

T H E S I S

SOME OF THE SOCIAL WELFARE
ORGANIZATIONS
IN
COLORADO

Submitted by
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In partial fulfillment of the
requirements
for the Degree of Master of Science
Colorado Agricultural College
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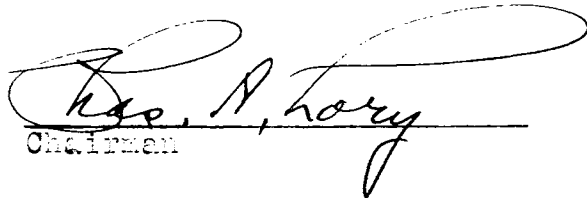
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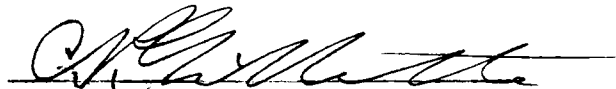
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Chairman





Committee on Advanced Degrees
Colorado Agricultural College
Fort Collins, Colorado

Examiners





Major Professor



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FOREWORD

Feeling that there is a need for a better and a more definite understanding of the work being done in Colorado along social welfare lines, this paper, a study of some of the social welfare organizations in Colorado, was undertaken.

The paper is divided into four parts. In the first part is included a discussion of social work in general. It takes up the definition and meaning of some of the terms used in social work, the scope, historical development, and the needs of social work. It also devotes some space to the functions and the preparation necessary for one interested in such work.

In the second part, conditions in Colorado have been taken up. This includes a discussion of the history of the work, salaries paid, types of work, requirements for workers, training necessary, and the location of work in this state.

The third part is a summary of some of the work being done in Colorado. Part four includes a bibliography of references having a bearing on this subject.

The material for Part I was secured largely from books by authorities on their particular subjects. References to these books will be found at the bottom of each page. In the back, is listed a bibliography which gives the publisher and date for these references as well as giving the names of other

books and articles that have been read in connection with this study.

For Part II, the information on conditions in Colorado was secured largely through a questionnaire which was sent to institutions and organizations in the state.

The paper does not claim to be a complete survey of such work. It is very difficult to secure the information that is included in these questionnaires as many groups hesitate to make known such facts about their organizations. There has been a difference in the opinions of some as to what "social work" includes. Therefore some organizations that would be listed as doing certain types of social relief work, but not case work, have answered that they had no social work. In some cases, the people in charge of institutions either did not receive the questionnaires or did not have time to answer them.

The study, however, has endeavored to cover groups in each of the larger towns in the state and in each county.

In all, there were 250 letters sent out. Replies were received from 100 of these. 24 letters were returned "unclaimed." The other letters were not heard from although follow-up letters were sent.

The material from these letters has been tabulated with discussions in Part II.

The author wishes to thank Professor B. F. Coen, professor in Sociology at the Colorado Agricultural College for his help and suggestions in organizing the questionnaires and in assembling the material thus secured.

She also wishes to thank those in charge of the institutions and organizations for their interest and cooperation in answering the questionnaires and thus making this paper possible.

PART I

SOME OF THE SOCIAL WELFARE ORGANIZATIONS

IN COLORADO

Mary E. Baber

INTRODUCTION

Centuries ago, the Great Carpenter of Nazareth gave to the world a new idea of service to others - that of caring for the poor, the lame, the sick, and the afflicted; of showing reverence to the aged; of showing forgiveness to the sinner; and greatest of all, the principle of brotherly love¹. Yet though His teachings have lived for thousands of years, there are those today who view such ideas, under the name of Sociology, as something strange, new, and much to be feared. Though social work is as old as human society, there are those who refuse to accept it, under the newer term, feeling that such ideas of charity are new developments of the twentieth century, just as the radio or the air-plane and are therefore much to be feared. Yet the underlying principle - the common social problems with which it is concerned - are the same regardless of the method, the motive, or the age.

There are those who "have never acknowledged that organized social work has any vitally important place in the social organism, or that it is something American society

1. New Testament - Mathew, Mark, Luke, John

cannot do without and who continue to insist upon its keeping its present form".²

These people form four groups or classes. On one hand is the extremist who feels that social work is merely a palliative in a transition period. Another group, equally extreme in its views - the ultraconservative - feels that such a movement represents a slow encroachment of socialism, drawing the very life blood of individualism. The so-called "pure scientist" claims that by salvaging the physically unfit and the mental weaklings, one is going directly opposite to nature's laws. The fourth group looks upon social work as a series of fads and as a means of providing entertainment for the wealthy.

For many years, the work of sociology and social work has carried on or existed, as the case might be, between the positive opposition on the part of some and faint-hearted assent and support on the part of others. These in themselves have presented obstacles in the growth of social work.

Wm. J. Norton, secretary of the Community fund, Detroit, has said, "In naming the basic reasons for our existence, I would lay down two fundamental axioms from which spring all other predicates. One is that organized social work is an essential supplement to the elemental, political, and economic philosophy upon which the American commonwealth

2. Wm. J. Norton What is Social Work? Conference of Social Work - 1925, p. 3.

rests; and the other is that organized social work is necessary for the spiritual expression of freemen in an intelligent, competitive, industrial society".³

In making clear his axioms, he goes back to America's origin and to the Declaration of Independence for the first axiom. Here one finds a group organization, discipline and mastery that challenges one's initial conception of freedom and individualism. Social work steps in and in an effect becomes an insurance that a constant struggle will be maintained to keep the individual from being submerged by disaster while he plays at the game of life. It seemed to seek four things; a minimum economic standard, an elemental standard of public health, preservation of opportunity and leisure for all people commensurate with the needs of health and self-advancement.

Of the second axiom, Mr. Norton says the great main spring of social work is neither science nor ethics, nor political philosophy. It is love for unselfishness. The mechanism of society is so intricate that one cannot rely on the haphazard promptings of individuals to do good deeds. It is here that one of the greatest, most practical channels of service is offered by organized social work.

"The attempt to base society upon anything but force

is an idealistic effort - not having much relation to practical affairs. Human nature, being what it is, men and nations will only yield to the argument of the big battalion".⁴

There is still a question if all the hundreds of mechanical inventions of recent years have made the day's work any lighter. Rather, they have enabled a greater population to live the same life of drudgery and toil. They certainly have not, as yet, greatly affected human destiny, for the failure of a wheat crop in the United States or a flood in China raises the cost of living all over the world.⁵

Yet one likes to believe that the world is better and agree with Rev. Frank Nelson, Rector of Christ Church, Cincinnati, when he says that social work has given men and women a wonderful opportunity for expressing the best there is in them through human service.⁶

The development of physical sciences during the past century has not only added to cultural accumulations but it has revolutioned them to an extent. As a result, there have been continuous social adjustments in a world better understood.⁷ Physical sciences enter new epochs whenever they reveal new possibilities of practical application such as

4. Geo. Nasmyth, Social Progress to the Darwinian Theory P. VIII

5. Ibid

6. Frank Nelson, Dynamics of Social Work, Conference of Social Work, 1925, P. 15.

7. H. N. Shenton, Practical Application of Sociology, Preface

astronomy to world navigation; physics and chemistry to the release and control of energy; biology to the breeding and the practice of medicines. Development of an applied sociology may then be the most certain and direct route to the development of general sociology.

There has been a rapid and extensive development in the field of social art. It is now usually called social work and is fast becoming highly organized. It is a profession pursued by many trained, volunteer and paid workers. Vast amounts of information have been assembled by these workers, some of which is thoroughly scientific.⁸

S. H. N. Shenton, Practical Application of Sociology, P. 181.

DEFINITIONS AND MEANINGS OF TERMS

Just what is meant by the terms society, social work, social art, social economics, and social service will vary with the authors using the terms. In both America and in Great Britain the term social work has been used to cover many phases of social art.

Professor Stuart A. Queen says that social work is the "art of adjusting personal relationships."⁹ Professor James H. Tufts claims social work to be distinguished by the following five points.¹⁰

1. Motive and class reached,
2. Aim and methods employed,
3. Growing character of field,
4. Variety of present activities of social work,
5. Relation of social work to great institutions.

Social work has come into use in recent years as a comprehensive term, including charity and philanthropy, public relief, punishment, reformation, and all the other conscious efforts, whether by the state or of private initiative, to provide for the dependent, the sick, the criminal, to diminish the amount of poverty, disease, and crime and to improve general living conditions.¹¹ Briefly, then, social work would ^{be} the community's salvage and repair work.

9. Stuart A. Queen, *Social Work in the Light of History*, P. 13

10. James H. Tufts, *Education and Training for Social Work*. P. 3

11. Edward T. Devine, *Social Work*, P. 15

Social work, as a profession,¹² sets high standards as objectives of any activity which is to be regarded as social work.

Accepting these terms, social economics then is that which deals with the social needs and the institutions through which these needs are met, the social housekeeping.

12. Dr. Abraham Flexner, Is Social Work a Profession? Conference of Social Work, 1915, P. 576-590.

SCOPE OF SOCIAL WORK

Every man's character is personality woven of individuality and sociality.¹³ Whenever human beings enter into or maintain willed relations with one another, there society exists.

Of the scope and task of Sociology, one is told that the subject matter is the social aggregate. That when one fears the dark, delights in color, craves a mate, or draws an inference from his own observations, that is merely psychic. "But when one dreads heresy, delights in 'good form', craves the feminine type of his time or embraces the dogmas of his people, that is social" for at no time can a man live unto himself.¹⁴

One seeks first to understand social conditions and to become able to distinguish between such as are favorable to social welfare and progress and such as are socially destructive. The social economist does not rest content with this analysis, but attempts to estimate also the social forces operating in the community, his purpose being to furnish the

13. R. M. Maciver, The Community, P. 219

14. Edward A. Ross, Foundations of Sociology, P. 7

information, the principles, and the methods, which will enable socially minded, public spirited citizens to work effectively with others of similar aim.¹⁵

The narrower object of social work is, according to Devine, first the care of those who through misfortune or fault are not able, under existing conditions, to realize a normal life for themselves; secondly, the improvement of conditions which are a menace to individual welfare, which tend to increase the number of dependents and interfere with the progress and best interests of others.¹⁶

Within recent years, many of the colleges and universities of the country have caught something of the social view of things¹⁷ altho many of the youths still leave the classroom with glowing visions of practical life. Commercialism has become supreme and there seems to be no legitimate business or profession that is not affected with a public interest. "The increasing numbers of opportunities for paid employment in the field of social service, organized charities, community welfare, are particularly inviting to college trained women. The increasing of the organization in this field leads to a demand for those who are specially trained for social work."¹⁸

15. Edward T. Devine, Social Work, P. 2

16. Edward T. Devine, Social Work, P. 3

17. Edward A. Ross, The Social Trend, P. 175

18. Burges Johnson, Earning a Living by the Pen, P. 43.

Social service that is supreme, is not some bit of charitable work, but the following of one's calling of service, not an exploit. It implies not only a willingness to be spent for the common good but a capacity for ire and hard hitting.¹⁹

Education for social service is to open the eyes of the young to the social nature of their work in life - to relieve their minds of false ideas.²⁰ "Swat the fly" campaigns, clean-up movements, sanitary drinking fountains, individual towels, improvement in tenement house conditions - while of value in themselves serve only to side-track the mind from the larger issues that involve more risk, more time, and more pay. True, they prosper. Why? Because they avoid questionings and leave the public with a soothed feeling that something adequate has been done.

As social science has become more scientific, it has grown more impersonal and less inclined to assume the responsibility for social welfare programs. Therefore the gap between social service and social reform has become wider.²¹

19. Edward A. Ross, The Social Trend, P. 173

20. Edward A. Ross, The Social Trend, P. 180

21. John C. Granberry, Sociology and Social Research, Nov.-Dec. 1927, P. 151

Social work may, in itself, be individual, spontaneous, unorganized, or it may be associated, deliberate and organized. It may be carried on by government, or by a voluntary society or individual. It may be of national, state, county or municipal organization.²²

22. Edward T. Devine, Social Work, Chapter II

HISTORICAL DEVELOPMENT

Social arts are as old as the memory of man. They seem to have begun with the group struggle of man for survival, advantage, achievement and control and altho crude in origin, many were highly developed five or six thousand years ago. Since that time there have been some men who have been making others live, work, play, and worship together as they see fit.²³

In the modern industrial Europe and America, individual well being is assumed to depend upon the individual foresight, effort and thrift. This assumption and the facts upon which it rests are relatively new in the world. Under primitive conditions of savage life, it often happened that an entire tribe would be reduced to want merely because of the niggardness of nature.²⁴

The earliest conception of morality was that of observing customs while that of immorality was breaking the rule of custom.²⁵ The savage had no sort of morality other than custom. "It is the custom; therefore right" was the

23. H. N. Shenton, Practical Application of Sociology, P. 177

24. Edward T. Devine, Social Work, P. 44

25. Sociology and Social Research, V. 12, P. 18

universal reasoning of the savage. Even the barbarian had much the same idea altho during the later stages he began to question that belief. However it was not until writing had been invented that ideas of right and wrong began to be examined critically. It was then that morality began to be represented as something above custom - the will of God.

In a later period, the utter contempt in which the poor and outcast of the Jews, the sad plight of their sick and lame, the pity of old age and the awfulness of being considered a sinner or an outcast of that time are only too familiar to the student of Bible history.²⁶ Even the Great Social Worker and Teacher was condemned and died a sinner's death because he sought to help the less fortunate.²⁷ Altho the early Jewish prophets had a sound conception of social ethics, it was not until after Christ's death that the ancient Jews finally understood the difference between charity and justice.

Among the Greeks there was probably the first open break with the concept that morale was custom. It was then that some of the Sophists, as Greek public teachers, early taught that "might makes right."²⁸

26. Old Testament

27. New Testament - The Gospels

28. Sociology and Social Research, V. 12, P. 18

Plato, of the Greeks, recognized these problems of charity and justice and faced them squarely and courageously while we of today shrink from discussing such unpleasant-
ries.

