opportunities for effective work are good. This generally demands some recognition and cooperation from the Board of

Directors, and very often some money will be required. But is is well spent, because it secures superior leadership at very small expense.

At present, Secretary Redmond is planning to bring two or three boys to summer camp free of charge. They are to help him. They are also to receive training which will equip them to serve as assistants next winter in the building. This plan is economical, educational and practical. It should be continued if it is found possible to get the boys who are being trained to live up to their end of the agreement.

Although in general, colored leaders for the colored boys should be encouraged, it is recommended that to offset the rather demoralizing contacts which Negroes have with University students who are seeking relaxation, some contacts should also be arranged between colored boys and college men in their sober moments. Only experimentation will show the best way to use undergraduates, but it might be suggested that they come from time to time to lead special series of discussion.

The Secretary and all the members of the Board should have their eyes and ears open in order to find any white citizens of Princeton who might be interested in helping their Negro neighbors to get a square deal. Listing them as lay workers in one capacity or another is a very effective way of interesting them.

From elder men should not be regarded by them as payment for privileges for themselves. Their donations should go to subsidize the work for boys.

6. MEMBERSHIP.

It is very unfortunate that so little information exists on the present and past membership of the Witherspoon Y.M.C.A.

The records for the current membership are as complete as any which have been kept in recent years, so far as the investigators can determine, but they show nothing but the name and address of each member, and in some cases, the age and amount of dues paid. The total number of voting members is 149. Besides this, there are, according to the Secretary, 114 others who pay at least twenty-five cents and sign a membership card. The basis of membership varies with age, and the dues vary accordingly.

Age	Amount of dues.
7 to 11	25¢
12 to 16	\$1.00
Hi Y	2.00
Others	3.00 (membership only)
	5.00 (all privileges)

This method of securing the bulk of the members implies that their connection with the "Y" does not indicate a very serious interest in its work. During the financial campaign, the solicitors call on contributors, and when a contribution of \$3. or more is made, a membership card is filled out and given to the donor. Many of these so-called members seldom if ever enter the "Y" building. It would probably be a wiser method to give a receipt for each donation, and have the donor bring the receipt to the "Y" building. In that way the Secretary would be able to issue all membership cards personally, and he would have a chance to really interest each donor in the work going on in the building. Donations from older men should not be regarded by them as payment for privileges for themselves. Their donations should go to subsidize the work for boys.

By working through the schools, a very large proportion of the younger boys has been enrolled with the "Y". The following table, although rough, will give some idea of the percentage of

the community reached: 7% REACHED.

TABLE XVII. Princeton boys, and Number said to be Reached.

Age.	Estimated Total Number.	Boys Claimed.	Percent.
	110		
9 to 11	34	23	68
12 to 17	70	35	50
18 to 24	88	74	84
25 and up	551	131	24
	853		

The accuracy of these figures must be very seriously questioned. While they indicate that a large proportion of the boys are occasionally reached, the opinion existing throughout the community is that a very much smaller group is actually reached effectively.

There is absolutely no way of making any definite statement with respect to the growth in membership, as previous records do not exist. A further study of membership would be valuable. It should indicate in which direction to work in recruiting new members. Do members come in fair proportion from the different faiths? Do they come from one residence area or from all over the town? Are the more wealthy families represented as well as the poorer families? Do the children of recent immigrants belong to the "Y"?

It is suggested that as soon as the facilities are large enough to warrant membership extension, invitations be sent to the social organizations in town to join as groups. This will necessitate developing a new type of membership to provide for these new members. It will bring many new people into the building, - an important step. Furthermore, it will improve the relationship between the Y and those who have been critical of it in the past.

7. RECORDS.

Most well run organizations find that records are helpful for a number of purposes. Among these are (1) Program formation; (2) Meeting personal needs of boys as individuals; (3) Publicity.

A system of proper records keeping should be organized in the Princeton "Y". The information which would be of normal value to the average Y.M.C.A. should be especially important to the Witherspoon organization, where the staff turnover is so large that all the information which one Secretary may gather about particular boys and their backgrounds is lost when he leaves town.

Standard forms should be instituted for all members, calling for name, address, parents, brothers and sisters, interests or activities, and any other information which the local Secretary may find available. These cards should be kept up to date and renewed annually, when a new membership card is issued. For each problem boy, a family folder should be developed. In this should be all the facts of heredity, home background, test scores, previous experience and personal performance which may bear on the personal difficulty. It is also often found advisable to keep a family folder for those large families where one history will cover several members. This latter file of family folders should be kept strictly confidential, and never exhibited even to the members themselves.

8. PROGRAM.

The aim of the Witherspoon Y.M.C.A. as stated by most of

the members of the Board of Directors who were interviewed, is to develop character among the boys of the community from twelve years up. The degree to which this can be done is dependent upon the success achieved by the program. The program should be the center of effort. It, above all else, determines the amount of good that the organization can accomplish.

