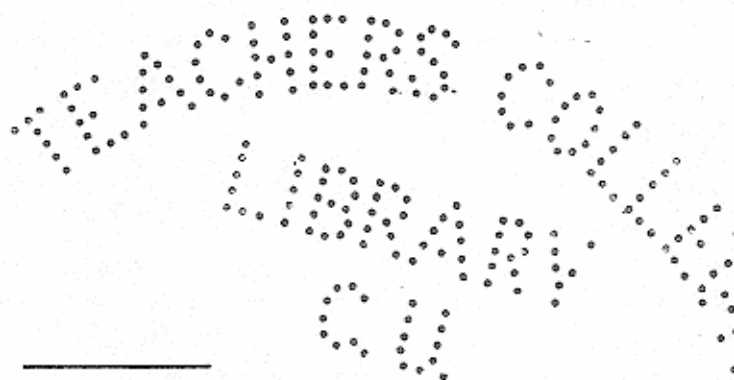


No. 2.

FIRST ANNUAL REPORT

OF THE

INDUSTRIAL EDUCATION ASSOCIATION



APRIL, 1885

OFFICE, No. 21. UNIVERSITY PLACE
NEW YORK CITY

TC 2
C



Industrial Education Association.

No. 21 UNIVERSITY PLACE, NEW YORK.

OFFICERS.

1885-1886.

President. GENERAL ALEXANDER S. WEBB. 15 Lexington Ave.	Assistant Treasurer. MISS S. EDWINA BROWN. 21 University Place.
Vice-President. MISS GRACE H. DODGE. 262 Madison Ave.	Secretary. MISS JANE P. CATTELL. 21 University Place.
Treasurer. MR. JOHN S. BUSSING. 21 University Place.	Librarian. MRS. JOHN R. PADDOCK. 21 University Place.

BOARD OF MANAGERS.

1885-1886.

GENERAL ALEXANDER S. WEBB.	MRS. THEODORE BRONSON.
MISS GRACE H. DODGE.	MR. JOHN D. WING.
MR. JOHN S. BUSSING.	MR. GEORGE WALTON GREEN.
MISS S. EDWINA BROWN.	MRS. DAVID M. TURNURE.
MRS. JOHN R. PADDOCK.	MRS. THEODORE IRVING.
MR. SAMUEL THORNE.	MR. J. W. PINCHOT.
MRS. WILLIAM T. BLODGETT.	MR. WILLIAM A. POTTER.
MR. WILLIAM F. BRIDGE.	

STANDING COMMITTEES.

COMMITTEE ON FINANCE.

Mr. John S. Bussing, <i>Chairman.</i>	Mrs. William A. Street.
Miss S. Edwina Brown, <i>Secretary.</i>	Mrs. David M. Turnure.
Mrs. Franklin Allen.	Mr. John D. Wing.
Mr. J. W. Pinchot.	

COMMITTEE ON BOOKS AND PRINTING.

Mrs. John R. Paddock, <i>Chairman.</i>	Miss C. T. Lawrence.
Mrs. A. A. Eustaphieve, <i>Secretary.</i>	Miss E. M. Thomson.
Miss J. N. Demarest.	Miss Adele Turnure.

COMMITTEE ON INDUSTRIES.

Mr. William A. Potter, <i>Chairman.</i>	Mrs. C. W. Ide.
Miss Katherine Van Nest, <i>Secretary.</i>	Mrs. Theodore Irving.
Mrs. Archibald Alexander.	Mr. C. E. Merrill.
Mr. Charles A. Barnard.	Mrs. John R. Paddock.
Mr. William F. Bridge.	Mrs. C. M. Parker.
Mrs. John S. Bussing.	Mr. J. W. Pinchot.
Mrs. Joseph H. Choate.	Miss Rosalie Rapallo.
Miss Grace H. Dodge.	Mrs. Andrew J. Rickoff.
Mrs. A. A. Eustaphieve.	Mr. Theodore Roosevelt.
Mr. George Walton Green.	Miss A. P. Slade.
Mrs. Egbert Guernsey.	Mr. E. D. Spring.
Mrs. Robert S. Hayward.	Mrs. Francis Lynde Stetson.
Mrs. J. A. Hewlett.	Mrs. William A. Street.
Miss Howe.	Miss M. H. Trotter.
Mrs. W. S. Hoyt.	Mr. William Whitlock.

COMMITTEE ON DOMESTIC ECONOMY.

Miss S. Edwina Brown, <i>Chairman.</i>	Miss Charlotte T. Lane.
Miss Rosalie Rapallo, <i>Secretary.</i>	Miss C. T. Lawrence.
Mrs. Franklin Allen.	Miss M. L. Perlee.
Mrs. Theodore Bronson.	Mrs. James Pyle.
Miss Blanche Brown.	Miss Marion Sharpless.
Mrs. A. T. Clark.	Mrs. John Sinclair.
Miss A. L. Denny.	Mrs. David M. Turnure.
Miss Virginia Hollins.	

SPECIAL COMMITTEE ON ORGANIZATION.

Miss Grace H. Dodge.	Miss Jane P. Cattell.
----------------------	-----------------------

MEMBERS OF CENTRAL ASSOCIATION.