The Roman family and Roman civil law were integral parts of the social heritage of modern western nations.

People of the middle ages were more or less definitely fixed as to geographical situation, occupation and social status. For the most part, people lived in little neighborhood groups where everyone knew everyone else. In time of accident, there was no need for organization for aid.²⁹

The first attention of the Anglo - Saxon kings to the poor was not public relief as we use that term, but casual alms. With the breaking up of feudalism, the Poor Law came into existence for several reasons: first the economic disorganization that followed the growth of the domestic system of industry, the enclosure of small land holdings and the general breaking up of feudalism; second, the failure to establish charities at the opening of the sixteenth century; third, the disturbances connected with the Protestant reformation, including the dissolution of monasteries; and fourth, the growing spirit of nationalism.

France, Spain and Portugal were developing a national spirit about the same time that Henry VII reigned. At first France

29. Stuart A. Queen, Social Work in the Light of History.
P. 155; 169

was the only country to introduce a system of compulsory assessment for relief of the poor. Other European countries gradually enacted similar legislation.³⁰

In England during the reign of Elizabeth an effort was made to remedy the recognized evil of unemployment; and the vagrancy laws, the poor law reforms of the thirties, while bad in themselves, represent an effort to meet a situation. Their failure lies not in the motive but rather in the fact that they attacked a result in place of a cause. Instead of benefiting the people, such laws merely tended to create the still greater problems of hate, rebellion, prisons, disease, orphans and widows left without a means of support.

With the growing aspect of nationalism, there was a feeling of "national economy" that showed its beginnings in the early part of the fourteenth century, which was different from "town economy." The increased quantity of legislation was not accompanied by an equal increase in the control of local authorities; and in the sixteenth century, the medieval town system gave way in every direction. Its place was gradually occupied by an organization of trade and industry.³¹

Ashley regards the first Poor Law of 1536 as the beginning of a series of such laws.³² Its object was that

30. James Ford, Social Problems and Social Policy, Chapter XI

31. James Ford, Social Problems and Social Policy, P. 178

32. W.J. Ashley, An Introduction to English Economic History
Quoted from Ford, P. 125

none should "go openly begging." The act forbade the "common and open doles" on the grounds that it led to the spread of poverty and that many received aid that did not need it. The law also sought to help the poor find work.

The act of 1547 provided for "cottages, tenantries and other convenient houses" for lodging the "impotent." In 1553³³ a law was passed providing that people who could help, be reminded to do so by the church officials. In 1563, it was farther enacted that the obstinate persons be bound over to the justices of the peace. The appointment of collectors and overseers as civil officers followed in 1572. In 1576 the justices were empowered to buy or hire buildings to be converted into houses of correction. These were provided with wool and similar material for employment.

1598 and 1601 saw acts which classed as poor, the children and those unable to work. In 1630 there was a Royal Commission for poor, appointed in an effort toward unifying the relief system.

The first alteration of the Poor Law of 1601 came in 1662 and is known as the Settlement Act of Charles II. Before this time the poorer people had been moving into the parishes where the relief was plentiful. This law made the parish responsible for only those who had legal residence in that particular parish. The law also provided that the

33. James Ford, Social Problems and Social Policy, P. 186

new arrival might be sent back or required to give surety that he would not become a charge. It was modified in 1795.

An act of Parliament in 1697, known as the Workhouse Act, or Workhouse Test³⁴ authorized the erection of a workhouse at Bristol. In 1723, it was modified so that no poor who refused to be lodged in the workhouse and kept there could be entitled to ask for aid. Gilbert's Act of 1783 abolished the "farming out" of the poor and other reforms. With this was the establishment of the "allowance system" which provided that only the old and the infirm poor, mothers of illegitimates, and children not old enough to work should be sent to the poorhouse. Others were to be found work. As a result Parliament legalized aid for the able poor in 1796.

During this time, the amount spent for relief had been increasing.³⁵ \$10,000,000.00 was spent in 1783, \$21,000,000.00 in 1803 and \$39,000,000.00 in 1818. Because of this, an investigating committee was appointed in 1817, by Parliament. A second commission was appointed in 1832. They worked for two years and brought startling disclosures which moved Parliament to action. This committee offered three recommendations that were the basis of the law of 1834. These were:

1. "That the condition of the paupers shall in no

34. James Ford, Social Problems and Social Policy, P. 189

35. James Ford, Social Problems and Social Policy, P. 197

case be so eligible as the condition of the persons of lowest class subsisting on fruits of own industry,"

2. "The re-establishment of the workhouse test,"
3. "The establishment of a central board of control that work might be uniform."

This was not put into effect however.

The nineteenth century brought certain developments. In 1847, the poor law commissioners provided for under the act of 1834 were abolished. The Irremovable Poor Act of 1848, provided that one could not be removed from a Parish if he had lived there five years. It was later reduced to one year. The dependent children were provided with "district schools" and foster homes.³⁶ As early as 1855 hospitals for the sick were established with requirements for the doctor working there. More and more the feeble-minded and the insane were gathered into special institutions. In 1897 industrial accident legislation was passed. In 1908 an old age pension provision and in 1912 insurance against sickness and unemployment came into existence.

About the same period, 1881, Germany sought to meet the problems, but instead of instituting prisons, she developed the Elberfeld system of social insurance - a system that is being adopted, in a modified form, by some

36. James Ford, Social Problems and Social Policy, P. 195

of the present day industries.^{37.}

In 1883, a compulsory system of health insurance made rapid development of public relief thru local units of government. These measures provided relief in the form of pensions for sickness, accident:, in 1884, and invalidity and old age in 1889.^{38,39}

France also made an effort to deal with its social problems about this same time but she chose the religious agencies as a means of bettering conditions. The development of ecclesiastical charities was marked from the early church where charity was open to all to the church of the reformation where the importance of the church in the field of social work in the Protestant countries began to decrease.

In 1905, unemployment legislation and insurance was passed by Germany, France and Norway.

The Protestant reformation, the medieval charity, the secular organization of relief, the development of municipal and state systems of dealing with pauperism have an intimate relation to modern public relief. Medieval industry may have had many restrictions which modern economics condemn, but it gave a certain protection and security to the worker and to his family, which the modern wage-earner lacks.

37. Ibid, P. 264

38. James Ford, Social Problems and Social Policy, P. 300

39. Stuart A. Queen, Sociology in the Light of History. Chap. VI

In a later period, just preceding the industrial revolution, something of that security was retained, but most of it had disappeared by the eighteenth century. The industrial revolution, during the fifty years following 1776 completed the process and brought about an era of so-called individual responsibility.

Individuals of the latter part of the nineteenth century and the beginning of the twentieth century are theoretically free to follow occupations they choose, to work or not, to change employment, to sell labor in the dearest market, to buy commodities where they will, or to move from place to place. Women, even, have gained a freedom and equality here-to-fore unheard of.

In America, as in other countries, the general conditions are such that favor these modern ideas. Transportation has become easier. Education is almost universal. Standards of living are high. It is true that the circumstances of the family determine largely the opportunities and advantages given to the child. This brings one back to the realization that despite the general existing prosperity, the age old social problems still exist in our modern organization. There is still poverty, disease, crime, misfortune, orphans and widows, the aged, in fact, every form of the social problems of the early savage tribe can be found in one form or another in our modern day. In addition one finds the ever increasing problem of divorce. Regardless

of laws, religious bodies, insurance, unions - many families today find themselves without enough food to eat, no fuel and insufficient clothing.

Can it be that for these thousands of years people have sought blindly to deal with the result rather than the seat of the trouble? Can it be that such work is wrong in motive as well as practice and those unfit to meet the struggle for existence should be allowed to drop by the wayside? Feeling that the first is probably the main reason for the failure, many modern agencies are adopting "prevention" rather than "cure" as their slogan.

NEED OF SOCIAL ORGANIZATION

Just as in the early history of the tribe, the social structure is based around three points - the group, the individual and the social relations that arise.⁴⁰ Under each of these heads certain very definite problems arise. In the group, brought together by various causes and effects, are the personal groups constituting the family, the play group, and the neighborhood; the impersonal group, the crowd, the mob, the community, the public, the voluntary society, the class, the party, the cultural group and the sect.

Individuals must be considered as an important unit of social structure, for they represent the group unit on a smaller scale. There is the self, socialization, opinion, sentiment, attitude, standard, habit, valuation, activity - all of which must be recognized, understood and met if the third unit - social relations - is to be handled effectively. In this last, enters association, imitation, cooperation, organization, competition and conflict.

These three units form or produce our social process or activity of social values, moral codes, traditions, fashions, ethics and social control.

40. Edward Carey Hayes, Sociology and Social Research,

V. 12, 1927, P. 12

Records of the group show the following development.⁴¹
in the public's attitude toward social work. During the first decade, statistics or census enumeration was emphasized; the second, human care; and in the third, there was a transition to cure rather than care; in the fourth, prevention became prominent, rather as a profession than as a working program; and in the fifth and last decade, the preventive program is a fruitful reality.

In early "generations there was a tendency to stress the salvation of the individual soul as the moral criterion and the individual responsibility as the means. The tendency of the past generation has been to stress social welfare as the norm and social responsibility as the means."⁴²

Industrial life presents two forces - natural and ethical, while each incident of the social question has a two-fold character, the outward form and the interior spirit. Social work gets its distinctive quality from the fact that it seeks first to understand these forces and secondly to affect the problems of the community by means of direct contact with all sorts of conditions of men.

41. Conference of Social Work, 1923. P. 3

42. James Ford, Social Problems and Social Policy, P. 6

As a profession, this so-called new social work has as its object, to restore to its true place in the fields of politics, industry, and culture, all things in the life we now live. It stands for an effort on the part of those who represent some type of privilege or resource to study and in experimental ways to serve the human needs and desires which are the urgent forces back of this tendency. It is seeking to lead the way to further and broader adjustments in the lives of the people.

Yet people reject the expert. Why? Because in the past so many experts knew so little of the life of the masses. The social worker seeks to become a statesman, serving to unite scattered industrial, racial and religious elements while social work in its wider scope includes the extension of all the older callings to meet the new and pressing needs. It seeks to be constructive and preventive in its work.

The relation of state and the law to moral ideals is a complex and peculiar one. In early days the place of morality was determined by the church. It was not until after the Reformation that the development of social legislation began.

Because of its geography, its population, its varied industries, the social problems of the United States are very difficult ones to solve. It has exhibited a character of its own - different from that in other countries.⁴³

43. Edward T. Devine, Social Work, Chapter III

The agricultural, industrial and commercial development as well as its social ideals, its political system, no internal tariff boundaries, its mineral deposits, natural resources, inexpensive or free land and its religious ideals have naturally reflected the physical resources. Extreme individualism has been cultivated and caused to flourish.

Some of the characteristics that distinguish American social work from that of the others are:⁴⁴

1. A greater variety. Almost every type of social problem, divorce, poverty, crime, disease, may be found in some degree, in any of the larger cities of the country. Even the smaller towns are well acquainted with such problems.
2. The amount of relief work undertaken on private initiative is greater than that done by the state as compared with that in other countries.
3. The relative amount carried on under religious auspices is far less.
4. There is more hope and courage throughout the whole system of charity and correction in the United States than in other countries.
5. The rapid changing character of our social work sets it apart as different.

44. Ibid, Chapter III

Social work is now classified according to:⁴⁵

1. Auspices under which it is done
2. Process used, as
 - a. Case work
 - b. Teaching and organizations of small groups for education, recreation and for social purposes.
 - c. Organizations and administration of unit.
 - d. Education of the public.
 - e. Cooperation of resources of community.
3. The social problem as,
 - a. Care of those in need.
 - b. Care of those sick, aged, crippled.
 - c. Care of those who have committed crimes.
 - d. Efforts to abolish poverty.

45. Edward T. Devine, Social Work, Chapter V

PROBLEMS

Social problems are of many types, yet there is no definite line dividing them. Among the problems most common in the United States that require consideration^{46,47} are those of unemployment, feeble-mindedness, children without parental care, widowhood, divorce, desertion and non-support, neglected and abused children, "difficult" children, old age, prostitution, the illegitimate family, homeless men, poverty, law-breakers, irregular work, industrial accidents, disasters, tuberculosis and other diseases, the crippled, the blind, the deaf, the drug addicted, mental diseased, nervous diseases, and dis-organized families.

Nor are these problems that face only a few here and a few in some other place, but they are common to all states and all towns of any size. Even the smaller towns find many of these questions to meet. The number of one type or another may vary in different places for a city such as New York City would find its larger problems different from those in New Orleans, but each will have some of the same social problems to meet.

Colorado has its problems as is evidenced by the homes

46. Sydnor H. Walker, Social Work and the Training of Social
ers
Work, Chapter I.

47. Stuart A. Queen, Social Pathology, P. XV for list

for the aged, the poor, the blind, the insane, the children, the unmarried mothers, the juvenile courts, the reformatory, the penitentiary, tuberculosis hospitals, and other social welfare organizations. Divorce is also a problem.

A discussion of each problem would require a book in itself. Ways of dealing with these problems and - more important today - ways of preventing their presence are questions that students of sociology are seeking to meet.

DANGERS IN SOCIAL WORK

The survey technique in social work first developed as a particularized muck-raking adventure and has gradually grown, becoming refined and standardized into a scientific method for determining character and the extent of the conditions and activities of the group life. Up until the present century, there had been very few scientific studies made of community life. Especially during the last 15 years, there has developed a widespread desire to understand social conditions and activities. The number and variety of surveys that are being made have some accurate information in regard to existing conditions.⁴⁸

Altho the remark has been made that "little of lasting value was accomplished by the survey," it may be warranted in many cases. There is a lot of valuable data secured to-day thru just that method.⁴⁹ The findings of the social survey should bear much the same relation to the community's activity as the geological survey would to the development of industrial progress. Until the work is put on such a plane, we shall have to agree with Dr. Malinowski⁵⁰ when he objects to what he calls "the hearsay method of field

48. M. C. Elmer, Technique of Social Surveys, Introduction

49. M. C. Elmer, Social Survey, Standardized Sociology and Social Research, V. 12, P. 50

50. Dr. Malinowski, Crisis in Anthropological Research, Sociology and Social Research, V. 12, P. 33

work." Where the ethnologist depends principally upon an interpreter, a notebook, and the formal question and answer method, one "can collect only opinions, generalizations, and bald statements. It gives us no reality for he has seen none."