The investigators were again embarrassed by lack of information when they came to evaluate the present program. Much of the activity which is said to have gone on during the winter months had ceased by the middle of May, when the Study was started, and the opportunities of observing the boys and their leaders were very few. Adequate evaluation requires consideration of the following factors among others: trend of membership; number enrolled in activities; attendance at meetings; background of boys; type of program; leadership ability. Information on most of these points is available only through the hands of the Secretary, and of course this cannot be considered as very reliable when it is so largely about his own work. The statement can be made with reasonable assurance that the influence emanating from the present program is one of the strongest for good in the entire community. The sincerity of the Secretary is catching, and although comments from parents and boys vary, a preponderance of favorable comment has been found on his work. Regular scheduled activities occur in the building only on Monday, Friday and Sunday evenings. Although the investigators are loath to comment adversely upon the work of a single Secretary during his first year, it does seem that more organized activity would be valuable, particularly among the colored people of Princeton, where organization and the leadership which results

therefrom are so badly needed. Aside from billiards, checkers and tennis, the investigators found little evidence of regular activities during the day. Activities during after-school hours were mostly informal and entirely unorganized.

With only one Secretary and very little assistance from reliable lay volunteers, there is so much work to be done which is non-program in nature, that the energy of the Secretary is dissipated in non-program work. No estimate of the program would be fair without a word of wonder at the number of extra events which he has been successful in organizing. Some of these are baseball and basket-ball groups, speakers furnished the public school, various banquets and parties, and the attendance of a number of the local boys at Y.M.C.A. conferences. The effort which this Secretary has made to bring younger men into the building is to be commended. When the presence of members and friends of the Board of Directors in the billiard room prevents younger people from feeling at home, priority should certainly be given to the boys. This criticism was heard again and again as the investigators interviewed various people in the community.

Some recommendations for the program of the future follow: (1) The program should be recognized as of primary concern; (2) it should follow the needs of the community and face existing facts very frankly. For example, the large number of so-called wild dances which occur in the neighborhood has a very strong influence over the younger people, who either attend them or realize that they will in a few years. Vigorous emphasis by the churches and the "Y" upon proper sex attitudes is called for by the type of recreation which exists at present. Only in this way can the prevailing mode be changed.

(3) An increasing effort to reach

boys through intimate individual conferences, informal in nature, As this takes both training and time, it points again to the necessity of freeing the Secretary from all work which can be delegated to others. (4) An effort should be made to secure an expression of the interests of the members. Modern psychologists agree that any educational effort which follows the interests of the pupils is bound to be more successful than one which works against them. (5) Present a modern interpretation of religion, one which will face frankly the great questions put by the scientific discoveries of our age. Such an emphasis should cause a great deal of interest and discussion among the young people, who undoubtedly are loath to break from the traditions which have been passed down to them, and yet find it impossible to follow them in the form in which they are generally presented. (6) Formation of clubs should be pressed, and they should be given the use of rooms in the building. At the present time, the investigators are told, many of the grammar school and high school children form themselves into clubs which are purely social, springing up like mushrooms and dying gradually. Some of these clubs develop into marauding gangs which have been described by members of the police force. Others are more innocent. Under the inspiration of a good Secretary, it should be possible to encourage these clubs to meet in the "Y" building, where adequate supervision could be provided. They should be able to join as Clubs, rather than as individuals. Supervision in this case must of course be passive, so that the spontaneous actions of the boys can continue. of the teachers that the speakers tended to talk over the heads of the young children. Although unfortunate, this is not serious. The school has cooperated (30) helping to encourage the children to attend "Y" activities.

9. RELATIONS WITH OTHER ORGANIZATIONS.

(1). The Y. W. C. A.

The work of the Y.W.C.A. is carried on in rented quarters, with a full time Secretary, and the relationship between the organizations is most cordial. The boys rent the girls' quarters from time to time, but there is not very much social contact.

(2) Churches.

A very kindly spirit exists between the three Princeton churches and the Y.M.C.A. The "Y" Secretary preaches nearly every Sunday in the Presbyterian Church. However, little active cooperation exists between the organizations, aside from the making of announcements with respect to Y.M.C.A. activities. The statement was made several times that the work among the churches for young people is not successful and that the burden is falling more and more upon the "Y", and there can be little doubt that the "Y" has a very real task to perform in the religious field.

(3) The Public Schools.

During the past year, the Y.M.C.A. secretary has been securing speakers for assembly meetings at the Witherspoon School. Some misunderstanding has developed through the feeling of some of the teachers that the speakers tended to talk over the heads of the young children. Although unfortunate, this is not serious. The school has cooperated in helping to encourage the children to attend "Y" activities.

The "Hi-Y" is bringing the influence of the "Y" into the High School. While it has not yet dealt very frankly with the difficulties of colored students in the school, the young organization has been quite active, and the spirit of its members bids fair to make it stronger in the years to come.

Proper "Y"-school relations are very important. Each is concerned with the same group; each is motivated by the same ideals. The smooth cooperation which would result from frequent sympathetic conferences should make the work of each bolster the work of the other.