- Miss Mary Agnew, 13 W. 19th St.
 Mrs. Archibald Alexander, Castle Point,
 Hoboken, N. J.
 Mrs. Franklin Allen, 117 Amity St.,
 Brooklyn.
 Mr. R. T. Auchmuty, 61 University
 Place.
 Mr. Charles A. Barnard, The Chelsea,
 W. 23d St.
 Mrs. Clarence E. Beebe, 44 W. 38th St.
 Miss Josephine Bennett, 45 Lafayette
 Place.
 Mrs. Samuel P. Blagden, 18 Gram-
 ercy Park.
 Mrs. Wm. T. Blodgett, 11 E. 12th St.
 Mrs. Theodore Bronson, The Hanover,
 2 E. 15th St.
 Mr. Wm. F. Bridge, 309 Lexington Ave.
 Miss Blanche Brown, 717 Fifth Ave.
 Miss S. Edwina Brown, 76 W. 47th St.
 Mrs. L. B. Briant, 341 W. 34th St.
 Mrs. E. A. Buchanan, 222 W. 38th St.
 Mr. John S. Bussing, 26 E. 10th St.
 Mrs. John S. Bussing, 26 E. 10th St.
 Mrs. Julius Catlin, 16 E. 45th St.
 Mrs. Joseph H. Choate, 50 W. 47th St.
 Mrs. Wm. G. Choate, 108 E. 31st St.
 Mrs. A. C. Clark, 7 W. 22d St.
 Miss J. N. Demarest, 38 W. 33d St.
 Miss A. L. Denny, 19 W. 36th St.
 Miss Grace H. Dodge, 262 Madison Ave.
 Mrs. A. A. Eustaphieve, 13 E. 32d St.
 Miss I. E. Folsom, 320 E. 17th St.
 Miss Margaret Francis, The Florence,
 Fourth Ave. & 18th St.
 Mr. Geo. Walton Green, 334 Lexing-
 ton Ave.
 Mrs. Egbert Guernsey, 526 Fifth Ave.
 Mrs. H. O. Havemeyer, Stamford,
 Conn.
 Mrs. R. S. Hayward, 175 E. 116th St.
 Mrs. J. A. Hewlett, 61 Remsen St.,
 Brooklyn.
 Miss Virginia Hollins, 22 W. 43d St.
 Mr. Walter Howe, 185 Madison Ave.
 Miss Howe, 21 W. 32d St.
 Mrs. W. S. Hoyt, New Rochelle,
 N. Y.
 Miss Emily Huntington, 125 St. Mark's
 Place.
 Mrs. C. W. Ide, 43 Remsen Street,
 Brooklyn.
 Mrs. Theodore Irving, 21 W. 32d St.
 Miss A. W. Kirkwood, 125 St. Mark's
 Place.
 Miss Louisa J. Kirkwood, 125 St.
 Mark's Place.
 Miss Charlotte T. Lane, 131 E. 21st St.
 Miss C. T. Lawrence, 45 E. 29th St.
 Miss Leclère, 432 Madison Ave.
 Mrs. Josephine Shaw Lowell, Castle-
 town, S. I.
 Mr. C. E. Merrill, 327 Lexington Ave.
 Miss J. H. Oakley, 40 W. 9th St.
 Miss A. C. Olyphant, 160 Madison Ave.
 Mrs. John R. Paddock, Brick Church,
 N. J.
 Mrs. C. M. Parker, 209 Madison Ave.
 Mr. J. W. Pinchot, 233 Fifth Ave.
 Mr. Wm. A. Potter, 121 E. 23d St.
 Mrs. James Pyle, 500 Madison Ave.
 Miss Rosalie Rapallo, 17 W. 31st St.
 Mrs. Wm. B. Rice, 17 W. 16th St.
 Mrs. Andrew J. Rickoff, Yonkers,
 N. Y.
 Mrs. A. Richarde, 12 E. 69th St.
 Miss Robbins, 116 W. 21st St.
 Mr. Theodore Roosevelt, 422 Madi-
 son Ave.
 Mrs. A. F. Schauffler, 260 Fourth Ave.
 Miss Louisa Lee Schuyler, 19 W. 31st
 St.
 Mrs. J. Blair Scribner, 32 E. 38th St.
 Miss Marion Sharpless, 151 E. 37th St.
 Mrs. John Sinclair, 521 Madison Ave.
 Miss A. P. Slade, 135 Madison Ave.

Mr. E. D. Spring, Perth Amboy, N. J.	Miss Adele Turnure, 12 E. 36th St.
Mrs. William A. Street, 54 W. 20th St.	Miss S. M. Van Amringe, 126 E. 28th St.
Mrs. Francis Lynde Stetson, 143 E. 37th St.	Miss Katherine Van Nest, 63 W. 38th St.
Miss M. A. Stockwell, 63 W. 38th St.	Gen. Alexander S. Webb, 15 Lexington Ave.
Miss E. M. Thomson, 68 Park Ave.	Mr. William Whitlock, 140 Nassau St.
Mr. Samuel Thorne, 8 E. 55th St.	Mr. John D. Wing, 16 W. 49th St.
Miss M. H. Trotter, 29 W. 17th St.	
Mrs. D. M. Turnure, 12 E. 36th St.	

HONORARY MEMBERS.

Mr. F. A. P. Barnard, Pres. Columbia College, 63 E. 49th St.	Mr. D. Willis James, 40 E. 39th St.
Mr. Charles L. Brace, Sec. Children's Aid Society.	Mr. Morris K. Jesup, 197 Madison Ave.
Mr. Chauncey M. Depew, 22 E. 45th St.	Hon. Wm. P. Letchworth, Pres. State Board of Charities, Albany, N.Y.
Mr. Wm. E. Dodge, 262 Madison Ave.	Hon. Seth Low, Brooklyn.
General John Eaton, U. S. Commissioner of Education, Washington, D.C.	Rev. Edward McGlynn, D.D., 142 E. 29th St.
Mr. E. L. Fancher, 141 Madison Ave.	Right Rev. Henry C. Potter, D.D., 3 W. 56th St.
Rev. Gustave Gottheil, D.D., 681 Madison Ave.	Mr. Adolph L. Sanger, 147 W. 42d St.
Rev. John Hall, D.D., 3 W. 56th St.	Rev. Henry M. Sanders, D.D., 435 Fifth Ave.
Hon. Abram S. Hewitt, 9 Lexington Ave.	Mr. Edward Schell, 644 Broadway.
Mrs. Augustus Heminway, Mt. Vernon St., Boston, Mass.	Mrs. Jonathan Sturges, 40 E. 36th St.
	Rev. W. M. Taylor, D.D., 5 W. 35th St.
	Rev. O. H. Tiffany, D.D., Madison Ave. Hotel, cor. 58th St.

CORRESPONDING MEMBERS.

Judge E. W. Blatchford, Chicago, Ill.	Mrs. Charles Henrotin, 353 La Salle Ave., Chicago, Ill.
Rev. Geo. L. Chaney, 16 E. Cairo St., Atlanta, Ga.	Mrs. E. L. Jebb, The Lyth, Ellesmere, Shropshire, England.
Mr. Henry Grew, Boston, Mass.	Mr. Charles G. Leland, Brighton, England.
Rev. Edward Everett Hale, Boston, Mass.	

FIRST ANNUAL REPORT
OF THE
INDUSTRIAL EDUCATION ASSOCIATION.

IN presenting the First Annual Report of the Industrial Education Association, it seems wise to state the objects for which it was organized.

“*First.*—To obtain and disseminate information upon Industrial Education and to stimulate public opinion in its favor.

“*Second.*—To invite co-operation between existing organizations engaged in any form of industrial training.

“*Third.*—To train women and girls in domestic economy, and to promote the training of both sexes in such industries as shall enable those trained to become self-supporting.