But the dangers of organization of social service are not confined alone to the unauthentic reports made. With great institutions now organized to carry on the work, the sense of brotherliness so important in the work may be lost sight of unless the workers are willing to put themselves heart and soul into their work. Otherwise the work will become merely a mechanical process of caring for so many animals that have neither souls nor personality.

Another great danger is in the effect it has on the person receiving the aid. Many of the people are not asking financial help. They are asking for the opportunity to remake and develop their homes and their personalities - the chance to support their families. True, this takes some financial aid, but it is a different type of help from the almsgiving of olden days or even of much of the charity of today.

It is true that there are those individuals who are seeking an easy means of gaining a livelihood and therefore seek to exploit the church, lodge, charities and individuals and as many of these at a time as he can get by with.

The need then is to develop men and women who can care

for themselves when sociological problems arise, and to help these people to make their re-adjustments for themselves instead of destroying their sense of family responsibility and self respect by making that re-adjustment for them.

Professor Tufts is inclined to be a little fearful⁵¹ of the evils of over-professionalism that are likely to develop unless care is observed by the workers. Social work now has standards of training, of research and of practice. It has professional schools and publications that are becoming increasingly professional in nature. He feels that ultimately it must be put on the basis of social engineering but the workers must avoid evils common to all professionalism that would tend to paralyze or nullify the benefit of social work.

51. James H. Tufts, Education and Training for Social Work,
Introduction

PREPARATION FOR SOCIAL WORK

The development of social work as traced by Queen⁵² shows,

1. An increasing emphasis upon prevention of social ills.
People no longer think that poverty and crime are a part of the natural order of things. They are realizing that they are man-made and that man can and is changing them. Prevention is coming slowly but surely thru educative books, pamphlets, articles and schools as well as thru good environment and training.
2. An increasing correlation of social agencies, with the community rather than the individual as the object of attention.
3. A movement toward more and more governmental support and administration of agencies previously maintained by private philanthropists.
4. The growth of more intelligent standard by which social workers and their organizations are being put to the test to see precisely what they are doing, to measure their effectiveness, and to evaluate their achievements.
5. The provision of special training for social work

52. Stuart A. Queen, Social Work in the Light of History, P. 10

so that it may become a profession, resting on scientific basis, requiring thoro preparation, offering opportunity for specialization and substituting dignified professional services for charity.

6. The demonstration by events that the future of social work depends more on general economic and social developments than on the social work of the past.

This development is similar to that thru which other recognized professions have gone thru in becoming a profession.

The first appearance of a more systematic training for social workers than apprenticeship affords, was the six weeks course arranged by the New York Charity Organization Society. This was held in the summer of 1898 with twenty-seven students enrolled for the lectures and the conferences.

In 1904, the New York school of Philanthropy offered a full year's course. Later a two years' course was added. The same year a similar school was established in Boston by Simmons College⁵³ which lead to a Bachelor of Science degree. 1903 saw the Institute of Social Science planned as a part of the work of the extension department of the Chicago University. Since that time other schools have

53. Stuart A. Queen, Social Work in the Light of History.
Pp. 21,22

added similar work.

Because such work is new, there has been no definite requirement for admission, altho one school demands three things.⁵⁴

1. Completion of a college course,
2. Graduation from a secondary school,
3. Definite social service experience.

The progress of social work has been slow, not only because it is a new field of endeavor, but also because certain factors work as hindrances. The fact that social work is not sufficiently different from other activities already established is one hindrance. It is difficult to tell just where one leaves off and the work of another vocation begins. This is shown by the overlapping of the work of the doctors, nurses, teachers and ministers especially. It also includes a wide variety of service extending from housework in homes and orphanages to that of administering a government bureau. Each of these many positions requires its own special type of training.

Lack of initiative on the part of workers to establish their work as a profession should be, and the persistence of the apprenticeship method of training are also reasons that have hindered the progress of the work becoming a profession.

54. Stuart A. Queen, Social Work in the Light of History, P. 23

Sympathy for those who are in trouble and a desire to help them are as important in the requirements for the paid and for the unpaid social worker of today as they ever were. But that is not all that is required today of the worker. The Carnegie Foundation has given the following chart for general and technical qualities.⁵⁵

1. General qualities.....75%
 - a. Character.....24%
 - b. Judgment.....19½%
 - c. Efficiency.....16½%
 - d. Understanding of human beings.....15%
2. Technical..25%
 - a. Knowledge of fundamentals of the science...15%
 - b. Mere technique of the science.....10%

The college today, building on what the student brings with him, adds to his character, judgment, efficiency, understanding and technical knowledge. Such studies give breadth of mind, but resourcefulness and initiative should be cultivated.

Twenty or thirty years ago, when colleges first offered the subject of social work for credit, the teaching material was scarce and the work somewhat questioned. Today with scientific work being encouraged, the field is proving highly

55. Edward T. Devine, Social Work, P. 298

valuable to the student interested in such a life occupation as that of a social worker.

Teachers of sociology recognize three divisions of the subject, namely, descriptive sociology - the study of what the subject is about, historical sociology - what it has been, and theoretical sociology - what it may become.⁵⁶

In teaching the subject, Leslie D. Zeleny⁵⁷ believes it is important that the individual should be trained by membership in a real and natural social group rather than talked to about social duty; that training should develop integration of personality in facing the distracting stimuli of social groups; that one should be trained to individual responsibility to the group; to be trained in conditions that give opportunity for social success; and given freedom for discussion.

The American Association of Social workers regards itself as a professional group with twelve fields of problems of objectives. These are child welfare, the family, delinquency, medical social service, public health, housing, leisure time activity, the settlement, the school, industry, immigration, and community development.⁵⁸

56. Edward A. Ross, Foundation of Sociology, P. 182

57. L. D. Zeleny, Teaching Sociology

58. H. N. Shenton, Practical Application of Sociology, P. 185

The methods, thru which this work is accomplished, are divided into case work, group work, community organization, institutional work, social research, publicity, finance and other specialties.

One skilled in writing is frequently demanded for social case records, camp papers, reports, letters and secretary work. Two suggestions are given by Burges Johnson⁵⁹ of Vassar college. They are, "First don't go into social service work unless you're willing to give yourself to the work. Secondly, go out on interviews and yet more interviews. The ability of getting what you want from a person who either doesn't want or doesn't know how to give it to you, and the ability to write a report which will give briefly the facts and the flavor, so to speak of the interview will be invaluable."

59. Burges Johnson, Earning a Living By the Pen, P. 51

PART II

CONDITIONS IN COLORADO

History

As a territory, Colorado was so named from the Spanish verb "colorar" or color. Colloquially it was used for red colored.⁶⁰ The territory was composed of three portions, first that from the Louisiana purchase; secondly, from the Texas cession; and lastly from the Mexican cession of 1848.

Discoveries made by George A. Jackson at Idaho Springs, by J. H. Gregory on the North Fork at Central City and gold on Cherry Creek⁶¹ brought immigrants by the thousands to the territory. Political organizations were made without regard to the territorial organization of Kansas - of which Colorado was then a part.

Delegates met and adapted a constitution in 1859 for the state of Jefferson. The area was then somewhat larger than the Colorado of today. Since there was considerable opposition to the formation of the state, a second convention was called. The new state was established and was called the "Territory of Jefferson."

Altho a constitution was adapted and ratified at the first convention, it never went into effect. That of the

60. Americana, V. 7, P. 317

61. W. H. Slingerland, Child Welfare Work in Colorado,

University of Colorado Bulletin, 1920

second was ratified October 24, 1873 and the state officers were elected that same day. It was not until December 30, 1873 to March 13, 1876 that Colorado became a state.

Colorado, as the twenty-fifth state to be admitted to the union,⁶² is the seventh in point of size. Its surface is diversified. The eastern slope is rich plains, while the western part is rocky and mountainous. The industries are likewise varied - mining, agriculture, stock raising, all having important places.

Of the early history of Colorado, a great many of the records were lost in the Denver fire of 1863 and the Cherry Creek flood of the same year, but in an early copy of the National conference of social work (1895) one finds a discussion of the social work of the state. It says, " In the last two years Colorado took a step forward in the work of charities and corrections. Public sentiment had been aroused.....New and more humane methods were introduced in the penitentiary and the industrial school.....Many charity organizations and associations were organized in the smaller towns."

By 1920 there were 30 organizations directly connected with the work of caring for dependent, delinquent and defective children. The Denver Juvenile Court has won much recognition

for its humane and effective method of handling the delinquent minor.

In 1891, the Eighth General Assembly established, by an act, a Board of Charities and Corrections. It consisted of six non-salaried members with overlapping terms of six years. The members were appointed by the governor with the approval of the Senate. In 1893, members of this Board were created members of a State Board of Pardons, the secretary of the former Board becoming the ex-officio secretary of the second. 1895 saw an amendment abolishing the Board of Pardons as a joint Board and made it a separate one retaining the secretary of the Board of Charities and Corrections as the secretary of the Pardons Board. In 1923, the Legislature abolished both boards and the secretary of the Pardons Board and created a Department of Charities and Corrections with a secretary directly responsible to the Governor.

State charitable and correctional institutions reporting to this department are:

1. State home for dependent Children.
2. State Home and Training School for Mental Defectives
3. Industrial School for Girls.
4. Industrial School for Boys
5. Reformatory
6. Penitentiary
7. State Hospital for the Insane.

3. Soldiers' and Sailors' Home.
9. Industrial workshop for the Blind.

County and municipal institutions reporting to the Board are:

1. Juvenile judge of the city and the county of Denver.
2. All county judges of all counties on
 - a. Juvenile delinquency and dependence.
 - b. Administration of Mothers' compensation.
3. Boards of county commissioners.
 - a. Mothers' compensation
 - b. Poor relief
 - c. County relief institutions
 - d. Blind relief.
4. Sheriffs
 - a. Jails and prisoners
5. Superintendents of county hospitals
6. Superintendents of county farms

This board serves without pay and the members bear all their expenses in attending meetings and visiting institutions. (Report of Board of Charities and Corrections, 1915).

Colorado has established other various bureaus and departments to help in caring for the state's social problems.⁶³

63. Report State Board of Charities and Corrections

Those most important in this work as given in the Session laws of Colorado for 1925 are, with the officers:

1. State Bureau of Child and Animal Protection

President, first vice-president, second vice-president, secretary, treasurer and the governor as an ex-officio member.

2. State Labor Department

Commissioner is ex-officio, the deputy labor commissioner and factory inspector and a statistician.

3. State Board of Control of Child Welfare Bureau

President, vice-president, secretary, two members and an executive secretary.

4. State Commission for Blind.

Five members.

For the state institutions:

1. Board of Trustees for the School For Deaf and Blind,
Colorado Springs,

Five members.

2. Board of Control for the Workshop for the Blind,
Denver,

Three members.

3. Board of Corrections

Warden of penitentiary, of the reformatory, superintendent of the state hospital and three other members.

4. Board of Commissioners of the Soldiers' and Sailors' Home
Five members.
5. Board of Control for the State Home for Children
President, secretary, superintendent, and three other members.
6. Board of Control for the Industrial School for Girls
Five members.
7. Commissioners for the State Home and Training School for Mental Defects, at Ridge.
President, superintendent-Ridge, superintendent-Grand Junction, two other members.

The state has provided homes or institutions for those who would otherwise be a danger or a burden to the people of the state. A brief discussion of these institutions might therefore be of some value.

COLORADO STATE INSANE ASYLUM⁶⁴

Located at Pueblo, the state insane asylum was opened October 23, 1879 in accordance with an act of the Second General Assembly. This act was ammended April 18, 1899, creating a board of lunacy commissioners.

64. Report Colorado State Hospital, 1935-36

Property was valued at \$2,086,847.00. The institution is supported by a mill levy for this purpose, by special legislative appropriations and from earnings of the institution itself thru payments made for some patients, the sale of produce and so forth. Woodcroft Hospital, which was built to provide room for 200 more, cost \$200,000.00

STATE GENERAL HOSPITAL 65

The State General Hospital, under the direction of the State University, was opened 1924 to care for other mentally handicapped. As yet, however, no after-care for the insane, to help them in re-adjustment after being discharged, has been provided.

STATE PENITENTIARY 66

The Colorado State Penitentiary at Canon City was established by an Act of the seventh legislative assembly (territorial) in 1868. The prisoners work on highway construction, farming, general improvements and repairs of the penitentiary and other institutional work. In the last two years the convicts have also been employed to make the automobile licenses for the state. In addition to this the prison operates a canning factory in the town during the summer.

65. Report, Colorado State General Hospital, 1925-26

66. Report, Colorado State Penitentiary, 1925-26

In 1924 there were 434 convicts serving a first term; 263 a second; 23 a third; 5 a fourth; 2 a fifth; and 2 a sixth term.

As Wyoming could not care for women convicted of crimes in 1924, the Colorado institution cared for nine. It also cared for 30 women for the United States government. Part of these ^{were} removed to the Leavenworth Penitentiary in 1928.

REFORMATORY⁶⁷

The state reformatory was also established by the seventh general assembly and approved in 1889. It was built at Buena Vista, and cares for the youths from 16 to 21 years of age who have committed a felony for the first time. Under certain circumstances, men from 21 to 30 may be committed to the Reformatory in place of the Penitentiary.