4. Dorothea's House.

Dorothea's House is a neighborhood house built for the Italians, who use it a great deal and consider it their own club. Little relationship has ever existed between it and the "Y" because each has always served its own group. At the present time, the Italians are moving away and Dorothea House is not always full. The Board of Directors realize that a change must come, and it may be that the Italians may invite colored clubs to use one or more of the rooms in the building. If this privilege is ever extended, the "Y" boys should appreciate it and behave accordingly, because their actions will be important in forming favorable or unfavorable Negro-Italian relations.

5. Borough Hall.

In dealing with delinquent younger boys, the police department has several times asked the "Y" Secretary to act as an informal probation officer. This has been done in a manner satisfactory to both parties. This contact is exceedingly

valuable to the "Y", for it means that the Secretary can make contacts with groups about which he would otherwise know very little.

6. The Fraternal Organizations.

A kindly feeling is professed for the "Y" by the fraternal organizations. There are some members of the "Y" Board who do not regard them as among the "up-lifting" agencies in the community, although most of the Directors reciprocate the friendly feelings which the fraternal organizations have toward the "Y". In fact, it was told on good authority that at one time, several years ago, a motion was passed by the Elks requiring every member to join the Y.M.C.A. It is an indisputable fact that the fraternal organizations tolerate a type of conduct among their members which the "Y" cannot permit. Without condemning them for this, it must be said that their apparent tolerance of libertine life does make it more difficult for the "Y" to teach that such youthful living does not lead to the richest maturity. The ----- (a fraternal organization) run a bar in their club. It stands to reason that to the degree that the "Y's" temperance program succeeds, the bar will suffer. It has been suggested that this may cause hard feeling in the future, but it is likely that the members of ----- will be glad to see less drinking. This statement is based on the assumption that they are selling liquor now on the theory that people will drink anyhow, and it is better for them to do it within their own community and within their own lodge, rather than running to places where they would be more likely to go to the greatest excess.

SUMMARY.

It is often difficult in describing the parts to give an adequate picture of the whole. In each of the preceding sections of this chapter, much has been described and criticized. But it would be wrong to conclude that the work which is being carried on is not valuable. There is not a doubt but that many boys have been greatly helped through contacts at the "Y". It stands for a high type of Christian activity, and its position in the community is far from being unimportant. Nevertheless those in charge of the work are right in believing there are many improvements which can be made.

Among the people interviewed by the investigators, a large proportion of those not actively associated with the "Y" were quite critical. Their criticisms fell generally into two groups. The first might be described as being directed at the organization itself, with particular emphasis upon its efficiency. The suggestions made in this chapter, and in the closing pages of the study are intended to remove the causes of most of the criticisms within this group that are based upon fact.

The second group of criticisms refer more to the present policies than to the organization. It was said frequently that in recent years there has been too much "holier than thou" spirit about the "Y". Whatever the truth may be, it is unfortunate that such an idea is in circulation. It was told by men who are undeniably leaders, and to prevent its further circulation will be a task of the new publicity and information committee.

CHAPTER III.

CHARACTER AND THE COLOR LINE.

One of the most difficult and embarrassing jobs on the face of the earth is that of the colored Y.M.C.A. Secretary. His financial support comes partly from Negroes and partly from white people, and it is his task to teach the brotherhood of man, irrespective of nationality, color or creed. There is lamentable discrimination solely on a basis of color in Princeton. It exists everywhere in America. The average boy who listens to the Secretary is unaware of the great difference between how people profess to aspire to live and how they actually do live. With the modern northern public school system, and the Negro press constantly emphasizing these irreconcilables, the Negro boy or girl of high school age who is not keenly aware of the situation is naive indeed. The difference between what the Secretary says and the kind of racial attitude which he accepts, willingly or unwillingly remains in the minds of the young people to constantly undermine his work with them. The boys grow cynical and laugh at it all. In the midst of this, the Secretary must carry on. How can we help him?

White people are often heard expressing despair for growth of Negro character. So much time has passed, and so little has been accomplished. Is their despair warranted, we may ask? Is not the marvel of the situation that so much has been done, under such great handicaps and in such a short time? What is meant by character? Some define it one way and others state it in different terms; but all agree that its essence lies in the degree of dependence which can be placed upon a certain individual acting in a certain way under certain conditions. Some forces help to increase the amount of this dependence which can be

placed upon individuals. These are character-building forces. There are also other forces which decrease the dependability of people. These are among the character-destroying forces. Since the Civil War, the American Negroes have been subjected to several very strong and persistent forces from this second group. Two of these deserve special mention. The all-important adjustment between the individual and the situations in which he finds it necessary to live has been disturbed, first by the wholesale uprooting of colored people from pre-war rural situations to be placed by the migrations in urban competitive situations. Secondly, compulsory education has so changed the very personality of the Negro, his aims, hopes and plans, his dreams, values and even his intelligence, that to expect good adjustment between this new individual and the new situation is indeed asking much. There is no justification for despair. The fact that the colored people have come through the trials of slavery and post-war adjustment as well as they have, promises much for the future.