“*Fourth.*—To study and devise methods and systems of industrial training, and secure their introduction into schools; also, when expedient, to form special classes and schools for such instruction.

“*Fifth.*—To provide instructors for schools and classes, and, if necessary, to train teachers for this work.”

The work of this first year has been largely one of preparation. To place the new organization upon a firm basis; to secure the interest and co-operation of those already actively engaged in various forms of industrial training; to unite in the Board of Management such as could most effectually promote its objects; to investigate the work done by existing organizations, and to discover the most practical avenues for

further efforts, were matters of great importance, and have demanded a large expenditure of time, thought, and effort. The contrast between the feeble beginnings of one year ago and the position occupied by the Association to-day justifies the wisdom of this course.

Not only has the Association accomplished much practical work, but by means of private interviews and through the public press, it has presented its objects, tested the sympathy of the community with its purposes, deepened the conviction of their importance, and received the approval of many thoughtful men and women.

Having already stated the objects of this Association, the methods proposed for their accomplishment claim our attention. The various interests of the Association have been intrusted to the care of four Committees, viz.: Committee on Finance, Committee on Books and Printing, Committee on Industries, and Committee on Domestic Economy.

To the Committee on Finance belongs the duty of devising ways and means to secure the funds needful to carry on the work, a duty by no means insignificant when we remember that a considerable outlay must necessarily attend the earlier stages of this work. Funds are needed to train teachers, to provide suitable books of reference, to establish classes in manual training, and to issue such publications as may promote the interests of the cause.

Early last fall this Committee issued a circular, setting forth the nature and needs of the work, which in most instances met a very cordial response. Thus far the donations and subscriptions received have been sufficient to meet immediate needs, though not enough to inaugurate all the work the Association had in view.

The Committee on Books and Printing prepares for the press publications to be issued by the Association, selects such books as can be recommended for use in schools and classes, and disseminates, through the public press, information calculated to promote an intelligent interest in Industrial Education. To this Committee belongs the selection of books for

the Association Library, to be secured by donation or purchase. The nucleus of a library has already been obtained.

The manuals of Advanced Lessons in Kitchen Garden and Domestic Economy, prepared by the organization of which this Association is an outgrowth, are recommended by this Committee for use in schools and classes. The Committee has also in preparation Mrs. Briant's lessons in Agriculture, an ingenious development of the Kitchen Garden system, by which little boys are instructed in the elements of agricultural pursuits, using a large box of earth, with miniature ploughs, harrows, rakes, and hoes.

A paper on "Industrial and Technologic Education" was prepared for the National Conference of Charities and Corrections, by Mrs. John R. Paddock. This paper contained a valuable summary of the whole subject, and presented a most forcible argument in its favor. Five hundred copies were issued in pamphlet form, and have been widely circulated, the demand indicating the attention which this subject is now claiming.

To the Committee on Industries has been assigned the task of devising methods of industrial training suitable for introduction into schools, reformatories, orphanages, asylums, and other institutions. Upon it devolves a large share of the student work which is an essential element in the efforts of this Association. To ascertain what can be done to further the introduction of industrial training, it is necessary to understand thoroughly the existing systems of public and private education, and to know the industrial methods pursued in this and other countries. Only by close acquaintance with all the facts of the case will it be possible to devise adequate measures to secure the adoption of practical manual training as a feature in all education.

The scope of this work is so large that it naturally suggests the division of labor by the formation of Sub-committees, to whose care special interests are delegated. Already we have Sub-committees on Schools and Classes, on Reformatories, on

Asylums for the Insane, and one on Orphanages will soon be added. By these Committees a large number of public and private schools, reformatories, and asylums have been visited together with many institutions where industrial training is given. Some of these will be found enumerated in the Appendix to this report.

While it is most gratifying to discover the amount of volunteer and private effort in behalf of technologic and industrial training in New York City and vicinity, indeed throughout the whole country, the fact remains that these efforts reach but a small percentage of the population, and leave a large want totally unsupplied. In the judgment of the Committee of Industries, this want can be best supplied by making the training of the hands no less than the training of the head a part of the general system of education. Mature deliberation convinced the Committee that the best way to secure the desired result would be to establish centres where, by practical experiment, the value and feasibility of manual training could be demonstrated. Recognizing the power that would accrue to such a movement by identifying it at once with the public schools of New York City, application was made to the Board of Education for the use of a school-building, one afternoon in the week, for the purpose of holding classes after the regular school hours in Sewing, Domestic Economy, Designing, Modelling, Simple Carpentry, and the Use of Tools; the Association to assume the entire care and expense, and the classes to be open at all times to the inspection of teachers and trustees of the public schools, and members of the Board of Education. This petition was signed by prominent citizens representing a variety of influential interests and a strong public sentiment in favor of the introduction of manual training. In presenting this petition much encouragement was derived from the fact that the Board has already appointed a Committee on Industrial Studies, whose intelligent appreciation and deep interest in the subject promise favorably for its future development. That this petition has not yet been granted is not a matter for discouragement. Time is needed to prepare the way for a

movement of such vast importance, and we have every confidence that the results achieved by other cities in the direction of manual training will sooner or later be reached in our own. Members of the Committee on Industries are now testing a system of graded sewing, with a view to preparing a course suitable for introduction into public schools. This Committee is also actively engaged in devising plans for the instruction of boys in various manual arts, and the future efforts of the Association will be largely in their behalf. At present, attention is specially directed to boys from six to twelve years of age, who need something to follow the Kindergarten, and continue the manual training there begun, until they are old enough to use the carpenter's and machinist's tools.

The Committee on Domestic Economy takes for its special field to encourage the training of women and girls in the various departments of household work, and aims to promote a more general interest in the study of Domestic Economy. Under the auspices of this Committee the work of the original Kitchen Garden Association is also continued and efforts made to secure the extension of the Kitchen Garden system as an elementary training in household work. This Committee has made special efforts to introduce the study of Domestic Economy into the leading private schools of the city. Much success has followed these endeavors, and fifteen classes have been established in the following well-known schools: Mrs. J. Sylvanus Reed's, Mrs. Theodore Irving's, Madame Mears', Miss Graham's, Mrs. Williames', Miss Anne Brown's, Mrs. Griffiths'. These classes have been under the care of Miss Julia H. Oakley, to whose admirable management and success as a teacher ample testimony is borne. The lady at the head of one school expresses "her great satisfaction in Miss Oakley's inimitable method of teaching, and feels that it will shed order and comfort in future households." Others speak of these lectures as valuable and interesting, and the fact that more than three hundred young ladies have received this instruction with enthusiastic attention is a source of great encouragement in the impetus thus afforded to the study of Domestic Economy.