When a boy enters the reformatory he is first placed under guards, where he works with other boys in gangs. He is carefully watched and a record is made of his spirit and attitude. When confidence is warranted, he becomes a "trusty" - no guarding. He then reports to an overseer or to the warden. A boy may be released as soon as his work and behavior give satisfactory evidence that he is ready for release.

67. Report, Colorado State Reformatory, 1925-1926

Many of the boys are employed in industries of the institution as in the bakeshop, shoe shop and other work. Some of the boys are working on farm camps..

INDUSTRIAL SCHOOL FOR BOYS ⁶⁸

The industrial school for boys was established at Golden by an act of the third general assembly in 1881. The institution is a school for difficult boys from the ages of 7 to 16 years. The inmates are not confined and they do not wear penal badges. When a boy is once committed to the institution he remains under the control of the school until he is 21.

INDUSTRIAL SCHOOL FOR GIRLS ⁶⁹

An act of the sixth general assembly approved the building of the industrial school for girls at Morrison. This home was opened in 1895 but the name was changed to "school" in 1897 by the Assembly.

STATE WORKSHOP FOR BLIND ⁷⁰

The Colorado State Workshop for the Blind was established in Denver in 1907. The workers are employed in making brooms. They start as apprentices at \$1.00 a day and are

68. Report, Colorado Industrial School for Boys, 1925-1926.

69. Report, Colorado Industrial School for Girls, 1925-1926

70. Report, Colorado State Workshop for Blind, 1926-1928

increased to maximum of \$2.25 a day.

COLORADO SCHOOL FOR THE DEAF AND THE BLIND ⁷¹

The Colorado School for the Deaf and the Blind was established by an act of the tenth legislative assembly (territorial) and approved in 1874 under the name of the "Colorado Institution for the Education of Mutes." This act was repealed in 1877. By that same act the "Institution for the Education of the Mute and the Blind" was established. In 1890 the name appears as "The Institution for the Education of the Deaf and the Blind" altho there seems to be no legislative warrant for the change. However, in 1895 the name was changed to the Colorado School for the Deaf and the Blind.

State Home and Training School for Mental Defectives ⁷²

1909 saw the establishment of the Colorado State Home and Training School for Mental Defectives at Ridge.

Soldiers' and Sailors' Home ⁷³

In 1889 an act of the seventh general assembly was approved for the establishment of the Soldiers' and Sailors' Home at Monte Vista.

71. Report, Colorado School for the Deaf and the Blind, 1923-1928

72. Colorado Session laws, 1925.

73. Report, Colorado State Soldiers' and Sailors' Home, 1923-1924

COLORADO CHILDREN'S HOME ⁷⁴

The Colorado Children's Home was built in Denver by an act of the tenth General Assembly and approved in 1885. When the children are committed to the state home the board of control becomes their legal guardian. The board of control will then either hold them in the home, adopt or board them out as it deems best. This board of control is made up of four members, two of whom are the superintendent and the state agent.

74. Colorado Session laws, 1885.

WORK OF INDUSTRIES AND STATE ORGANIZATIONS

There are a number of industries that have provided advantages or protection for their workers. The Colorado Fuel and Iron Company of Pueblo has established a technical library in its Steel Works Club Building. In this, there are some 800 books and reports covering all subjects of interest in their branches of science. A librarian is in charge.⁷⁵

This same corporation established two schools in connection with local schools for their employees. In 1926 there were 61 classes held with an enrollment of 4500, a total of 3000 hours of instruction and a cost of \$11, 344.00, part of which was paid by the state.

The Bureau of Child Welfare has been active in its line of work. Under its work comes the dependent, delinquent, mental defective, blind, deaf and the public schools. The crippled child is the only one for whom no provision⁷⁶ is made altho the Bureau is trying to handle the problem. In the last 5 years (1937) it has worked with large numbers of crippled children, those who have cleft palate, hare lip, club feet, tubercular bones, congenital hip, bowlegs, hump back and greatest of all, infantile paralysis.

75. Colorado Fuel and Iron Industrial Bulletin, August 15, 1926, P. 35

76. Colorado Parent-Teachers, November, 1937, P. 16

The Denver Opportunity School is undoubtedly one of the most interesting experiments in adult education to be found.⁷⁷

The founders aimed;

1. To provide fundamentals of an education for those persons who had been deprived of school advantages in youth,
2. To offer opportunities to men and women already in mechanical and industrial pursuits who had the ambition to become more efficient workers,
3. A working knowledge of many of the trades and industries,
4. To give boys and girls another chance who for various reasons did not fit well in the regular public schools,
5. To give people born in other countries a chance to learn English and also to prepare them for naturalization and citizenship.

No formal entrance requirement is asked for, nor is there an upper age limit. The student can spend as much time as he can spare away from his regular work. Teachers, for the most part, are those who have sympathetic understanding of problems likely to arise in such a school. They are men and women of years of trade experience and who have a breadth of vision.

⁷⁷. Denver Public Schools, Monograph No. 11

To those who complete a unit of the course in a satisfactory manner, a certificate is given.

REPORT OF QUESTIONNAIRE

Colorado has many social problems to meet altho it is true it does not have as many as the states with larger cities such as New York or Chicago. In some of the smaller and the rural communities of the state, the social work is handled almost entirely from the health standpoint. This is done either thru hospitals, Tuberculosis Associations, Red Cross, school nurses, or thru free medical service. In some it is handled by one person who handles all types of social work. In a few of the Denver institutions, as the psychopathic hospital, social work is of a psychological nature. In nearly every county there is some provision for those who cannot make the proper economic re-adjustments. These institutions are called county farms, homes, or hospitals. Rarely, however, is a well-rounded program carried out altho Denver and Colorado Springs have made some attempt to accomplish this by their Community Chest, Associated Charities and Bureau of Charities.

In times past, those in the state who sought to carry out some sort of social service work, did so at their own expense. Gradually the larger cities, as well as a few of the industries, have felt the importance of such work and have offered to pay workers to devote their time to improving the living conditions among the people who have found difficulty in making readjustments either because of

poverty, sickness, desertion or accident. In fact it has been within the last 25 years that such work has had a place in Colorado history and even in the last 10 years that organizations have been perfected in a measure to carry on the work.

Even today there are many organizations that have volunteer workers. Especially is this true of such organizations as the Salvation Army and Red Cross, secretaries in small towns as Walsenburg, Craig and Trinidad, and in the sparsely settled counties. Other organizations reporting the use of volunteer services in their work are Highlander Boys, Needlework Guild in Denver, Young Men's Christian Associations in some of the smaller towns, juvenile courts, Colorado Springs Associated Charities, Garfield Welfare Association in Denver, Girl Scout leaders, Community Welfare League of Burlington, Campfire, Child Welfare League, psych-hospital^{hospital} opathic, and the Flower Girl Association of Denver.

Social work in Greeley originally was carried on by volunteer and later by half-time untrained workers. Since 1928, however, a trained worker has been employed.

Some of the Denver, Colorado Springs and Boulder organizations allow seniors from the colleges in those cities to do case work for them as a part of the students' class work. These seniors find work of this kind in the Boulder

Social Service Council in Boulder, Florence Critterton Home and the Juvenile Court of Denver.

These students actually do a certain amount of the case work that is done. Such classes not only furnish the student with much first hand information, but it gives him experience in this type of work as well as supplying the social agencies with trained workers.

The study of social problems is a new question in the Colorado Agricultural College curriculum.

With an increasing number of students taking work in sociology, the question of openings for the student trained in sociology and social service becomes an important one. In an effort to find out just what the conditions in Colorado are and what opportunities might be open to one of social service training, this study was undertaken.

A list of the organizations in the state doing work that could be classed as social work was obtained and questionnaires were made up and sent out. In order that the survey might cover the state as well as possible, questionnaires were sent to the superintendents of education or to the secretaries of the American Red Cross in each county asking them to fill out the questionnaires and return them or to pass them on to some organizations in the county doing social service work.

The questionnaire (see example) was worked out to show the name of the organization, its general type of work, the number and kind of workers, together with the salaries paid, experience, and the kind and amount of training required. The questionnaire also sought to find out how much was spent in carrying on the work of the organization and how this money was secured.

For the most part those to whom letters were sent were prompt and gracious in answering and sending the desired information. Some institutions did not deem it wise to give out such detailed facts about their work; some, of course, had no material of statistical nature to send, altho the information they sent was helpful in a degree; other groups either did not receive the questionnaire or did not have time to fill it out and return it.

C O L O R A D O A G R I C U L T U R A L C O L L E G E
ECONOMICS AND SOCIOLOGY DEPARTMENT
FORT COLLINS

An effort is being made to assemble all the information possible about the social welfare organizations in Colorado, their work, approximate salaries paid, the amount and type of training required, and the opportunities open to one interested in such work. As an educational institution, the college needs to know these things in order to know the opportunities open for graduates in sociology.

This work is being carried on under the direction of Professor B. F. Coen, Professor of Sociology at the Colorado Agricultural College. It is to be presented as a thesis for a degree of Master of Science at that institution.

Any cooperation that you can give in filling out the enclosed questionnaire and returning as soon as possible will be greatly appreciated.

Yours truly,

Mary Baber.

The Library
Colorado Agricultural College
Fort Collins, Colorado.

COLORADO SOCIAL WELFARE ORGANIZATIONS

Questionnaire

Name of organization_____

Name of town_____

Person in charge_____

When established in town_____

General type of work

Institutional -	Individual -	Community -
as	as	as
orphanages, homes, hos- pitals, penitentiary.	family welfare work, school nurse	educational (Opportunity school) and playground.

Is the work of a preventive or curative nature? Please explain.

Topic	Finances	Amount	Remarks
Amount available	How secured		
	State tax.....		
	Subscription or contribution.....		
	Church.....		
	Other sources.....		

How Spent	Amount spent for
	Salaries.....
	Upkeep and general expenses.....
	Building.....
	Actual social work..
	Other expenses.....

WORKERS

Paid				Volunteer			
Full Time		Part Time		Full Time		Part Time	
Men	Women	Men	Women	Men	Women	Men	Women
No.	Salary	No.	Salary	No.	Salary	No.	No.

Earlier in the year a questionnaire was mailed to you asking you about the work of the institution or society with which you are connected. As we have have not had your reply, we wondered if you had received the blanks. We are therefore enclosing another form to have you fill out and return to ^{us} at your early convenience.

An effort is being made to assemble all the information possible about the social welfare organizations in Colorado, their work, approximate salaries paid, the amount and type of training required, and the opportunities open to one interested in such work. As an educational institution, the college needs to know these things in order to know the opportunities open for graduates.

Any cooperation that you can give in filling out the enclosed questionnaire and returning as soon as possible will be greatly appreciated.

Yours truly,

326 Plum Street,
Fort Collins, Colorado.

Mary Haber.

P. S. It is essential that a study of this kind be as nearly complete as possible. Your cooperation is appreciated.

B. F. Coen
Rural Sociologist

[illegible]

In all, there were 250 questionnaires sent out to organizations and institutions thruout the state. These included as many of the groups in larger towns as could be found, the secretary of the American Red Cross or to the county superintendent of schools in each county.

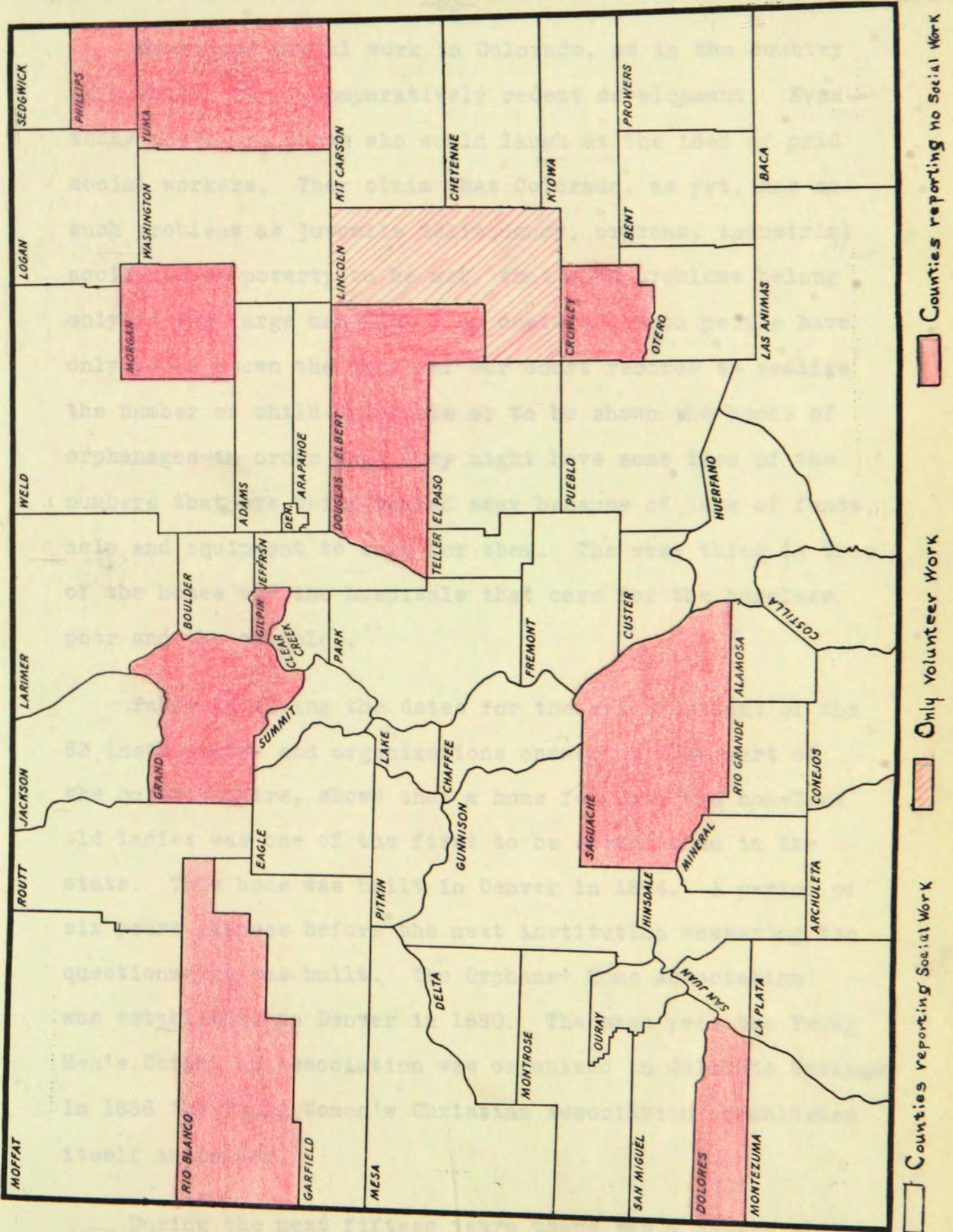
Out of the 250 letters sent out 100 organizations were heard from and 24 letters were returned unopened. Of this number, eleven counties, namely, Gilpin, Elbert, Grand, Delores, Yuma, Saguache, Douglas, Morgan, Crowley, Rio Blanca, and Phillips, reported no organized social work of any kind being done. (See map.)