The psychology lurking in Christ's admonition to forgive a man as many times as seventy times seven was not very well understood by our strict forebears, who believed that to spare the rod would spoil the child. And this point of view has continued up to the present day in many homes. However, there has been a change lately. For example, in the treatment of delinquent children, modern educators have taken the more generous point of view. The teachers in schools for such children put less emphasis on punishment and more on respect for the child's personality. This same change has come in psychology with respect to the education of normal children. Unjust or severe condemnation does little good. This is very generally accepted.

It has been found to destroy character, and not to build it. Self-respect has come to be considered as essential for character. With wayward children who are lacking in self-respect, it is nurtured by the teachers who give respect to the children freely - perhaps even more than they deserve.

Many people in Princeton are beginning to despair of even hoping for more dependability among Negroes in the future. Many times during the three weeks of this study such remarks have been heard as "Princeton colored people are dishonest, unreliable, lazy and thriftless. They will never improve. It is in the Negro blood - particularly the mulattos." If there is any truth in these views, the situation is indeed very serious. In any case, it is serious enough so that any reasonable suggestion for increasing the speed of character development among the Negroes must be given fair consideration. Yet every such suggestion must frankly recognize prevailing race attitudes, and must count on their continuance for many generations. What can be done? We may ask whether the bestowing of respect on the colored people would have the same character-building effect that has been described by Christ, and by modern educators. We may ask whether such generous consideration can be given today by enough people - in spite of the prejudice - to show results. It is our intention that it can be, at least in Princeton, and in the following paragraphs an attempt will be made to say how.

Without going into history, it may be safely said that colored people are especially sensitive to approval or disapproval, respect or disrespect, manifested by white people. This is undoubtedly true of a great majority of them. Consideration shown for a colored postman or butler will make him particularly careful to try to be reliable, while repeated discourtesies

will of course have the opposite effect. Even many Negroes who are apparently unmoved by approval from their white employers are in reality deeply affected, although because of a defense mechanism built up as the result of numerous earlier rebuffs, they may not show it. Such an example would be the "high hat" cook, who, after receiving a raise in pay, and perhaps birthday presents for her children, walked out just at dinner time because her employer brought home three friends for lunch when she had said there would only be "one extra". She undoubtedly appreciated deeply the kindness shown her; but a series of acts implying that the cook didn't really matter impressed her deeply. Her feelings were already sensitive from previous similar experiences. The consideration she hoped for above everything else disappointed her again.

Consideration and disrespect can be shown in many forms. Personal contacts nearly always result in one or the other. But they can be shown in more striking forms. For example, actions taken by political, economic or educational institutions may have a crystallizing effect upon the attitude of every colored man in town almost immediately. It might be that no white man would be taken into their confidence. The comment has been made to the investigators many times recently that the children in Wither-spoon School, which is entirely for colored children, are always given second hand books. Think of the effect of this on the children and their parents over the school period of nine years! It is a constant reminder to them that the Board of Education does not have the same regard for the Negro children that it has for the white youngsters. This breach of justice is disturbing to them. Perhaps it should not be, but the fact remains that it is. It does not help self-respect, and consequently character develop-

ment is impaired. It makes the work of the Christian Associations and the churches more difficult. It makes it necessary for them to shun the central message of Christianity, and instead to stress athletics, socials and money-raising.

It is quite generally believed, or at least feared, that the operations of the Municipal Improvement Corporation have as one of their secret aims to run the Negroes out of Princeton entirely. To believe this would affect anybody; especially is this true of a sensitive race. To have the people whose approval he desires above all else show such an attitude toward him and his people would make the staunchest person lose interest. Such an idea affects the work of nearly every colored person in town. The young man who drinks and gambles may have spent hours pondering over the implications of what the white people are doing. Of course the facts of the cases, the schoolbooks and the Municipal Improvement Corporation may not justify the beliefs. No doubt, in nine cases out of ten, they do not. This is of little importance. The beliefs start their work when they spring into being. They are just as strong when they are false as when they are true - provided only that they are believed. The existence of these beliefs hurt character, and they make the position of the colored "Y" secretary even more difficult. How can they be eliminated?

It is inevitable that from time to time such beliefs will become prevalent. They tend to travel chiefly with the credulous and they spread with speed and intensity in inverse ratio to the amount of education which the people have enjoyed. Some means should exist by which they could be encouraged, to come to the surface. The fallacious beliefs would be disclosed, and good will would result from acting to clear up the causes of the true

beliefs. Some of the points in existence today which should be discussed are:

- Activities of Municipal Improvement Corporation.
- Discrimination in the Princeton Hospital.
- Discrimination in the schools.
- Discrimination in Police enforcement.
- Necessity of living in Township, when interests are all in Borough.