As a further step in the same direction, a course of parlor lectures was given, chiefly for the benefit of young housekeepers and such mothers as had expressed their desire to share in the advantages enjoyed by their daughters in the schools.

In several of the Girls' Clubs and Friendly Societies evening classes have been held, and by this means an equal number of working girls have received an impulse in favor of practical household management.

In the Eleventh Street Home for Destitute Girls, the happiest results have attended Miss Oakley's teaching. Here a part of the time is devoted to explaining the theory, and the balance to the actual performance of household duties under Miss Oakley's direction. As the inmates of this Home remain but a short time, several classes, including about sixty girls, have been under instructions, and the Managers of the Home in their recently published report acknowledge the good results of this practical training.

Classes in Kitchen Garden are also held in St. Mark's, St. Augustine's, Romeyn and Memorial Chapels, in the Model and Improved Tenements, Cherry and Seventy-second Streets, and at the Coffee House of the Bible and Fruit Mission. These are in charge of Miss Buchanan, who has been specially trained for the work, and gives great satisfaction in it.

In securing the objects of this Committee, valuable aid is rendered by the New York Cooking School, which co-operates with us most successfully in supplying that instruction in cooking so indispensable to a thorough household training. Under the care of the New York Cooking School twenty classes have been established chiefly in Mission Chapels and Societies of Working Girls. Seven teachers are already employed and more will be ready for the work next year. The beneficial results of this training are daily seen. Girls are made capable of caring for their homes, women become better household managers, and men secure happier and more comfortable homes.

Last fall the Association was invited by General John Eaton, United States Commissioner of Education, to represent its work in the Industrial Department of the New Orleans Ex-

position. After mature deliberation it was deemed inexpedient at this early stage to attempt any such representation.

For the past year the Association has shared the rooms of the Society for Instruction in First Aid to the Injured. An office has now been secured at 21 University Place, the rent of which has been pledged for one year.

In this connection we may allude to the more general work of the Association. Efforts have been made to establish correspondence with those known to be interested in this subject, and with such institutions as have already made progress in any department of industrial training. The prompt and cordial responses received, and the readiness shown to co-operate in the aims of the Association, attest the liberal spirit which animates the whole movement in favor of Industrial Education.

Through Mr. Charles G. Leland we have been put into communication with Mrs. E. L. Jebb, who has done such an important work in establishing the Home Arts and Industries Association, already accomplishing such good results in Great Britain. Mrs. Jebb has consented to become a Corresponding Member of our Association, and through her we learn of a remarkable hand-work movement in Sweden and Finland. Thus it is that our sources of information are constantly increasing, and our work broadening. Even in one short year the Association has become widely known, and requests for information and assistance in industrial projects come from all parts of the country. Arrangements have just been completed for sending Miss Oakley to train a normal class in Toronto, Can., where a favorable opening for industrial work is presented.

Turning from what has been done by the Association during the past year, let us glance for a moment at some of the work before us.

From the President of the New York State Board of Charities has come the request to further industrial training in Reformatories. The abolishment of the contract system opens the way for new and better efforts in this direction, and makes immediate action a necessity. But it must also be remembered that the contract system enabled these institutions to carry on

industrial departments, not only without expense, but even with some degree of profit. Hence in substituting a system by which our juvenile delinquents may be afforded the advantages of a more thorough industrial training, it will be necessary that the idea of immediate profit from the labor of the child should be supplanted by the higher idea of profit to the child, and subsequently to the State; a result which has been proved by practical experience where the introduction of industrial training into the reform schools has materially diminished the criminal lists.

Another field claims our attention and demands our effort. Actual experiment has proved that the introduction of industrial pursuits into asylums for the insane has been of incalculable benefit as a curative or at least a mitigating agency, and this movement needs to be more generally inaugurated.

Orphanages exercise a powerful influence in giving bias to the lives of thousands of future citizens. What could be more important than to promote the manual training of the children in these institutions and thus open to them countless avenues of useful employment, and provide a reasonable security against a relapse into pauperism?

These various institutions offer wide opportunities for testing the value of Industrial Education, but they are not to take precedence of the greatest and most important part of our work. Recognizing the force of that oft-quoted saying, "What we wish to see introduced into the life of the nation must first be introduced into the life of its schools," and placing beside it the no less evident fact that "every form of industry now demands the ingenious brain and the cunning fingers of educated labor," we see at once the future work of the Industrial Education Association. The Scientific and Technologic Schools and Colleges, the Agricultural Colleges, Industrial Universities, and Manual Training Schools already established, have done much toward the solution of this great problem, but the work is only just begun. "What we need," it has been well said by an English writer, "is to liberate the hand-power which is now going to waste, just as we have set free the brain-power."

This is our object, and the indications are that before many years the claims of Industrial Education will be admitted as co-equal with those of general elementary education.

For the Board of Managers,

JANE P. CATTELL, *Secretary*.

APRIL 7, 1885.

REPORT OF TREASURER FOR THE YEAR ENDING, MARCH 31, 1885.

INDUSTRIAL EDUCATION ASSOCIATION,

IN ACCOUNT WITH

S. EDWINA BROWN, *Treasurer.*

<i>Dr.</i>	<i>Cr.</i>
To Salaries of Teachers and Secretary....\$1,256 35	By Balance from Kitchen Garden Association.. \$272 22
“ Committee on Books and Printing..... 130 77	“ Subscriptions and Donations..... 1,334 00
“ Committee on Domestic Economy..... 37 32	“ Receipts for services of Teachers..... 387 60
“ Office and Current Expenses..... 120 60	“ Percentage on sale of Manuals..... 21 70
“ Balance on hand, March 31st..... 470 48	
<u>\$2,015 52</u>	<u>\$2,015 52</u>

16

S. EDWINA BROWN, *Treasurer.*

Examined and found correct April 1, 1885.

JOHN S. BUSSING,
EDWARD J. BROWN.

ANNUAL SUBSCRIPTIONS AND DONATIONS.

For year ending, March 31st, 1885.