The author feels that in the case of some of these counties at least, there is a small amount of relief work being done among the poor, altho this work may be carried on by lodges and churches.

The work does not claim to be a complete study of all organizations doing social service work in Colorado. Some organizations doing work that would be classed as such by definition do not call it social work. The churches, lodges and social groups were not, for the most part, covered in this paper. All of these do a large amount of this kind of work - both in their own name and thru charitable groups. Neither does this paper cover any of the personal relief that is given by nundreds of people thruout the state.

Counties Reporting Some Social Work

COLORADO



Organized social work in Colorado, as in the country as a whole, is of comparatively recent development. Even today there are those who would laugh at the idea of paid social workers. They claim that Colorado, as yet, has no such problems as juvenile delinquency, orphans, industrial accidents or poverty to be met, that such problems belong only to the large manufacturing centers. Such people have only to be shown the pages of our court records to realize the number of child criminals or to be shown the books of orphanages in order that they might have some idea of the numbers that are being turned away because of lack of funds, help and equipment to care for them. The same thing is true of the homes and the hospitals that care for the homeless poor and the cripples.

Table I, giving the dates for the establishment of the 53 institutions and organizations answering that part of the questionnaire, shows that a home for poor and homeless old ladies was one of the first to be established in the state. This home was built in Denver in 1874. A period of six years elapses before the next institution answering the questionnaire was built. The Orphans' Home Association was established in Denver in 1880. The same year the Young Men's Christian Association was organized in Colorado Springs. In 1886 the Young Women's Christian Association established itself in Denver.

During the next fifteen years there was a rather slow

growth among social welfare groups of the state. But in the ten years from 1900 to 1910 one sees a rapid growth especially among the groups in Denver. From 1910 to 1920 there was even greater expansion and establishment of new organizations. The period from 1920 to 1929 shows a slight falling off in the number of new groups. This is due in part to the large expansion of the preceding period, to a lack of trained workers, to consolidation on the part of some organizations and to a general depression, lack of finances thruout the state and the fact that professional fields were already crowded.

A summary of Table I shows that there were nine institutions established before 1900; fourteen from 1900 to 1910; seventeen from 1910 to 1920; and thirteen since 1920. As a new profession entering fields already crowded, the social workers find many problems facing them, but the one great plea coming from almost all the groups thruout the state is, "more money for better trained workers."

TABLE I
ESTABLISHMENT OF INSTITUTIONS
Before 1900

<u>Name</u>	<u>Date</u>
Old Ladies' Home, Denver.....	1874
Orphans' Home Association, Denver.....	1880
Young Men's Christian Association, Colorado Springs....	1880
Young Women's Christian Association, Denver.....	1886
El Paso County Humane Society, Colorado Springs.	1889
Florence Crittenton Home, Denver.....	1893
Needlework Guild, Denver.....	1893
Salvation Army, Denver.....	about 1894
State Home for Dependent Children, Denver.....	1895
Total	9

From 1900 to 1910

Juvenile Court, Denver.....	1900
Myron Stratton Home, Colorado Springs.....	1902
Detention Home School, Denver.....	1903
E.M.Byers Home for Boys, Denver.....	1903
Jewish Consumptives' Relief Society, Denver.....	1904
Colorado Prison Association, Denver.. ..	1905
Evangelical Lutheran Sanitarium, Denver.....	1905
Swedish National Sanatorium, Denver.....	1905
Colorado Workshop For the Blind, Denver.....	1907
Young Men's Christian Association, Fort Collins.	1907

<u>Name</u>	<u>Date</u>
National Home for Jewish Children, Denver...	1908
Associated Charities, Colorado Springs.....	1908
Visiting Nurse Association, Colorado Springs	1909
Travelers' Aid, Denver.....	1909
Total - - - - -	-14

From 1910 to 1920

County Poor Home, Durango.....	1911
Bureau of Charity, Denver.....	1912
Adult Home for Blind, Denver.....	1913
Church Home for Convalescents, Denver.....	1914
Flower Girls' Association.....	1914
Sands House Association, Denver.....	1914
Community Welfare League, Burlington.....	1916
Highlander Boys, Denver.....	1916
Y. W. C. A., Pueblo.....	1916
American Red Cross, Craig.....	1917
Girl Scout, Colorado Springs.....	1917
Lincoln County Red Cross, Hugo.....	1917
Pikes Peak Boy Scouts, Colorado Springs.....	1917
American Red Cross, Cheyenne Wells.....	1918
American Red Cross, Trinidad.....	1918
Tuberculosis Association, Colorado Springs..	1919
Total - - - - -	-17

From 1920 to date

<u>Name</u>	<u>Date</u>
Colorado Child Aid Society, Denver.....	1921
Boulder Social Service Council, Boulder.....	1922
Community Chest, Colorado Springs.....	1922
Social Service Council, Colorado Springs.....	1922
Tuckaway Home for Homeless Children, Denver....	1922
Camp Fire Girls, Denver.....	1923
Garfield Welfare Association, Denver.....	1923
Larimer County Hospital, Fort Collins.....	1925
Colorado Psychopathic Hospital, Denver.....	1925
Otero County Health Unit, Rocky Ford.....	1925
Colorado Child Welfare League, Denver.....	1926
Associated Relief, Greeley.....	1928
County Nurse, Fort Collins.....	1928
Total - - - -	-13

In studying the types of organizations, a somewhat broad classification based on that used in a study made by the New York School of Philanthropy, the Bureau of Vocational information and the Collegiate Bureau of Occupations of Denver in 1925 was used.

This divides the work into three classes, (1) institutional work, (2) other work with individuals, and (3) community movements. Under each of these are certain subdivisions as under institutional work is included the hospitals, homes, orphanages, and clubs for working girls. Under the work with individuals, is family welfare work, child welfare work and health agencies. In the community movements are listed educational programs, citizenship building and playground work.

Most of the groups answering the questionnaire gave a definite idea of the work they were doing. However, some merely checked one of the three main divisions or left that part blank. A glance at Table II will show that there are 32 organizations doing institutional work. This includes 8 hospitals, 1 industrial school, 12 homes, 9 orphanages, 1 club for women and 1 penal institution. There were 20 groups doing individual work, divided as to family welfare, 12; case work, 3; child welfare, 5. 12 societies listed their work as community, while 8 gave their work as including all three.

Based on the number of questionnaires answered, over half of the social work of the state is being done in Denver. Of the 32 groups doing institutional social service work, 22 are in Denver while 10 are scattered thruout the state - Colorado Springs, Pueblo, and Boulder leading in numbers.

For individual work, Denver has 10 groups against 10 in the rest of the state. In community movements work, Denver lists 6 and there were 6 listed from the rest of the state. Of institutions doing all three types of work, Denver lists 3 as against 5 thruout the state. This last is not surprising for in the smaller communities it is necessary for one organization to handle all or at least several branches of social work. As a total comparison of the 72 organizations giving the type of their work, 41 were in Denver and 31 were divided thruout the rest of the state.

TABLE II
TYPES OF INSTITUTIONS

<u>Type</u>	<u>Denver</u>	<u>State</u>	<u>Total</u>
Institutional			
Hospital - - - - -	6-	2-	8
School - - - - -	1-	0-	1
Homes- - - - -	6-	6-	12
Orphanages - - - - -	8-	1-	9
Penal - - - - -	0-	1-	1
Clubs for Women.- - - - -	1-	0-	1
TOTAL - - - - -	22-	10-	32
Individual			
Family Welfare- - - - -	5-	7-	12
Case work- - - - -	2-	1-	3
Child Welfare - - - - -	3-	2-	5
TOTAL- - - - -	10-	10	20
Community - - - - -	6-	6-	12-
All three- - - - -	3-	5-	8
GRAND TOTAL - - - - -	41-	31-	72

Just why Denver has the largest number of organizations and institutions of a social service nature than any other city or town in Colorado might be explained in a number of ways. Some of the reasons are discussed below.

Denver is the largest city in the state as well as being the capital. Its industries are varied. As is natural for a town of its size, it has many more social problems to meet than some of the smaller rural towns would have. Therefore the need for social organization is greatest there. Being the capital city, many of the state institutions, bureaus and associations would naturally grow up near the state courts.

As the largest city, Denver offers many advantages to institutions building there. It has branches of all railroads running into it; it has a desirable climate; and it has fairly easy access from all parts of the state.

Much is being said now about the method of approach to social work. Early social work was mainly for the purpose of taking care of existing evils. That is, it was curative. As more research work is being done along these lines, a change is being brought about in the methods used. The idea that an ounce of prevention is worth a pound of cure is being applied to social work. Of the 59 organizations which stated whether their work was curative or preventative, 13 listed curative, 24 gave preventative and 22 doing both.

This shows that the predominant method among these organizations at least, is toward the newer idea of prevention and away from the old idea of correction altho some groups do find it necessary to combine both methods.

TABLE III

<u>Method</u>	<u>Denver</u>	<u>State</u>	<u>Total</u>
Curative- - - - -	-6- - - - -	-7- - - - -	-13
Preventative- - - - -	-16 - - - - -	-8- - - - -	-24
Both - - - - -	11 - - - - -	-11- - - - -	22
TOTAL- - - - -	33 - - - - -	-26- - - - -	59

Among the institutions that still find it necessary to do curative work are the associated charities, hospitals, homes and industrial schools. Some of those that do preventative work are the Y. M. C. A., the Y. W. C. A., Boy and Girl Scouts and Camp Fire groups. The organizations doing both types of work are those like the Red Cross, the tubercular associations, social service councils and school and visiting nurse associations - curing present evils and trying to prevent new ones.

It is the feeling of all of these groups that preventing the social evil before it happens is by far a better and more economical way to handle the case. But until schools, churches, homes and other preventative organizations become 100% efficient in their work, there will be a need for

some of those of a curative nature.

A study of 52 institutions that listed their purpose, shows that eleven were organized to help in family welfare and relief work. Eight are character-building, as the Y. M. C. A., Highlander, and other organizations. Four groups care for the tubercular of the state. Three groups care for dependent children while two more do case work with children. Another cares for boys whose homes have been broken up. Three provide homes and care for the aged and two provide homes for the blind.

The following chart shows the purpose of work done, as listed by 52 of the institutions answering the questionnaire.

Bring sunshine and happiness to those in want and distress	1
Care of the tubercular- - - - -	4
Care of dependent children - - - - -	5
Care of women and children discharged from hospitals	
but not able to work- - - - -	1
Care of mental defectives - - - - -	1
Care and home for the aged - - - - -	3
Character building - - - - -	8
Children's case work- - - - -	2
Clinic service and child welfare- - - - -	1
Collecting and giving out new garments - - - - -	1

Caring for boys whose homes are broken - - - - -	-1
Educational and character building- - - - -	-1
Educational and clinical - - - - -	-1
Family welfare work and relief - - - - -	11
Financing and coordination of social work - - - - -	1
Home for destitute children and aged - - - - -	-1
Home for homeless blind- - - - -	-2
Home for erring girls - - - - -	1
Institution for training juvenile delinquents - - -	1
Legislative and educational - - - - -	1
Psychopathic clinic - - - - -	1
Religious and character training with young people, men and women - - - - -	1
Soldier relief - - - - -	-1
Temporary care of destitute children - - - - -	-1
Travelers' aid - - - - -	-1
Work with boys and men in penal institutions - - -	-2
TOTAL- - - - -	52

There are many church organizations and lodges represented by some of these institutions but the surprising thing that has taken place in recent years is the opening of the services of these groups to all who may need aid, in place of reserving that help to those of their own membership.

Another step forward in Colorado social work is the centralizing of social aid by the establishment of assoc-

iated charities and community chests. Denver was perhaps the first city in the state to form a community chest and not without considerable opposition from many of the local groups. Boulder and Colorado Springs have followed Denver's example. In the last year Greeley has also formed an associated charities group.

Some have asked what the title is that is usually given to the person in charge of social welfare organizations. While not important in itself or of great value, it might be interesting to see how 54 of the institutions title their authority. These would necessarily vary for the different groups. The executive secretary, however, is given preference among this list by being used in 25 of the 54 groups. The term superintendent ranks second, being used in 14 institutions. In four organizations the term matron is given the one in charge. Other terms used are shown in Table IV.

TABLE IV

Terms used to Designate the Person in Charge of
Some of the Institutions in Colorado.

Matron - - - - -	4
Superintendent - - - -	14
Board of control - - -	1
Head of department - -	1
Executive secretary -	25
Director - - - - -	3

Chairman - - - - -	2
President - - - - -	-2
Lieutenant colonel - - - - -	-1
Supervisor - - - - -	-1
TOTAL - - - - -	-54

Among 77 organizations stating the number of full time, part time and volunteer workers there were 1,128 workers. This number included both men and women. Of this number 618 are volunteer either for part time or for full time; 112 are part time paid workers, and 488 are full time paid workers. (see Table V).