If a council of the residents of the Witherspoon community could be formed under local leadership, it might be helpful. It would function to catch up all questions of popular interest, to examine the true facts and to take action when necessary. In most communities an interracial committee would be formed with equal colored and white membership. A two-race committee is necessary, where the first step must be an invitation from the white people for the Negroes to talk out. But the form is unfortunate, as it suggests black versus white alignment. The investigators feel that this is not necessary in Princeton, and advise against it. The colored people know they have many white friends, (and this is only one of the ways in which Princeton is a unique community). It is suggested that the colored people themselves establish a Witherspoon Community Council, with or without Italian members, and that white friends be consulted whenever necessary for counsel or advice. After deliberation by the residents who are on the committee, all recommendations and requests should be presented to the proper authorities, or if they are not political in nature, a special committee should be organized to meet with the colored committee.

There is another very important function for such an inter-racial group. In every community, black or white, there is one group of people with moral ideals and another with the opposite. Whichever of these groups is in the saddle determines the standards of the entire group to a large extent. Witherspoon

community has just such a good group, and it is the privilege of the champions of law and order, regardless of color, to aid this group in gaining and maintaining an ascendant position. There are numerous occasions when the superior experience of a white woman might be of great value to the colored mothers of girls who insist upon late dances, etc., etc. Similarly, white church people can give advice to colored church people. It is a fact that white Congregationalists often ask advice from whites of other denominations, and it is hard to see why the same relationship should not exist crossing the color line. It would greatly help the colored group of high ideals in establishing its standards, and it would be conducive to mutual understanding between all concerned. These meetings, with the interracial contacts they would encourage, should bring the best people of each race together, - a phenomenon seen too seldom to-day. If it is true that colored people tend to imitate the whites, this would make it possible for them to imitate the best white culture, rather than that seen in the movies and through casual contacts.

Princeton is truly a unique community. It has great intellectual power, both in the town and in the University and Seminary. The average wealth per capita is very high, and the town is small enough so that by using these powers almost any desired results can be attained. There is great need for a larger number of communities which will face frankly and reverently the challenge of a colored population already educated to appreciate its power and its constitutional rights. The sooner an openminded attitude is developed in this land, the less likelihood will there be of a development of deep and

bitter racial strife. America has few towns to which it can
turn as it can to Princeton.

CHAPTER IV.

COMMUNITY NEEDS AND THE WORK OF THE FUTURE.

At the present moment changes are occurring very rapidly in the Witherspoon community. The entire group of people is in a state of flux. Many of them have suddenly found themselves more wealthy than they had ever hoped to be. Many young people are doing very well in scholastic competition with their white neighbors. The number of people interested in breaking away from domestic service and swinging triumphantly into more responsible positions in society is growing fast. Yet the obstacles in their way, such as the comparative ignorance of the people with whom they must live and work, and the restricted number of available positions for the colored people, are discouraging indeed. Something which could not be wisely recommended to-day may be just the thing five years from now. In the face of such conditions, the investigators are loath to recommend dogmatically a program planned for into the future. But there are certain questions which must be faced today. They are all questions of policy. They are tied very closely to the social life of the community, and through that to the lives of the individuals.

The first of these questions asks whether the Negro leadership is sufficiently developed to assure the proper use of a new building. Nothing can hurt the community more in the long run than patronizing activity on the part of the white people in Princeton. Suppose that a splendid new Y.M.C.A. building were to be erected out of donations almost entirely from the white people. It may legitimately be asked whether the expense of such a building would do more harm than good to the emergence of Negro self-

reliance. If the colored people are ready to joyfully work toward such a building and to use it enthusiastically, then they are entitled to hearty assistance in their struggle to get it. But one who knows the rather unenthusiastic support which the work has received from the community in the past may seriously question whether the colored people will be able to use a new building properly. It may be wise to postpone any permanent building until this leadership has appeared. The present facilities might better be improved. By securing the use of the gymnasium which is now being considered for the Witherspoon School and by altering and decorating the present building, the present work could be adequately expanded to do a large share in the development of this leadership.

It should be noted at this point that the development of a Witherspoon Community Council would foster the self-respect discussed in the preceding chapter. Everything that can be done to increase the consideration shown the colored people during the next few years will be very important in bringing about the leadership which should come before a splendid new building is erected.

There is room for discussion as to whether any Board of Directors drawn from the non-professional Negro community in Princeton would be able to properly administer a much larger and more complicated piece of work, should a new building be erected. In the opinion of the investigators, it is better not to try to decide now whether an all-Negro Board will be able to do the larger work or whether there should be a few white members who have had experience in such work. It is foolish to judge how the revitalized colored Board will work, particularly when it is member-elected. Again, it must not be assumed that because most of them have had

little formal education they will not be able to function well as directors. In many communities the colored people are proving beyond question that they can make up by interest and devotion for much of what they may lack in education. In fact, several Princeton organizations are being very well handled. This has been indicated in the chapter on Economic Level. What the Elks and the Methodist Church have done is worthy of serious thought by those who doubt Negro business acumen. By the time the new building is built, conditions may be greatly different, so far as Princeton Negro leadership is concerned.