Mrs. Franklin Allen.....	\$2 00	Miss Leclère.....	\$2 00
Mrs. A. A. Alvord.....	10 00	Mr. W. P. Letchworth.....	25 00
Mr. C. F. Alvord.....	10 00	Miss M. K. Livingston.....	2 00
Mr. James Armstrong.....	5 00	Mrs. J. S. Lowell.....	5 00
Mrs. Clarence E. Beebe.....	5 00	Mrs. C. E. Merrill.....	5 00
Miss Josephine Bennett.....	10 00	Mrs. M. J. Morgan.....	100 00
Mrs. Heber R. Bishop.....	20 00	Mrs. E. E. Olcott.....	10 00
Mrs. S. P. Blagden.....	5 00	Miss A. E. Olyphant.....	2 00
Mrs. W. T. Blodgett.....	5 00	Mrs. John R. Paddock.....	10 00
Mrs. Theodore Bronson.....	2 00	Mr. John Paton.....	10 00
Mrs. Edward J. Brown.....	10 00	Miss M. L. Perlee.....	3 00
Miss S. Edwina Brown.....	8 00	Mrs. Isaac S. Platt.....	5 00
Mrs. John S. Bussing.....	5 00	Mrs. A. Richarde.....	2 00
Miss J. P. Cattell.....	5 00	Miss H. L. Robbins.....	5 00
Mrs. W. G. Choate.....	5 00	Miss R. Rapallo.....	2 00
Mrs. A. C. Clark.....	50 00	Miss E. S. Sage.....	1 00
The Misses Cooper.....	50 00	Mrs. J. Blair Scribner.....	10 00
Mrs. William E. Dodge.....	100 00	Mrs. A. F. Schaufler.....	5 00
Mr. W. E. Dodge, Jr.....	100 00	Mr. Edward Schell.....	50 00
Miss J. N. Demorest.....	5 00	Miss Louisa Lee Schuyler....	50 00
Rev. D. Stuart Dodge.....	100 00	Miss Marion Sharpless.....	15 00
Mr. Norman W. Dodge.....	100 00	Mrs. Joseph R. Skidmore....	10 00
Miss A. L. Denny.....	2 00	Miss M. J. Skidmore.....	5 00
Miss Grace H. Dodge.....	100 00	Mrs. John Sinclair.....	25 00
Mrs. N. D. Ellingwood.....	5 00	Miss A. P. Slade.....	2 00
Miss Annette Estep.....	15 00	Miss M. K. Sparks.....	2 00
Mrs. A. A. Eustaphie.....	2 00	Mrs. Francis Lynde Stetson ..	25 00
Miss H. D. Fellowes.....	5 00	Miss M. A. Stockwell.....	2 00
Miss I. E. Folsom.....	2 00	Mr. Anson P. Stokes.....	25 00
Miss Margaret Francis.....	5 00	Mrs. W. A. Street.....	2 00
Mrs. B. W. Franklin.....	1 00	Mrs. John H. Taylor.....	5 00
Mrs. H. O. Havemeyer.....	10 00	Miss E. M. Thomson.....	2 00
Mrs. R. S. Hayward.....	2 00	Miss M. H. Trotter.....	2 00
Mrs. Charles Henrotin.....	2 00	Mrs. David M. Turnure.....	5 00
Mrs. J. A. Hewlett.....	10 00	Miss Van Nest.....	5 00
Miss Virginia Hollins.....	2 00	Miss Wade.....	2 00
Miss Howe.....	5 00	Miss E. Wade.....	2 00
Mrs. C. W. Ide.....	2 00	Miss Catherine L. Wolfe.....	50 00
Mr. Morris K. Jessup.....	50 00		
Mrs. R. W. Lawrence.....	10 00		
Miss C. T. Lawrence.....	2 00		
			\$1,334 00

APPENDIX A.

THE following list embraces schools and institutions visited in this and other cities by members of the Industrial Education Association, and gives a brief outline of the industrial training carried on in each. This list is necessarily imperfect, but will be enlarged as further information is obtained. In time it is hoped to make a complete directory of industrial schools and institutions. In preparing this list it has been impossible to enumerate the industrial schools attached to various Missions and Chapels, the schools of the American Female Guardian Society, and those of the Children's Aid Society, in most of which more or less industrial training is given.

NEW YORK TRADE SCHOOLS, First Avenue and 67th and 68th Streets.—Evening Classes for young men in Plumbing, Bricklaying, Fresco-painting, Stone-cutting, Plastering, Pattern-making for moulders and machinists, Carpentry, and Wood-carving.

THE YOUNG WOMEN'S CHRISTIAN ASSOCIATION, 7 East 15th Street.—Free Classes for young women in Bookkeeping, Cutting and Fitting, Plain and Fine Sewing, Machine-sewing, Type-writing, Phonography, Retouching Photo-negatives, Photo-color and Crayon, Drawing and Technical Design.

COOPER UNION, 8th Street and Fourth Avenue.—Classes in Drawing and Designing, Modelling in Clay, Free-hand, Architectural and Mechanical Drawing, Decorative Painting, Wood-engraving, Telegraphy, Phonography, Type-writing, and Photography.

THE SOCIETY OF DECORATIVE ART, 28 East 21st Street.—Free Industrial Art Classes in Drawing and Designing, Modelling, Artistic Embroidery, Drawn Work, Plain and Fine Sewing. Paid Classes in Drawing and Designing, Modelling, Decorative Painting, Ecclesiastical and Art Needlework.

GRAMERCY PARK TOOL HOUSE, 104 East 20th Street.—Instruction in Carpentry, Wood-carving, Turning, Iron-working, Use of Tools and Machines, Enamelling, Mosaic Work, Photography, and Printing.

NEW YORK CITY COLLEGE, corner 23d Street and Lexington Avenue.—Boys are taught Mechanical Drawing and Designing, Modelling and Construction, Carpentry, Vise- and Forge-work, in connection with regular school course.

TECHNICAL SCHOOLS OF THE METROPOLITAN MUSEUM OF ART, 214 East 34th Street.—Classes in Drawing, Designing, Modelling, and Carriage-making.

THE TURN VEREIN, 15 and 17 East 3d Street.—Afternoon instruction in Drawing, Designing, Modelling, Sewing, Embroidery, Knitting, Bookbinding, Turning.

THE WOMEN'S INSTITUTE OF TECHNICAL DESIGN, 112 Fifth Avenue.—Instruction in Drawing and Decorative Painting, Designing in all its branches, Metal-work, Wood-carving, Modelling in Clay, Interior Decorations.

WORKINGMAN'S SCHOOL, 109 West 54th Street.—The school course includes Sewing and Mending, Knitting and Cutting, Drawing, Designing, Construction, Modelling, Carpentry, Wood-turning, Iron-working and Mechanical Construction.

WILSON INDUSTRIAL SCHOOL, 125 St. Mark's Place.—Classes in Sewing, Kitchen Garden, and Cooking Garden.