Besides the groups using volunteer workers there are various groups that use part time help. Some of these are organizations employing teachers, tubercular associations that have case workers and the associated charities of Colorado Springs. Red Cross of Cheyenne Wells, Flower Girls' Association, Garfield welfare association, Travelers' aid, Highlander Boys, the Salvation Army of Denver and other similar organizations.

This work varies from a few hours a week to half day service. Those engaged in part time work are usually those who follow some other line as the doctors or the teachers. Some of the case workers are employed on the part time basis.

TABLE V

Numbers of Workers Engaged in Part Time, Full Time
And
Volunteer Social Work in Colorado

	<u>Men</u>	<u>Women</u>	<u>Total</u>
Full Time - - -	194- - -	294- - -	-488
Part Time - - -	10- - -	12- - -	- 22
Volunteer - - -	311- - -	305- - -	-616
TOTALS - - -	515- - -	611-- - -	-1126

For some years no definite sociological training was that necessary. But that attitude is gradually slipping into the past. More and more the agencies such as the Red Cross, the tuberculosis association and the associated charities are asking for the college graduate trained along sociological lines. Especially is this true in selecting people to fill the executive offices.

In studying the answers to the questionnaires, one finds that some of the other organizations now asking for college trained men and women are the Y. M. C. A., physical education directors, certain Red Cross Chapters (especially in the larger towns), Colorado prison association, Children's Aid Society, Travelers' aid, Juvenile Court and the Garfield Welfare Association, all of Denver.

The Bureau of Charities, Y. W. C. A., and Denver Red Cross now require college degrees for their workers. The Y. W. C. A. and other groups as nurses and doctors are re-

quired to have special work along their lines in addition to a college degree. The Y. W. C. A. and the Salvation Army have special schools of their own for the college graduate interested in their line of work.

Some of the groups that do not prefer the college trained person or who do not believe such training necessary are the Boy Scouts of Colorado Springs, Red Cross of Walsenburg, Colorado State Home for Dependent and Neglected Children, Church Home for Convalescents, County Farm, Denver Orphans' Home and the Flower Girls' Association of Denver.

The Y. M. C. A. of Fort Collins, Girl Scout leaders in Colorado Springs, Bureau of Charity, Colorado Prison Association and the Garfield Welfare Association of Denver encourage their workers to take special work offered by the colleges whenever they can.

Some colleges and universities, especially the Denver University, Colorado University and Colorado College offer special field work to the seniors majoring in sociology. These students actually take part in the case work of the groups doing that work in their respective towns. However, there is still room for wide expansion along this line, both among these schools offering this work and those that have not as yet taken advantage of this means of training.

Complete information regarding educational requirements was not available, but the questionnaires from 55 groups

did show that the present trend is most emphatically toward the college trained man or woman, with a few groups going even farther to demand the college trained person who has had special instruction and training along his particular line. Seven of the 55 did not prefer the college trained and 5 noted no special training was required. Twenty-five, however, prefer the college trained and 4 more require that their people be college men and women. Eleven groups require training other than college or in addition, as the doctor, a business education, nursing, physical director and Y. W. C. A. workers. Three organizations did not state their preference, while eleven organizations encourage their workers to take extra work in sociology classes whenever possible. In addition to this some of the volunteer workers come from classes in sociology in the colleges and universities.

Altho there are still a few of these groups that prefer to take the young person who is willing to work and train him according to apprenticeship methods, conclusions from the organizations heard from indicate that the college trained is perhaps the preferred method.

In discussing the training required for social workers in Colorado, one finds a definite training necessary for almost every branch of the work. Office secretaries and clerks must be well trained along business and stenographic lines. The school, county or institution nurse must be a graduate nurse and in some cases she is expected to be a

dietician as well. Boys' work or physical directors must have been trained in their particular field. The Boulder Social Service Council requires its workers to have had training in case work, relief work, child nutrition, adult nutrition and budgeting. Other groups as the Colorado Prison Association state special training is required in sociology and field work.

Most of the institutions do require or at least prefer the person with some experience. The Boulder Social Service Council feels that such work is for the mature person who has had experience with life. The Y. M. C. A. of Colorado Springs requires three years or more of experience. The Otero County health unit as well as the Pueblo Y. W. C. A. and the Colorado Springs Tuberculosis Association prefer the person who has had experience. All groups agree that the worker needs to have a sympathetic understanding of human nature.

Salaries paid social workers vary rather widely. The lowest full time paid salary was \$475 with maintenance while the highest was over \$3000.00. This difference is based largely on the type of work done, training and experience required.

The majority of the men and women in executive and responsible positions are college trained people - some of whom have had other special training. In most of

these cases, the salary paid the college trained man or woman with some other special training is over \$1500.00, while the average college trained person receives from \$1200.00 to \$1350.00. Salaries for the untrained vary from \$475.00 to \$1200.00 depending on the kind of work done. Some institutions furnish maintenance in addition to a salary. This however is usually to those of the lower salary or where the person must live at the institution. Pay for part time work varies from \$3.00 a day to \$1.00 an hour.

Some of the workers, as the executive secretary of the associated charities and some of the case workers in Colorado Springs, draw their salary from two or more organizations. Some of the part time teachers are also paid in this way.

The number of social workers in a single organization or institution in Colorado is usually a small one. The average size of such a staff is about five members. In the smaller towns and even in Greeley in the Associated Charities Organization, the one member staff is usually found. In such places, it is necessary for the person to be trained along all lines of social work. In Denver, one occasionally finds a larger staff of from 20 to 60 members. However even there the tendency is still toward the smaller working group.

A wide variety of work is offered by the social welfare organizations. Almost any special line of work will find its place in social service. A study of the types of positions held by 348 people in 60 different organizations shows that 38 are nurses, 36 social workers as case workers and relief workers, 29 are field or district workers and 25 are executive secretaries. Other positions are shown in the following table.

TABLE VI

Position	\$600 or under	\$700-999	1000-1299	1300-1499	1500-1999	2000-2399	2400-3000	Over 3000	None stated	Total
Matron	15* 9	1*	3							28
Financial Worker	1**		1							2
Men										
Women		1* 1	1*	2						5
Exec. Sec.										
Men	5*	1			1	2	2	1		12
Women	3*			6	2	3	1		2	17
Asst. Sec.										
Men						1				1
Women		4	3	2	3	3	2	1		18
Supervisor										
Men			1	1*						2
Women		2			2		3		1	8
Dist. Worker	6*									
Men	19*									25
Women	3	1**	1	1						7

* Part Time

** Maintenance

Position	\$600 or under	700- 999	1000- 1299	1300- 1499	1500- 1999	2000- 2399	2400- 3000	Over 3000	No. Sal Stated	Total
Social Work-men Women	2**		5	2	5	1			1 17 2*	1 35
Seamstress	1									1
Laundry Men Women	2* 2*5									2 7
Engineer			2*1							3
Houseman & Painter		1*	1							2
Probation Officer Men Women					2 3	1 2				3 5
Religious Workers Men Women									11 14	11 14
Young Peo- ple's Work Men Women	1**2 1			1	1	1		1		7 1
Doctor			1**			1*	1			3
Fireman			2*							2
Agents, Men Women		1*	2*		2*					2 3
Station Workers Women			1	1						2
Nurse	6 1** 4	5 7*	8	4	2		1			38
Dietician			1	1	1	1	1			5
House- keeper	1*		1*2						1	5

Position	600 or Under	700- 999	1000- 1299	1300- 1499	1500- 1999	2000- 2399	2400- 3000	Over 3000	None Given	Total
Humane Of- ficer			1							1
Stenos.	2	2	6	2						12
Office Sec.				7	3	3				13
Clerks	1		1	1					6	9
Teacher		2** 1*								3
Case Work- er			1							1
Supt. Men Women	1* 1*	1* 2	1* 1*1		1* 1	1*1				6 5
Maid	2* 4									6
Chairman	1**									1
Janitor	2		1							3
Gardener	1*		1*							2
Attend- ants Men Women	1* 2* 6									1 8
Farm Hands		3*	2*						1	6
Lab. Tech- nician			1*							1
Cooks Men Women	1* 1*1	1*1 3			1*				1	4 6
TOTALS	114	41	56	31	30	21	11	3	57	364

The above table also shows that in the cases of institutions listed in this study almost half of the workers are being paid \$600.00 or less but out of that 114 there are 43 that are part time workers and there are 6 that are receiving maintenance in addition to their salary. The largest group outside of the above is the \$1000.00 to \$1299.00 in which 56 fall. Above \$1300.00 the numbers receiving the larger salaries decrease to three who receive over \$3000.00 a year.

Little can be said of the amount of money that is spent for social welfare and social relief in this state. Much is given by individuals to the needy; churches give large amounts to the poor; lodges help fellow members; and there are groups that do not care to publish the amount they give.

The figures in the following table do not in any way cover the entire field of the work done in Colorado. They represent only a small part of the whole, altho they may give a little idea of what is being spent in the field of social service in Colorado. Among the "other sources" in the amounts available column are included money received from revenue, cafeterias, camps, residences, fees paid by members, collections, produce sold, sales of stamps and other articles and investments.

In the expense column, it represents more or less the incidentals incurred by the organization.

TABLE VII

AMOUNTS AVAILABLE FOR INSTITUTIONS IN DENVER

State Tax	Subscription or Contribution	Church	Other	Community Chest
\$699,161.76	\$159,824.50	\$8,124.40	\$549.577.93	\$166,524.00

AMOUNTS AVAILABLE FOR INSTITUTIONS
OUTSIDE OF DENVER

State Tax				
\$414,000.00	\$78,128.30		\$274.351.61	\$27,522.61
County Tax				
\$23,150.00				

TOTAL FOR ENTIRE STATE

Taxes				
\$1,136,311.76		\$8,124.40		\$264,053.61
	237,953.50		\$823,929.54	

TABLE VIII

Amounts Spent for Work in Denver

Salaries	Upkeep and Gen.	Actual Social Work	Other	Bldg.
\$450,813.42	\$258,162.94	\$607,073.86	\$260,664.67	\$5544.44

AMOUNTS SPENT IN THE STATE OUTSIDE OF DENVER

\$467,150.80	138,939.55	74,471.81	46,709.57	53,809.88
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TOTAL FOR THE ENTIRE STATE

987,964.22	397,102.49	681,545.67	307,374.24	64,354.43
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AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Community Chest \$4100. Special gifts and few refunds \$400.	Salaries \$1150 Upkeep, 43% of funds Actual social work 47% of funds	Prefer college trained Special social work training is frequently too academic and impractical	Spasmodically (not a satisfactory arrangement for either)	Young people who start out are often more courageous than successful. No openings
Subscription and Contribution \$1500.	Salaries \$200 Upkeep 100 Other exp. 1200	Yes, if they have had field work as their college work	No to	Furnish food, clothing when needed Soldier relief
Comm. Chest \$19,999.71 Gifts 765.27 Refund from chest 1750. Interest, etc. 256.88 Total amount \$100,477.63	Salaries \$6309.80 All other 2007.89 Material relief - \$16,825.92 To agencies \$92,329.93 Special 942.00 Campaign 3,293.60 Administration 2,599.38 Service to ag. 1,312.72		No	Financing and coordination of social work objectives of organization
			State institution	
Comm. Chest 8,059.63 Fees Col. 1023.16 Other 794.71	Salaries 7,866. Upkeep 1,630.82 Other 886.14	Prefer the college trained graduate who has been in one of social service schools		

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		MEN	WOMEN	MEN	WOMEN	
Boulder Social Service Council Boulder	Executive Secy.		College education and experience		1 at \$1500	Ex Experience in life, handling people, keeping books, stenography, capable, tactful, middle-aged, well educated, sympathetic and good personality
Community Welfare League Burlington						
American Red Cross Cheyenne Wells				1 p.t. \$5.00 a mo.		
Associated Charities Colorado Springs	Executive Secy. Case Supervisor Case Workers Office Interviewer Stenographers	Trained Case Worker	Trained Case Worker	1-\$1620	1-\$1800 1-\$1440 1-\$1200 1-\$600 p.t.	Experience in case work and supervision of case work
Community Chest Colorado Springs	1 Executive Secy. 1 Office Secy.p.t					
Colorado School for the Blind Colorado Springs						
Colorado Springs Tuberculosis Association Colorado Springs	1 Executive 1 Health Education	Yes			1-\$1320. 2-p.t.\$740	Preferred
Colorado Springs Visiting Nurse Assoc. Colorado Springs					1-\$1800 1- 1660 2- 1340 1- 1020	Graduates of accredited hospital training schools

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
\$128,000.00 approx.	Salaries \$36,000. Upkeep 74,000. Bldg. 17,000. Other 1,000.	Have no special workers	No	
Subscription 713.97 Comm. Chest 5270.12	Salaries 4,020. Other 1,964.09	Not necessarily	No	Must be men of good moral character, sincerely interested in boys' work and out-doors
Comm. Chest 11000.00 Membership 4000.00 Rooms 8000.00	Salaries 10,800. Upkeep 5,000. Bldg. 2,500. Social Wk. 2,000. Other 2,700.	Yes	No	
Subscription \$100 to \$200 yrly.		Yes	No	
Secured from La Plata County	Salaries 1,200. Upkeep 4,000.	No	No	
County tax and Federal funds. Amount not given	Salary 3,000.	Yes	Yes	
County tax \$20000.00 Bal. paid for patients 38,000.	Salary 24,000. Upkeep 34,000.			
Contributions \$6000. Membership 6000. Other (Rooms) 6000.	Salaries 6,000. Upkeep and genl. 3,000. Bldg. 3,000. Other 3,000.	Yes	Some of them are	Write to National Council 347 Madison Ave., New York City.