The second question pertains to the relationship which exists in Princeton between work for colored boys and work for colored girls. The investigators have heard considerable discussion among the colored people about the possibility of organizing a neighborhood house which would cater to the needs of both boys and girls. Eleven people, all interested in work for young people, and nine of them Y.M.C.A. Directors, expressed themselves on the question of one building for both sexes. Eight of them were in favor of it and three opposed it. It is pointed out that the people are too poor to try to support two entirely separate buildings. It is said that savings in heat, in janitor fees, and through the joint use of common facilities, would be enough to offset whatever inconvenience might be involved. There is a great deal which may be said for this position. Yet by two long interviews with the national office of the Y.M.C.A. the investigators were made acquainted with the opposite point of view. Perhaps some day, the two organizations can join, in their view; but right now the girls are not ready. The Y.W. work has only been under way for one year, and the girls have not

reached that point of character development or of organization, where they are ready to be associated with the boys. Their statement is probably based on fact, and it is an added reason why a relatively permanent plan cannot be made at the present time.

Of one fact there can be no doubt. In this period, there is a growing realization that sex differences are not as important as they have been considered in the past. It is not fair to womanhood that girls should be taught subservience to the boys and the men. It is interesting for a white man, fully aware of the greater degree of self-realization which modern white girls are attaining, to go into a colored community and find that their girls have not inherited the same new freedom. All the arguments which can be mustered in favor of participation by women in community activities apply to colored and white alike. The Y.W.C.A. organization is not fair to the girls. If Princeton colored boys are given a new building, the girls should share it on an equal footing. If one building is built for the use of both sexes, there must be at least two Secretaries, - one man and one woman.

The third question is whether the new organization should continue as a Young Men's Christian Association or whether it should be a secular neighborhood house. Both of these movements have met with considerable success in various parts of the country, and each one has points in its favor, as applied to Princeton. Whichever type is developed, it is essential that it endeavor to serve practically all the people in the community. Princeton is much too small to consider trying to support more than one such enterprise.

Colored people love to organize, and care should be taken not to have the new policies interfere unnecessarily with the use

of building facilities by non-members interested in other social organizations. Some of the people interviewed in the community said that a large number of the young men in the town do not want to go into the Y.M.C.A. building. This may be due to the war experiences which some of them had with the "Y", or it may be due to a general shunning of all places where the things they want to do are not heartily approved. If it is true that the Y.M.C.A. sign over the door keeps some people away, this would seem to be a reason for having the sign removed. There is no reason why the Christian emphasis could not be made in a secular neighborhood house through smaller groups. This is done in every successful neighborhood house in the country, and there is more religion in many of them than in some Y.M.C.A.'s. This suggestion of a neighborhood house for Princeton boys and girls, with religion equally important but less prominent, has been approved by several thoroughly qualified authorities on the question. They point out that a secular house avoids the unfortunate distinction between those boys who are marked in the community as followers of Christian principles and those who avoid everything which savors of ideals unpopular with "the boys".

In the opinion of the investigators, either type of organization could be successful in Princeton. The community attitude toward the "Y" seems to be such that young people could be expected to go to it, even though they might be interested in things the "Y" could not sanction. But undoubtedly a greater effort would have to be made to cause the more wayward young people to feel at home. An important factor to be considered is whether the large philanthropists to whom an appeal would be made, favor one more than the other. This alone may automatically decide in favor of either the secular neighborhood house or the

religious Y.M.C.A.

Turning now to the question of general policy, up to the present the "Y" has been endeavoring to teach, with Christian methods, as many boys as the Secretary could attract, either personally or through the program. It is recommended that in the future this same Christian emphasis be continued. However, the policy should be to regard the community as a whole, accepting as the responsibility of the "Y" the welfare of all the young men in town. This means that many things must be changed to conform with an increased effort to bring all young people under the influence of the new organization. Such a policy should include an effort to set up the machinery for the abatement of character destroying forces. Some of these, against which the "Y" is competing at present, would not be tolerated if a means existed through which the community could express its disapproval of them. While participation in this type of reform is not the fundamental function of the "Y", and is to be generally avoided, the local situation is such that the members of the Board of Directors should take it upon themselves to do what can be done individually.

With regard to the building, it is recommended that every thing possible be done to further the plans for a new gym in the Witherspoon School. If this can be given to the colored people by the taxpayers, it will be much better. If this drags on indefinitely, plans should be inaugurated to include a gymnasium in the new building. If the school gym is to be built, the new building might even be made by altering and adding to the present one. It should contain an auditorium to hold at least two hundred people, with stage equipment. It should contain several club rooms, where small groups could hold meetings. Game rooms should be provided for the different age groups, and there should

be some sort of lounge in which the large number of men who are employed daily from ten to eleven thirty and from three to five could congregate. A source of revenue could be provided through the building of a few dormitory rooms, which, if equipped with modern plumbing conveniences, should rent easily for four or five dollars a week. Of the thirteen Y.M.C.A. Directors expressing themselves on the question of dormitories, two advised against it. The large majority recommended from seven to ten rooms, while one Director felt that twenty could be rented quite steadily.