HOUSE AND SCHOOL OF INDUSTRY, 120 West 16th Street.—Sewing; order work a specialty.

FIVE POINTS HOUSE OF INDUSTRY, 155 Worth Street.—Instruction in Sewing, Household-work, and Type-setting.

HOME OF INDUSTRY AND REFUGE FOR DISCHARGED CONVICTS, 40 East Houston Street.—Inmates instructed in the manufacture of Brooms, Scrubbing-brushes, and Shawls.

THE NEW YORK JUVENILE ASYLUM, 176th Street and Tenth Avenue.—Children are taught Laundry- and House-work, Sewing and Mending, Tailoring, and Shoemaking.

HOUSE OF REFUGE, Randall's Island.—Girls are taught Laundry- and House-work, Sewing, Mending, and Tailoring, and boys are engaged in Stocking-knitting.

THE CATHOLIC PROTECTOR, Westchester, N. Y.—Instruction given in Printing, Electrotyping, Chair-caning, Shoemaking, Tailoring, Silk-weaving, Stocking-knitting, Kid Glove-making, Shirtmaking, Sewing, Dressmaking, Embroidery, Cooking, Laundry- and House-work.

HOUSE OF REFUGE, Philadelphia, Pa.—Inmates instructed in Laundry- and House-work, Sewing, Tailoring, Shoemaking, Stocking-knitting, Chair-caning, and Iron-working.

THE PELHAM INDUSTRY, Pelham Manor, N. Y.; under the direction of Mrs. W. S. Hoyt and others in the neighborhood.—Instruction in Carpentry, Cabinet-work, Wood-carving, Upholstery, Mattress-making, Brass-work, Leather-work, Designing, Modelling, Plain Sewing, and Embroidery.

PUBLIC SCHOOL at Montclair, N. J.—Sewing, Embroidery, Carpentry, and Wood-carving are included in regular school course.

GIRARD COLLEGE, Philadelphia, Pa.—Pupils instructed in Iron-working, Use of Machinist's Tools, Carpentry, Turning, Fret-sawing, Shoemaking.

THE LELAND SCHOOL, Philadelphia, Pa., in Hollingsworth Public School, Locust Street, above Broad.—Classes in Drawing, Designing, Modelling in Clay, Repoussé-work, Leather-work, Carpentry, and Wood-carving.

BOYS' INSTITUTE OF INDUSTRIES, 375 Harrison Avenue, Boston, Mass.—Carpentry Classes.

NORTH END INDUSTRIAL HOME, 39 North Bennett Street, Boston, Mass.—Classes in Sewing, Cutting and Fitting, Laundry-work, Cooking, Carpentry, Shoemaking, and Printing.

SOUTH END INDUSTRIAL SCHOOL, Roxbury, Boston, Mass.—Classes in Sewing, Book-keeping, Drawing and Designing, Printing, and Carpentry.

ST. VINCENT DE PAUL'S INDUSTRIAL SCHOOL, 343 West 42d Street.

NEW YORK INSTITUTION FOR THE INSTRUCTION OF THE DEAF AND DUMB, Tenth Avenue and 162d Street.

NEW YORK INSTITUTION FOR THE BLIND, Ninth Avenue, corner 34th Street.

HEBREW TECHNICAL INSTITUTE, 129 Crosby Street.

THE WOMAN'S EXCHANGE, 329 Fifth Avenue.

LEAKE AND WATTS' ORPHAN HOUSE, Manhattanville, Ninth and Tenth Avenues, 111th and 112th Streets.

APPENDIX B.

BOOKS AND PAMPHLETS IN LIBRARY OF INDUSTRIAL EDUCATION ASSOCIATION.

- Art Manuals. By Charles G. Leland. (From Mr. William Whitlock.) No. 1, Ceramic Art; No. 3, Wood-engraving; No. 4, Art Needlework, Part I.; No. 5, Leather-work; No. 6, Decorative Oil-painting; No. 7, Art Needlework, Part II.; No. 8, Repoussé-work; No. 9, Stencilling; No. 10, Drawing and Decorative Design; No. 11, Papier Maché; No. 12, Modelling in Clay. Nos. 1, 2, 3, of Brass Album Designs.
- Advanced Lessons in Kitchen Garden.
- Account of an Industrial School in Boston, for the season of 1876-1877 (out-growth of the Whittling School). (From Rev. George L. Chaney.)
- Board of Education, New York City. Forty-second Annual Report. 1883. (From Mr. Eugene H. Pomeroy.)
- Board of Education, New York City. Manual for 1883. (From Mr. Benjamin F. Manniere.)
- Board of Education, Massachusetts. Forty-fourth Annual Report. 1789-80. (From Mrs. John S. Bussing.)
- Children's Kitchen Garden Manual.
- Cookery Manuals. By Mrs. Emma P. Ewing. No. 1, Soup and Soup-making; No. 2, Bread and Bread-making. (From Mrs. Emma P. Ewing.)
- Circulars of Information. No. 4. 1882. Industrial Art in Schools. By Charles G. Leland. No. 4. 1879. Training Schools of Cookery. (From United States Bureau of Education.)
- Conference of Charities and Corrections. 1884. Eleventh Annual Report. (From Mrs. John R. Paddock.)
- Classified List of the Reformatory and Preventive Institutions connected with the Reformatory and Refuge Union. London, 1884. (From Mrs. John R. Paddock.)
- Catholic Protectory, New York. Twenty-second Annual Report. 1885.
- Cooper Union, New York. Twenty-fifth Annual Report, May, 1884.
- Directory to the Charitable and Beneficent Societies and Institutions of the City of New York. Charity Organization Society.
- Education in its Relation to Manual Industry. By Arthur M'Arthur.
- Five Points House of Industry, New York. Annual Report. 1885.
- Girard College, Philadelphia. Annual Report for 1883. Prof. H. L. Gregory, LL.D.
- Household Economy. For use in Schools.