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		MEN	WOMEN	MEN	WOMEN	
Colorado Home and Training School for Mental Defectives Colorado Springs	1 Superintendent 1 Teacher 1 Matron 1 Nurse Attendants			3 at \$40- \$7 a mo. and maintenance	10 at \$25- 50 a mo. and maintenance	Experience is required
Girl Scouts, Inc. Colorado Springs	1 Stenographer 1 Executive Secy. 50 Volunteer Workers giving 2 hrs. a wk. awk.		Steno. Bookkeeping Girl Scout technic		50 to begin with	Work with children executive experience Use of scouting methods
ikes Peak Council oy Scouts of America ca. Colorado Springs	Executive Secy. Secretary	Several yrs. boys' work. Genl. office and business training		\$3000.00 1320.00		Several years as Scout master and assistant executive
. M. C. A. Colorado Springs	General Secy. Phys. Director Boys' Secy. Office Secy.	College and genl. training in the various activities		Salary not given		
ed Cross, Moffat ounty Chapter Craig	Secretary			None paid		
ounty Poor Home Durango	Matron Manager Inmates help	Truck gardening	Cooking and Nursing	\$50. a month	\$50. a month	Plenty of patience and care of aged people
ounty Nurse Fort Collins	School Nurse		Graduate nurse. Public Health training		\$3000.00	
arimer County ospital Fort Collins	No welfare workers					
.M.C.A. Fort Collins	Genl. Secy. Phys. Director Boys' Work	High school Some college		2-\$5100.00 together 2-\$450.00 p.t.		General experience in dealing with people

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Approp. for maintenance \$271,000.00 For repairs 15,000.00 Cash receipts 3,370.77 Other 9,000.00	Support 277,476.47 Repairs 22,211.17 Improvements 22,653.75 Cash in state treas. 6,029.38			Thru training, habits are fixed that replace tendencies that lead to delinquency.
Subscription or contribution per year 100.00 Other sources (donations) 500.00	Salaries 100. a mo. Actual work \$200. a yr.	Yes		
Contributions and subscriptions 6625.75 Other 2900.00	Salaries \$4,820.00 Upkeep 2,785.75 Bldg. 150.00 Actual Social Work 685.00 Other 785.00	Yes	No	
County poor fund Internatl. health bd. 2000.00 City, Rocky Ford 500.00 City, La Junta 650.00 American Red Cross 600.00	Salaries 6450.00 Upkeep 2011.00 Actual social work, amt. undetermined. 600.00 When necessary, draw from county poor fund	Yes	No	
Subscription or contribution. (Average for yr. \$5000.00) Other 900.00	Salaries 2520.00 Upkeep 300.00 Actual 2780.00 Other 400.00	Yes	No	Only one paid worker but college trained women are more satisfactory generally speaking for volunteers.

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		MEN	WOMEN	MEN	WOMEN	
State Industrial School for Boys Golden	Superintendent Vocational Teachers Nurses			35, salaries not given	6, salaries not given	
Associated Relief Greeley	Executive Secy. City Nurse School Nurse				1-not given 1-not given 1-not given	
Lincoln County Red Cross Hugo	Nurse		Graduate nurse		\$30. for part-time	
W. C. A. Pueblo	General Secy. Girls' Work Matron		College and technical		\$2000-2400 1400-1600 1200-1300	Experience required if possible Must have experience with girls.
tero County Health Unit Rocky Ford	Health Officer f.t. Nurses - 2 f.t. 1 Office Asst.	Must be doctor	Graduate H.S. and Steno. course	\$3000.	\$2850 600	Experience required. Public health nursing
merican Red Cross and Associated Charities Trinidad	Secretary f.t. Stenographer Volunteer help (10 women)		College or equiv. Bus. educ.		1800. 720.	One year's experience in similar work

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKERS?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Subscription or contribution (ave. for yr.) \$5000 Other 900	Salaries \$2520 Up-keep 300 Actual 2780 Other 400	Yes	No	Only one paid worker but college trained women are more satisfactory generally for volunteer workers.
Amt. not given	Salaries 900 Up-keep and bldg., by county.	No	No	
Chest, membership \$10,000.00 Varies from year to year.	Salaries \$1390.00 Upkeep & gen. 7816.53 Bldg. 845.19 Actual Social work 2984.28	No	No	Place is to be home-like.
Through Denver Community Chest	Salaries \$6180.00		No other workers permitted	
Each child pays \$14.00 a month for care.				Lenox hall for boys Admit children from 5 to 9 years. Any child who can pass med. exam admitted.

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		Men	Women	Men	Women	
American Red Cross and Associated Charities Trinidad.	Secretary (f.t.) Stenographer Volunteer help (10 women)		College or equiv. Business educ.		\$1800 720	One year's experience in similar work.
American Red Cross Huerfano county Walsenburg	Secretary Nurse		Red Cross		\$75 a mo. 150 a mo.	
American Red Cross Wray	Maintain a rest room in Wray.					
Mult Blind Home Denver	Finan. Secy. Matron Cook Maids Houseman	Accounting & Finance Care of lawns and heating.	Good executive & housekeeper Good cook Know their work	("30.00) p.t.	(\$85. plus) f.t.	Accounting Housekeeping
Mer. Red Cross, Denver	3 full time women 1 full time man					
Elle Lenox Home for Children						

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Money to carry on work is supplied by Denver lodge #176, IOBB Taxation \$276,613.40 Mill levy (for mother's compensation) 48,414.36 Donations from friends and relatives	Salaries \$30,853.37 Up-k. & gen. 3,570.83 Bldg. 282.30 actual social work 290,318.26	Yes	Yes	Now demanding College trained.
From Com. Chest \$7,000.00	Salaries \$4500 Operation 2500	Yes	Part of time	
Depends entirely on collections which vary from year to year.	Salaries \$29,600 Up-keep 63,200 Actual social work 7,500 Other exp. 3,500	Yes	No	Salaries paid each month with full maintenance with salary for resident employees.

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		Men	Women	Men	Women	
naal B'rith Big Bros. Move. Denver	All work is volunteer					
Bureau of Charity Denver	Exec. Sec. Asst. sec. Supervision 10 dist. workers Statistician Bookkeeper Filing Clerk Clerk Steongs.	1	10 6	1 employed (f.t.) 20 employed (f.t.)	\$2400 2700 1800 1200 to 1600 1320 1500 1500 1260 1200 to 1500	Several yrs. in a good social ser. office. Several yrs. in soc. work. No req. but desira ble.
amp Fire Girls Denver	Executive Bookkeepers Stenographer Field worker		College or equiv. Business educ. College preferred	10 vol. 1-140. 1-100. 1-60. 2-55. 3-45. 40. 5-10. 50. 2-75. 1-65.	1 - \$2400 f.t. 1 - 1200 1 - 900 p.t.	No exp. req. for C.F. exec. but some sort of adm. work and ability.
ational home for Jewish Children	1 Housekeeper 1 head matron 6 Supervisors 2 nurses		High School educ. and institutional experience.	1-140. 1-100. 1-60. 2-55. 3-45. 40. 5-10. 50. 2-75. 1-65.	\$75.00 a mo. 85.00 65.00 65.00 1-90.00 1-85.00 1-75.00 2-65.00 1-60.00 3-40.00	Hotel and boarding house exp.

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Secure Membership of \$1.00 or more and from Community Chest.	Salaries \$2142.00 Up-keep 3092.70 Bldg. 824.42	Not necessary	No	All members of Board of Managers give time for work of buying, administration, clerical, etc.
\$20.00 a month charged.				A Christian boarding school for girls whose home life has been broken up.
Subs. \$366.84 Refund 33.50	Up-keep \$198.90 Conf. 15.00		No	
	Salaries \$3743.38 Up-keep 1891.25 Actual social work 30105.95 Other 86.39	Yes		

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		Men	Women	Men	Women	
Colo. Children's Hospital Denver	3 social workers 2 nurses 1 secretary 1 clerk doctors student nurses		Are College grad. Graduate Business and capable			Great deal
Church Home for Convalescents Denver	1 Supt. 1 cook 1 maid 1 janitor		Is not S.W. here; Has had training-- Is a Church woman Competent and Christian people	\$35.00	\$70 a mo. 50 40	
Clifton-Hughes Training School For Girls						
Colo. Child Welfare League Denver					3 volunteers	
Col. Children's Aid Society	1 Bookkeeper 1 Stenographer 1 " 1 Social worker 1 " 1 " 1 " 1 Exec. sec.		Business College graduate " University Grad. " " "		\$65.00 a mo. 65.00 " 90.00 " 135.00 " 100.00 " 140.00 " 220.00 "	High School Graduate and Experience

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Sub. 2650.00 C. Chest 4700.00	Salaries 4800.00 Up-keep 1332.00 S. Work 1219.00	Yes, at present workers are college trained.	Take special exp. courses when possible.	At present Secy & relief sec. w formerly a Meth minister & wife Other qualifications felt nec. as well as sympathy to attitude & understanding
State tax 25,796 Other 58,000	Salaries 78,078.30 Up-keep 34,500.79 Actual S.W. 12,000.00 Other 39,014.82	Prefer workers from a school of social service as the N.Y. sc. of S.W., Smith College sc. of S.W., etc.	No	
Com. Chest Small Endowment Limited Sub. Little from church Small amt. paid by parents.	Av. salary \$1300.00 Up-keep 4500.00 to 50000 yr.	Depends. Desirable but cannot afford.		No provision for welfare work unless some int. o social hygiene. Appropriation for this has been reduced.

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		Men	Women	Men	Women	
Colo. Prison Asso.	1 Gen. Sec. 1 Sec. of relief	College grad.	Some special training in socio., etc. Business course & preferably College trained	\$2400	\$1200	Some exp. in social work
	1 bookkeeper & Stenog.				1200	None necessarily
Colo. psychopathic hospital			5 - field work.		\$1200 to 2400 a yr. 4 vol.	Must have had field work exp with recognize social agency.
Colo. state board of health	Clerical Nurse		Registered nurse		\$150 a mo.	
Denver Orphans' Home Asso.	1 Supt.	Exp.	Grad. nurse Inst. exp. Some office and teaching Inst. exp. Grad. Nurse Exp. with children	\$1800 a yr.	\$1800 a yr.	
	1 asst. supt. 1 housekeeper 1 head nurse 5 matrons 5 asst. matrons 1 seamstress 1 chef 1 dining room matron 2 laundry 1 engineer 1 houseman and painter 1 boys' supervisor				900 720 960 600 480 600 600 600 960	
			Licensed	1200 1200		
			Usually a med. stud (pd by friends)			

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
All sources year ending Apr. 30 1928 \$168,840.27	Total \$144,898.38		No	
City & School 900 8000 8900	Salaries \$3780 + b. & r.	No	No	Enroll 100 new ones each month.
Com. Chest \$17500.00 Subs. 791.16 Private pat. 8090.66 Maint. fee 3762.67 Other 1780.18 Invest. 1645.39 Bothhoff Estate 1475.00 Sale of Lib. Bonds 152.25	Salaries \$11860.13	Yes	No	A board of 25 members that do a lot of work as treasecy., committees. Public School teacher is paid by Board of Education
Sub. \$17.50 Other 69.00 Com. Chest 2024.00	Sal. \$1427.00 Up-kr. 182.86 Other 400.82	Not necessarily	No	
Com. Chest \$4400.00	Sal. \$2830.00 Upkeep 150.00 Bldg. Light 340.00 S. W. 810.00 Other 210.00	Yes	Exec. secy. attends inst. and ext. courses when occasion permits.	Budget inadequate to secure trained workers.

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		Men	Women	Men	Women	
Evangelical Lutheran Sanitarium Assn. Denver	Resident physician Lab. & X-Ray Technician 9 nurses			\$200 and free station \$100 and free station	\$60 to 100 per month 3-\$215 and keep	Pass inspection by supt.
Detention home school of the Juvenile Court of City of Denver.				2-\$130 and keep		
Florence Crittenton Home	Janitor Superintendent Housekeeper Cook Laundry Head nurse Nurse Night nurse Nursery nurse Nurse Nurse 3 nurses			\$80.00 mo.	\$100.00 mo. 60.00 60.00 40.00 100.00 90.00 90.00 60.00 60.00 55.00 50.00	Employees must have Christian character, ability and exp. if possible
Flower Girls' Assn.	Office secy. 1 part time 50 volunteers		Bookkeeping, typing, etc. Knowledge of human nature.		\$1300.00 ft. 127.00	
Garfield Welfare Assn.	1 exec. secy. 1 asst. secy. part time volunteer 2 men 3 women		College course in Soc. & Char. & family Business course and arts	3 at 1.00 per hr.	\$1500.00 1020.00 2 at 1.00 per hr.	

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKERS?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Church 8124.00 Income 30773.75 Com. Chest & campaigns <u>56300.20</u> <u>95198.35</u>	Sal. 29302.45 Up-k. 30408.65 Bldg. 3254.64 S. W. <u>32232.58</u> <u>\$95198.35</u>	Not necessarily	No	Guild makes garments to send to hospitals, orphanages & private cases Single men's salary is from \$9 per wk Women \$1 less with rent according to appointments. So live at institutions; sal. is le wives of all sala officers are Bona Fida Workers and asst. with work. There are: 19 f.t. men 30 f.t. women 10 p.t. men 5 p.t. women
Community Chest \$13800.00	Sal. 6560.00 Up-k. 7500.00		No	Vol. 11 women

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		Men	Women	Men	Women	
Needle-work Guild of America	No paid workers					
Salvation Army	Executive		Special Salvation Army College	4-none	3-none	Depends on the ability of the person.
	Field visitation		Training School at San Francisco	11-fixed salary	11-fixed salary	
	Hotels			1	1	
	Rescue				6	
	Hospital				6	
	Relief men			1	1	
	women and family					
	Young people				2	
	and special					
	boys' worker			2	1	
Sands Home	1 doctor		T.B. Socialist	\$100.00	\$100.00	
	1 matron		Grad Nurse		85.00	
	1 nurse				60.00	
	1 nurse		reg. nurse		65.00	
	1 cook				50.00	
	1 janitor				40.00	
	2 maids				150.00	

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Subscription and contribution	Salaries Up-keep Building to be built	Gives social worker a solid foundation on which to build.		None given 50 trained) vo 100 mothers)
Vol. subscribers				5 men } full 5 women } 3 men } part 1 woman }
-				
Subs. & county tax \$55,000		Yes	Some are taking ext. work. Some vol. workers by Social Study.	There is a growing field for probation officers. Properly developed and adm. their work is going to cut down adult criminals.
				Conducted by Ladies' Relief Society
\$4.50 a week and up charged				Conducted for self-supporting and unprotected young women.