If the growing popularity of tennis continues, the construction of one or two courts, probably on the Pyne plot, below Birch Avenue, should pay for themselves. The legal arrangements under which the Pyne plot is made available should be looked up; and if there is no danger of the use of the plot being revoked, improvements in the ball field and the installation of ball ground equipment would also be wise.

3. Determine necessity for observing the separate functions of each group in the organization.

- (a) Board and Committees - policy making
- (b) Committees and staff - planning activities
- (c) Staff - executing activities

4. Appoint the Staff, which should be entirely responsible to Board or Executive Committee of Board, and not to individual members.

5. See that all lay workers, including all members of the Board, when carrying in the capacity of lay workers, are subordinate to the Secretary.

6. Adopt the annual subsidy from the White House of Directors only after a definite understanding has been reached, respecting the obligation of the Board to the White House.

CHAPTER V.

RECOMMENDATIONS.

In order to present in summary form the results of the work in Witherspoon community, the recommendations made throughout the report are collected here. The list is by no means exhaustive, but it is intended to include all the important recommendations which have a place in a report of this nature.

The Board of Directors should:

- ORGANIZATION.
1. Reduce its number to fifteen, five to be elected each year by the voting members of the Y.M.C.A.
 2. Empower Chairmen to appoint necessary committees.
 - (a) Executive Committee.
 - (b) Business and Finance Committee.
 - (c) Program Committee.
 - (d) Publicity and Information Committee.
 3. Emphasize necessity for observing the separate functions of each group in the organization.
 - (a) Board and Committees - policy forming.
 - (b) Committees and staff - planning activities.
 - (c) Staff - executing activities.
 4. Appoint the Staff, which should be entirely responsible to Board or Executive Committee of Board, and not to individual members.
 5. See that all lay workers, including all members of the Board, when serving in the capacity of lay workers, are subordinate to the Secretary.
 6. Accept the annual subsidy from the white Board of Directors only after a definite understanding has been reached, respecting the obligation of the Board to the white Board.

The Board of Directors should:

7. Clarify its relation to the Ladies' Auxiliary, giving the latter a real function to perform.
8. Call annual meetings of voting members for the purpose of hearing and accepting reports of the year's activity from the Board; and of electing Directors when term of office is ending.
9. Develop adequate by-laws.

FINANCE. 10. Centralize all funds, vesting control in the Business and Finance Committee, which shall report monthly.

11. Set and levy charge for tennis and billiards.
12. Authorize and provide a revolving fund of \$30. or more, for any purpose which the Secretary considers worthy. This is necessary, when there is only one Staff member, to secure for the Secretary the ability to act without delay, when necessary. The fund can be replenished as the expenses are authorized.
13. Give program primary concern in making out the annual budget.
14. See that the conditions surrounding the annual gift from the white Board are met.
15. Improve the outside appearance of the building so that it may look more hospitable and "classy".
16. Mail invitations of all activities to churches, lodges and other community groups.
17. Accept the offer of "The Princeton Packet" to run two columns of Negro news, if properly collected and edited. This column should contain community news solicited and edited through the Y.M.C.A.

The Board of Directors should:

18. Authorize the publishing of an occasional folder describing the work of the Y.M.C.A.; this to be sent to members and subscribers and to all others who might be interested

19. Lay plans for securing adequate building as soon as practicable. Two possibilities exist:

(a) If Witherspoon School gymnasium is to be built in the near future, the present building could be altered to meet the immediate needs of the community.

(b) If there is no immediate prospect of a gymnasium in the Witherspoon community, adequate gym facilities should be provided by the Witherspoon Y.M.C.A.

20. Provide more attractive quarters, following either renovation or building; (curtains, paint, pictures, etc.)

21. Consider housing ultimately both boys' work and girls' work in opposite ends of the building.

22. Sound the community to determine if a second tennis court should be built.

23. Investigate housing conditions further, and include in plans for building or renovation a reasonable number of dormitories.

PERSONNEL. 24. Free the Secretary from most of those duties which keep him from giving himself to the young people; such as clerical work, money raising, gardening, building fence, and supervision of the building.

25. Act to cut down secretarial turnover.

26. Use its influence to secure reliable and interested lay

The Board of Directors should:

- workers to assist the single secretary.
27. Encourage the use of university men as group leaders to offset that impression of them most commonly held.
28. Give the Secretary a month's vacation.

MEMBERSHIP.

29. Have all membership cards issued at the building. The receipt given when a subscription is made during the financial drive should be brought to the building to be exchanged for a membership card.
30. Develop a form of membership to permit lodges, social clubs and other groups to join as units. Smaller fees and limited privileges will be necessary. Each individual could become a regular member by paying the difference between the group fee and the regular membership fee.
31. Require all individuals using the equipment to take out memberships unless a good reason were to be shown for waiving this rule.