- How to use Wood-working Tools.
- Home of Industry and Refuge for Discharged Convicts, New York. Report for January 1, 1885.
- Industrial Educations in the United States. A special report prepared by the United States Bureau of Education. 1883. (From United States Bureau of Education.)
- Illustrated Sewing Primer.
- Industrial Training of Destitute Children. Article by Samuel Smith, M.P., in *Contemporary Review* for January, 1885.
- Illinois Industrial University. Eleventh Annual Report. 1882. Catalogue and Circular for 1883-1884.
- Industrial Work of Reformatory Institutions in Great Britain and Ireland.
- Industrial School for Girls, Connecticut. Fifteenth Annual Report. 1885.
- Industrial School for Girls, Wisconsin. Ninth Annual Report. 1884.
- Industrial School, State of New Hampshire. Annual Reports for 1883 and 1884.
- Iowa Agricultural College. Annual Catalogue. 1884.
- Kitchen Garden Manual. New Edition. (From Miss Emily Huntington.)
- Loan Relief Association. Fifth Annual Report. 1883.
- Manual Training School. Washington University, St. Louis, Mo. Fifth Annual Report. 1885.
- New York Juvenile Asylum. Thirty-third Annual Report. 1884.
- New York House of Refuge. Sixtieth Annual Report. 1884.
- North End Industrial Home, Boston, Mass. Report for 1881.
- Primers of Domestic Science. Mrs. Harriet J. Willard. No. 1, Kitchen and Dining-room; No. 2, Parlor, Bedroom, and Laundry.
- Protestant Orphan Asylum, Cleveland, O. Annual Report. 1884.
- Report of the Commissioner of Education. 1882-83. (From United States Bureau of Education.)
- Report (second) of Royal Commissioners on Technical Education. Vol. I. London. (From Mrs John R. Paddock.)
- Relief and Reform. By William P. Letchworth. (From Mr. Letchworth.)
- Report on Industrial Education. By John D. Runkle, Ph.D., LL.D., Walker Professor of Mathematics in the Institute of Technology, Boston, Mass. (From Mr. Runkle.)
- Refuge and Reformatory Journal. London. January-March, 1885.
- Society of Decorative Art, New York. Annual Report. 1884.
- State Charities Aid Association, New York. Eleventh and Twelfth Annual Reports. 1883-1884.
- State Reformatory at Elmira, N. Y. Annual Report for year ending September 30, 1884.
- Special Report of the Committee on Revision of Studies and the Introduction of Sewing into the Public Schools. Philadelphia. 1884.
- Technologic Training in Reform Schools. By William P. Letchworth. (From Mrs. John R. Paddock.)
- The Kitchen Garden, for January, 1885.

- Technical Educations and Industrial Drawing in Public Schools. Reports and
Notes of addresses delivered at Montreal and Quebec. By Professor
Walter Smith [South Kensington, Eng.].
- The Manual Element on Educations. By John D. Runkle, Ph.D., LL.D.,
Walker Professor of Mathematics in Institute of Technology, Boston,
Mass. (From Mr. Runkle.)
- The Progress of the Working Classes in the Last Half Century. Paper by
Robert Giffen, Esq., LL.D., President of the Statistical Society, London
- Women's Home Missionary Society of the Methodist Episcopal Church. Third
Annual Report. 1885. Including special reports of Industrial work
at the South.
- Work for Women. By George W. Manson.
- Women's Education Association, Boston. Annual Report for 1885.
- Workingman's Schools, New York. Second and Third Annual Reports.
January, 1881-1883.
- Willard Asylum for the Insane. Sixteenth Annual Report. 1884.
- Wilson Industrial School for Girls, New York. Thirty-second Annual Report.
1885.
- Women's Institute of Technical Design. Prospectus and Reports. 1885.
- Young Women's Christian Association of the City of New York. Fourteenth
Annual Report. 1884.

Donations of books, pamphlets, or papers bearing upon the work of this
society are solicited, and may be sent to the office, 21 University Place.

MRS. JOHN R. PADDOCK, *Librarian*.

BY - LAWS

OF THE

INDUSTRIAL EDUCATION ASSOCIATION, NEW YORK.

I. TITLE.

The name of this Association shall be the Industrial Education Association.

II. OBJECTS.

The objects of the Association shall be :

First. To obtain and disseminate information upon Industrial Education, and to stimulate public opinion in its favor.

Second. To invite co-operation between existing organizations engaged in any form of industrial training.

Third. To train women and girls in domestic economy and to promote the training of both sexes in such industries as shall enable those trained to become self-supporting.

Fourth. To study and devise methods and systems of industrial training and secure their introduction into schools ; also, when expedient, to form special classes and schools for such instruction.

Fifth. To provide instructors for schools and classes, and, if necessary, to train teachers for this work.

III. MEMBERSHIP.

The Association shall consist of Members of the Central Association, Corresponding Members, and Honorary Members. *Members of the Central Association* shall conduct the active business of the Association, and shall be residents of New York City or its vicinity. *Corresponding Members* may be residents of any part of the United States or of foreign countries : they shall be requested to send to the Secretary information bearing

upon the objects of the Association, but shall not be responsible for any action taken by the Association, nor shall they be obliged to adopt the principles advocated by the Association. *Honorary Members* shall be chosen for valuable aid rendered the Association, or for distinguished services in behalf of Industrial Education. Members of the Central Association shall be entitled to vote at the Annual Meeting of the Association, and upon the admission of new members at any meeting.

IV. ELECTION OF MEMBERS.

All members shall be elected by a majority vote of members present at any meeting of the Association. Application for membership must be made through a member of the Association, who shall send the name of the proposed member to the Board of Managers: if approved by the Board, the name shall be submitted to the vote of the Association. The failure of any member to attend three consecutive regular meetings of the Association, without notifying the Secretary, may be considered as equivalent to a resignation.

V. BOARD OF MANAGERS.

The Association shall be controlled by a Board of Managers, to consist of fifteen persons, who shall be elected annually by a majority vote, by ballot, of members present at the Annual Meeting. Any vacancy occurring during the current year shall be filled by the Board of Managers from Members of the Central Association. It shall be the duty of the Board of Managers to devise and adopt such measures as may best promote the objects of the Association and increase its efficiency. The Board shall have full power to control the affairs and funds of the Association. It shall have authority to enforce the observance of the By-laws of the Association, and shall have power, by a two-thirds vote of its members, to remove any member from the Association, for such cause as it may deem sufficient, other than non-attendance at meetings.

The Board shall appoint the Chairmen and members of the Standing Committees from the members of the Association annually, immediately after the Annual Meeting, and shall have power to add additional members to said Committees at any time. Members of the Board of Managers shall be ex-officio members of all Standing Committees. Nothing shall be published in the

name of the Association without the consent of the Board of Managers.

The Board of Managers shall hold monthly meetings from October till May inclusive, and oftener if desirable. Five members shall constitute a quorum. It shall make its own By-laws. The Board shall make a full report of the affairs and funds of the Association to the Association at its Annual Meeting.