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		Men	Women	Men	Women	
Highlander Boys' Inc.	Exec. Sec. Speech Director Social and Relig. Sec. Musical director Commandant Lore Highlander sec. Auditor Office Sec. Boy service Bureau Boy service Bureau Physical director Equipment officer Activity Sec.			1 1 1 1 1 1 1 1 1	1 1 1 1 1	
Jewish Consumptive Relief Society	Med. director Supt. Staff physicians Nurses Business manager 1 social service worker Other employees Field secy. & solicitors					
Juvenile Court Dept. of probation	Probation officers		Prefer a college education with specializing in psy., sociology, and some adequate conception of social work.	2-150 1-175	1-150 2-175 2-125	Preferable some experience in family case work.
Old Ladies' Home	Business manager Employees Physician		Housekeeping. Knowledge of human nature			
Lafayette Y. Woman's Club						

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Legislative Appropriation	Sal. \$30,000 Up-k. 55,000 85,000	No	No	Home to have employees who will work--not theorize. Educ. inst. get bul of money; inst. who inmates are confine against will has a time securing funds for actual maintenance.
Subs., membership	Sal. 5000.00 Actual			Exp. case workers needed but sal. not
Com. Chest	1,000.00 5,000.00 6,000.00	Emphatically Yes	Have inserted on station workers taking adv. of all high enough to secure special classes offered in city.	needed but sal. not high enough to secure type needed. Constant contact with public makes it imperative to have more women, exp. in meeting pub. of all kinds, keep her place meet any problem quickly and efficiently.
Club and class	Sal. 127,644.63 Other 30,518.47 Operating	Yes	No	
Other	18534.10 6883.41			
Com. Chest	49000.00			
Cafeteria	196,515.56			
camp etc	271448.02			
	\$345865.53			

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		Men	Women	Men	Women	
State home for dependent children	1 supt.			\$2400	\$1200	
	1 asst. supt.				900	
	1 bookkeeper				1200	
	1 "					
	1 Gardner			1200		
	2 firemen			1200		
	1 Laundry			600		
	2 "				600	
	2 Farmers			1350		
	2 nurses			900		
	2 agents			2000		
	1 "			1200		
	12 matrons				900	
	(no vary)				600	
	1 executive				\$175	Yes
Traveler's Aid Soc.	2 station workers				115	If possible
					90	
	1 relief worker				\$3 a day	If possible
	6 program sec.				\$1400-2400	Successful exp.
	6 educ. sec.				1500 to 2150	required. Qual
Y.W.C.A.	4 employment & welfare				1200 to 1900	considered.
	5 Dietitians				1200 to 2600	Creative ability,
	15 administrative				900 to 3500	ty, attitude as
						educ., education, experience,
						initiative, cooperation, executive ability, length of service, personality, professional preparation, satisfactory record, loyalty to purpose of Y.W.C.A.

AMOUNT AVAILABLE	EXPENDITURES	DO YOU PREFER THE COLLEGE TRAINED WORKER?	ARE YOUR WORKERS CONNECTED WITH A COLLEGE SOCIOLOGY CLASS?	ADDITIONAL INFORMATION
Com. Chest \$1800.00	Sal. \$2940			
Charge per boy 7850.00	Up-k. 240	Yes	No	
Solicitation 90000.00	90000.00			

NAME OF INSTITUTION	TYPE OF POSITION	TRAINING REQUIRED		SALARY		EXPERIENCE
		Men	Women	Men	Women	
E. M. Byers Home for boys	1 supt. (man)			\$2100	\$780	
	1 Cook 1 Treas. (man)			240 (o.t.)		
Swedish National Sanitarium				\$50-300	\$45-105	

INSTITUTIONS FROM WHICH NO MATERIAL WAS RECEIVED

NAME OF INSTITUTION	REASON	REMARKS
Logan County Farm Attwood		Suggest write to local clubs.
Colorado State Re- formatory Buena Vista	Unable to send in- form.	
Douglas County Supt. of Schools Castle Rock	No organization in the county doing this sort of work.	
Supt. of Schools, Gilpin County Central City	Did not know of any organization in the county.	
Colorado School for deaf and blind Colorado Springs	School is one of state educational in- stitutions.	Did not think questionnaire ap- plied to them.
Modern Woodmen of America Sanatorium Colorado Springs	Department of so- cial work is a busi- ness agency.	Handling business for patients and trying to correct situations that need relief.
Supt. of Schools Craig	No social welfare organization.	Different clubs do that kind of work if need and attention is called to it.
Supt. of Schools Delta County Delta	Returned by Supt. of Schools.	No remarks on letter.
Ebert County Supt. of Schools	None in county.	
American Red Cross Fort Collins	Questionnaire not returned.	Asked to keep until board meet- ing.
American Red Cross, Morgan County Fort Morgan	None in the county	
Grand County Supt. of Schools	Nothing of this kind in county.	
Red Cross, Phillips County Holyoke	No social welfare organization in the town.	
Supt. of Schools Hugo	No social welfare organization.	Churches, lodges, etc. care for any temporary distress among their people. Organizations of Boy Scouts and Camp Fire Girls cared for by local people without pay.

NAME OF INSTITUTION	REASON	REMARKS
American Red Cross Rio Blanco County Meeker	Letter returned	Not delivered
Crowly County Supt. of Schools Ordway	No social welfare organization in county	None except Red Cross.
Colorado State Hospital Pueblo	No social welfare organization with hospital.	Due to lack of funds.
Hope Cottage Rescue Pueblo	Letter unclaimed	Unopened
Rocky Mountain Rescue and Protective League Pueblo	Letter unclaimed	
Dolores County Supt. of Schools Rice	No such work being done.	
Red Cross Saguache	No active chapter.	Have a small fund that is used in case of emergency. No social work.
American Legion Sterling	Committee of Legion did not feel their work was such that they could fill out questionnaire.	Looks after inter- est of ex-service men of community.
American Red Cross Yuma County Wray		Only work done by chapter is to main- tain rest-room in Wray.
Denver Community Service Inc. Denver	Moved	No address
Y.M.C.A. Denver		Felt work was not strictly social work and therefore of lit- tle value.
Tuckaway Home for Homeless Children Denver		Does not employ social workers.
Kiwanis Club Denver	Take part in social activities by aiding organ. zations esta- blished for specific purposes rather than by maintaining insti- tution of own.	
A.A.U.W. Denver	Not a social wor- kers' organization.	

NAME OF INSTITUTION	REASON	REMARKS
Fitzsimmons Genl. Hospital Denver	Military institution under control of War Dept. and felt that information would not pertain to questionnaire.	Commanded by U.S. Army off. and the personnel on duty consists of U.S. Army officers detailed by War Dept. Enlisted men of Dept. and civilian employees authorized by Surgeon Genl. of Army and secured thru civil service.
State Charities and Correction Denver	Department inactive	No reports
Denver Ministerial Alliance Denver	Does not attempt to do any organized form of social work. Conducts no social work.	Has a committee on civil affairs which makes protests against social evils.
Agnes Memorial Sanatorium Denver	No department of social welfare.	
Sunlight Sanatorium Denver	Not found	
Frances Willard Association Denver	Not found	
Gatlin Institution Denver	Unclaimed - Removed	

COLORADO CONFERENCE OF SOCIAL WORK

Unfortunately, records of the early history and the development of the Colorado Conference of Social Work do not seem to have been preserved. However it is believed that the Society was first organized during the eighties and that it was this group that was responsible for bringing the National Conference to Denver in 1888. The organization was also active in securing the State Department of Charities and Corrections. (This department has since been abandoned.)

The Conference had not been meeting for some years prior to 1917. In 1918, the Conference was reorganized and it has been meeting annually ever since. During the first few years after its reorganization the group met in Pueblo, Colorado Springs, Fort Collins and Boulder. In the past few years it has held its annual meetings in Denver.

At these meetings topics of interest to social workers are discussed in the three days that the conference is in session. Some of these topics have been the Mexican Problem, Mental Deficiency Problems in Colorado, Community

Chest, Character Building, Public Health, Family Welfare, Community Health, and Problems of Public Institutions.

The organization includes, besides the usual officers, committees on Character building and recreation, Children, Community organization, Health, Public agencies and institutions, Family welfare, Arrangements, Nominations, Resolutions, Time and place, Book and exhibits and Publications.

P A R T I I I

CONCLUSIONS

- Before 1900 there were 9 organizations):

From 1900 to 1910, 14

From 1910 to 1920, 17

Since 1920, 13

These are dates from the questionnaires sent out in this study.

4. Eleven counties report no social work. They are Gilpin, Elbert, Grand, Delores, Yuma, Saguache, Douglas, Morgan, Crowley, Rio Blanca and Phillips.
5. In Colorado, the social work among the groups, answering the questionnaires, is divided into the following types:

Institutional - - - - -32

Hospital - - - - - 8

Industrial School - - - - -1

Homes - - - - - 12

Orophenages - - - - - 9

Clubs for Women- - - - -1

Penal institutions - - - - -1

Individual - - - - - 20

Family welfare- - - - -12

Case work- - - - -3

Child welfare - - - - - 5

- Community - - - - -12
- Work including all three - - - - 8
6. Methods used in institutions reporting,
- Curative - - - - -13
- Preventative - - - - -24
- Both - - - - -22
7. The above shows a tendency toward prevention instead of correction altho in some cases it is still necessary to use both methods.
8. The general purpose of work varies widely.
9. Family welfare and relief work is the most popular being given by all of the 52 institutions reporting. Character building was listed second with 8 institutions making it their work and two others combine it with other purposes.
10. In 35 of the 54 institutions reporting, the executive secretary is the person who has charge of the institution. The superintendent is second, being in charge of 14.
11. Among 77 organizations stating the number of workers, there were,
- Volunteer - - - - -616
- Part-time, paid - - - - 22
- Full-time, paid - - - - -488
- TOTAL 1126
12. The same institutions show 515 men employed against 611 women. (Table V)
13. There were more full time paid women(294) among these 77 institutions than there were men (194); more part-time

paid women (12) than men (10); but more men volunteers (311) than women volunteers (303).

14. Complete information regarding educational requirements was not available but the replies from 55 show a pronounced trend toward the college trained, 35 preferring college trained; 4 required such training; 11 require special training either along their particular line or in addition to college work; 5 gave no special training necessary; 7 do not care; and 3 did not answer that question.
15. A few of the groups now demand the college trained while others would do so if they had the money to pay them.
16. Some institutions receive volunteer workers from the regular classes in sociology of the colleges and universities.
17. Eleven of the 55 organizations now encourage their workers to take extra work in sociology classes whenever possible.
18. There are a few institutions that indicate that they would rather train their own workers than to have the college man or woman altho school training is preferred by the majority.
19. The majority of men and women in executive or responsible places are college trained. Some have special training.
20. In most cases the salaries paid the college trained with special training is over \$1500 a year.
21. For the average college trained it is \$1300 to \$1650.

22. For the untrained the salary varies from \$475 to \$1200, depending on the kind of work done.
23. Where the salary is low or the person must live at the institution, maintenance is usually given in addition to the salary.
24. Pay for part-time varies from \$3.00 a day to \$1.00 an hour.
25. A wide variety of work finds a place in social service. Of 364 people working in 60 organizations the largest number were employed as follows:

38 were nurses.

36 were social and relief workers

29 were field or district workers

29 were executive secretaries

(See Table V)

26. These 364 people from 60 organizations were paid salaries from below \$600 to over \$3000 as follows:

\$600 or under - - - - -	114
700 to 899 - - - - -	41
1000 to 1299-- - - - -	56
1300 to 1499 - - - - -	31
1500 to 1999 - - - - -	30
2000 to 2399 - - - - -	21
22400 to 3000 - - - - -	11
Over 3000 - - - - -	3
None stated - - - - -	57

27. There were 33 different kinds of positions listed by these 60 organizations. (Table V)
28. It is almost impossible to check the amount of money received and spent for social work in Colorado because the churches, lodges and individuals give large amounts, and because some institutions do not care to make known the amounts they handle.
29. Money for expenses of the work of 48 institutions giving this information was received from state and county tax, subscription and contribution, church, community chest, and other sources as camps, stamp sales, produce sales, rooms, gifts, cafeterias and similar sources.

30. It is received from these 48 institutions as follows:

Taxes - - - - -	\$1,133,511.73
Subscription - - - - -	237,953.50
Church - - - - -	3,124.40
Other - - - - -	823,939.34
Community Chest - - - - -	234,053.61

(See Table VI)

31. This money is spent for salaries, upkeep and general expenses, actual social work, building, and other expenses in amounts as follows:

Salaries - - - - -	987,364.23
Upkeep - - - - -	597,102.49
Actual social work - - - - -	631,545.37
Other - - - - -	507,574.24
Building - - - - -	64,354.43

(See Table VII)

32. Denver, being the largest city in Colorado, the capital and the industrial center of the state, has the largest number of social welfare organizations of any of the cities in the state.
33. In the small communities there is usually only one social worker who is required to handle all types of work.
34. Lincoln county has no paid workers. The most of the work is work such as Boy Scout and Camp Fire. This is carried on by volunteer helpers.

PART IV

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