32.

RECORD KEEPING.

32. Install an adequate record keeping system; among other things:

- (a) Important facts about members.
- (b) Background of problem children.
- (c) Statistics necessary for publicity.

33. Refer frequently to the records to check effectiveness of the work.

PROGRAM.

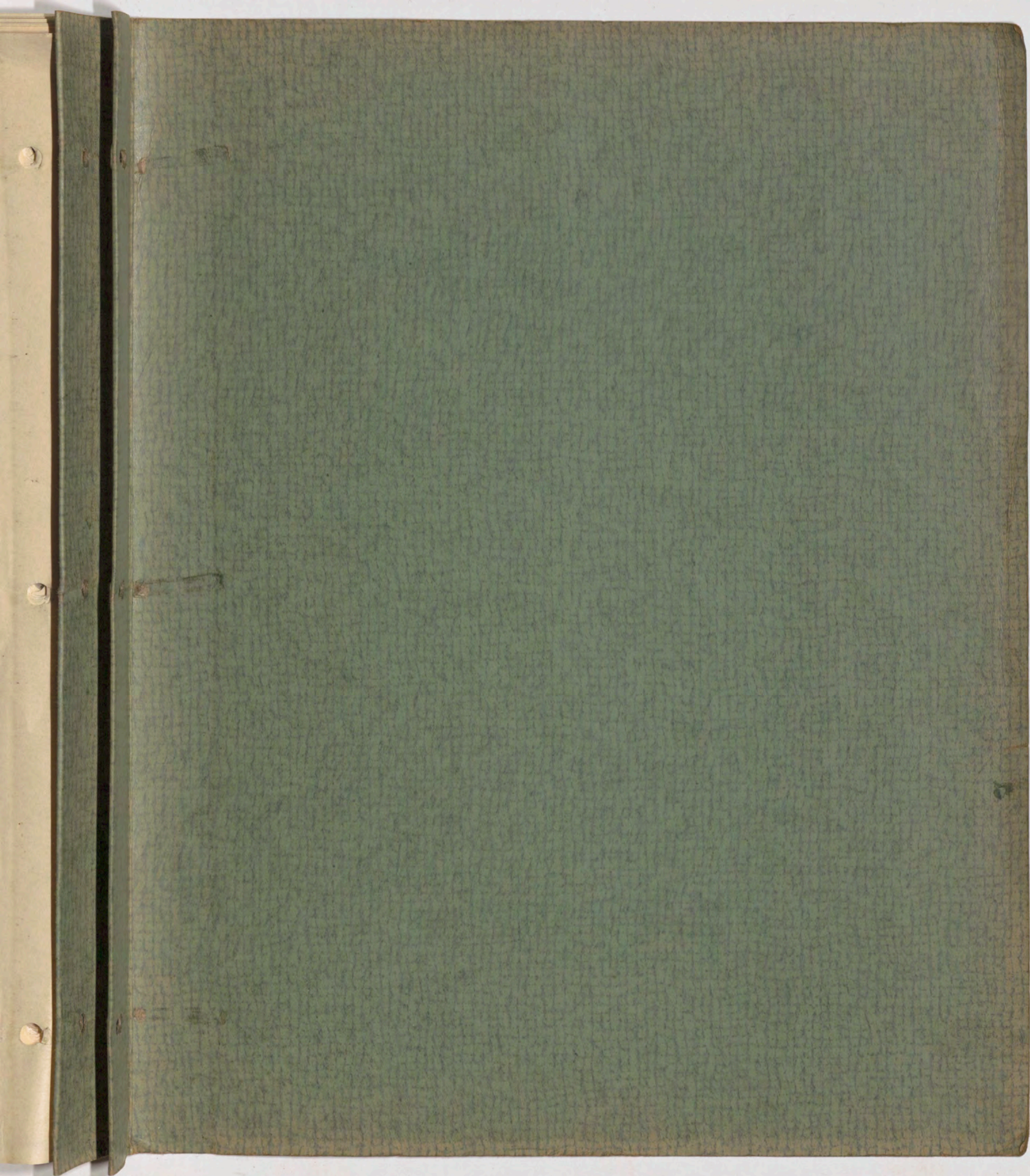
34. Recognize program as its primary concern.
35. As soon as a better building is available, adopt a policy

The Board of Directors should:

- of having a program designed to appeal to all elements of the community.
- 36. See that program follows community needs and frankly faces facts. For example, venereal disease and sex education.
- 37. Make effort to secure an expression of the interests of young people, and to follow them.
- 38. Increase the amount of organized activity on the program.
- 39. Continue present policy of segregating younger and older groups and catering particularly to the former.

COMMUNITY CONDITIONS.

- 40. Use the influence of its members to promote the development of a Witherspoon Community Council.
- 41. Encourage its members to work through their other affiliations for an unification of all the good religious and social forces in the community, and for abatement or regulation of those less praiseworthy.




STYLE D.