VI. OFFICERS.

The Officers of the Board of Managers shall be a President, one or more Vice-Presidents, a Treasurer, an Assistant Treasurer, a Recording Secretary, and a Librarian. They shall be elected annually, from the incoming Board of Managers, by a majority vote, by ballot, of members of the Board.

The Officers of the Board of Managers shall also be the Officers of the Association, and shall hold office until their successors are elected or appointed.

VII. PRESIDENT AND VICE-PRESIDENT.

The President shall preside at all meetings or appoint a substitute; shall call special meetings at discretion, or upon the written request of five members; shall appoint special Committees, and shall have charge of the general interests of the Association.

Prior to the Annual Meeting the President shall appoint a Committee to nominate the Board of Managers for the ensuing year, and an Auditing Committee to examine and report upon the accounts of the Association. The members of these Committees shall not be members of the Board of Managers.

A Vice-President shall, in the absence of the President, perform all the ordinary duties of the President.

VIII. TREASURER.

The Treasurer shall be charged with the custody of all the securities and funds of the Association, shall keep an account in the name of the Association, in an Institution approved by the Board of Managers, in which he shall immediately deposit all money received. The Treasurer shall keep an account of all receipts and disbursements, and shall pay no moneys except by order of the Board, or on the authorized warrant of the Assistant Treasurer. The Treasurer shall present monthly written

reports to the Board and an annual report to the Association. The financial year of the Association shall end March 31st.

IX. ASSISTANT TREASURER.

The Assistant Treasurer shall keep a complete list of the subscribers and donors, and collect the subscriptions ; shall attend to all details pertaining to receipts and disbursements, keeping an accurate account of the same, and once in each month transmit to the Treasurer a statement, and pay to the Treasurer all moneys received. The Assistant Treasurer shall draw upon the Treasurer for all salaries, and for current office expenses ; all other bills must be presented to the Board of Managers and receive their certification before being paid.

X. RECORDING SECRETARY.

The Recording Secretary shall be Secretary of the Board of Managers ; shall call the roll, and keep the Minutes of the proceedings of the Board ; shall notify officers of their election and committees of their appointment, and shall give notice of all meetings of the Board.

XI. GENERAL SECRETARY.

The General Secretary shall be appointed and removed by the Board of Managers, and shall be the chief executive official of the Association, responsible for the management of its affairs, under such general rules as may be adopted by the Board of Managers. The General Secretary shall conduct the correspondence of the Association ; shall do organizing or other work required by the Board ; shall keep minutes of the proceedings of the Association, and give notice of its meetings ; shall receive and file the reports of the different Committees, and keep any accounts and records of the Association that may be required. The General Secretary shall write the Annual Report of the Association, and make written monthly reports to the Board of Managers. An account of money expended by the General Secretary for current, office, and traveling expenses shall be rendered monthly to the Assistant Treasurer.

XII. LIBRARIAN.

It shall be the duty of the Librarian :

First. To collect, by means of donations to the Association, such books and pamphlets as may, in the judgment of the Libra-

rian, contain valuable information upon subjects connected with the objects and work of the Association, and to make a catalogue of the same.

Second. To adopt a system by which the books may be available to all the members of the Association, as freely as may be consistent with a due regard for their preservation.

Third. To make written reports from time to time of donations and loans to the Library, at the regular meetings of the Board of Managers and of the Association. The Librarian shall, before the regular meetings of the Standing Committees, send to the Secretary of each Committee, to be laid before the Committee, a list of any books, pamphlets, or drawings, given or loaned since the previous meeting, which may have reference to the work of that Committee.

XIII. STANDING COMMITTEES.

There shall be four or more Standing Committees, as follows :

- a. Committee on Finance.
- b. Committee on Books and Printing.
- c. Committee on Industries.
- d. Committee on Domestic Economy.

The Committees shall make written monthly and annual reports of their work at the regular meetings of the Board of Managers. They shall make their own By-laws.

Estimates for expenditures by Standing Committees, other than for petty expenses, must be approved by the Board of Managers. Manuscript designed for publication must receive the approval of the Standing Committee from which it emanates, before being submitted to the Board of Managers.

XIV. COMMITTEE ON FINANCE.

It shall be the duty of the Committee on Finance to devise means for obtaining the funds requisite to carry on the work of the Association.

XV. COMMITTEE ON BOOKS AND PRINTING.

It shall be the duty of the Committee on Books and Printing, to prepare for publication such matter as the Board may authorize ; to keep itself informed of publications upon Industrial Education and pursuits, and, with the approval of the Board, to pro-

cure for use in the Library, or for distribution, those deemed of special value.

XVI. COMMITTEE ON INDUSTRIES.

It shall be the duty of the Committee on Industries to study, devise, and present, for the consideration and approval of the Board, methods and systems calculated to develop Industrial Education, and to use all available means to introduce the same into Schools, Reformatories, Asylums, Orphanages, and such other institutions as may offer a suitable field.

XVII. COMMITTEE ON DOMESTIC ECONOMY.

It shall be the duty of the Committee on Domestic Economy to encourage the study of this subject and to promote the thorough training of women and girls in every department of housework. In securing this end opportunities offered by Cooking Schools or other existing organizations shall be used ; classes shall be established and such other agencies as may best promote this object.

It shall also be the duty of this Committee to promote an intelligent interest in the Kitchen Garden system, and to further its introduction whenever it may be of value as an elementary training in household work.

XVIII. MEETINGS.

The Annual Meeting of the Association shall be held during the month of April. Two weeks' notice of this meeting shall be given to all members entitled to vote. At any Special Meeting of the Association, the business for which the meeting is called shall be stated in the notice to members. Eleven members shall constitute a quorum at any meeting of the Association.

XIX. BY-LAWS.

The By-laws of the Board of Managers and of the Association must be in accordance with the General Act of Incorporation, Chapter 319, Laws 1848, with amendments, State of New York.

XX. AMENDMENTS.

These By-laws may be amended by a two-thirds vote of members present at any meeting of the Association, intention to move the proposed amendment having been sent to the Secretary three

weeks previous to the meeting. The Secretary shall send to each Member of the Central Association, and each Advisory Member, two weeks' notice of this meeting, with a copy of such proposed amendment. To constitute a quorum at this meeting not less than two-thirds of the members must be present.

XXI. ORDER OF BUSINESS OF THE ANNUAL MEETING.

The following shall be the Order of Business at the Annual Meeting of the Association :

1. The Secretary shall read the minutes of the last Annual Meeting. Action thereon.
2. Report of the Treasurer. Action thereon.
3. Report of the Board of Managers. Action thereon.
4. Election of incoming Board of Managers.
5. Election of new members.