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SUMMARIZED REPORT OF EXTENSION CONFERENCE PROGRAM

October 18 - 22, 1937

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University Farm, St. Paul, Minnesota

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## NOTES ON ANNUAL EXTENSION CONFERENCE--1937

Wednesday, October 20

### FOREWORD

"To make rural America a better place in which to live"--the statement by which C. W. Warburton, director of the federal extension service, sums up the objectives of agricultural extension work, might well have been the keynote of the twenty-fifth annual Minnesota extension conference, for emphasized throughout the program was the development of our agricultural people, and ways and means by which extension workers could fulfill their part in this program.

While in observing the accomplishments of the first 25 years of county agent work, some time was spent in retrospection, emphasis was placed on the job ahead. Quoting Director F. W. Peck, "If this year we have pushed the close-up horizon a little farther back and have caught fleeting glimpses of more significant things to be done and more helpful ways of doing them, then we are repaid for our time and effort at this meeting."

### THE NEXT 25 YEARS OF EXTENSION SERVICE

by

W. C. Coffey

Dean and Director, University Department of Agriculture

At present, extension workers are widely concerned with action programs such as the Agricultural Adjustment Administration, Soil Conservation, Rural Electrification, Rural Housing, and Farm Security. The outcome of these programs and the role of extension workers in them in the future are subject to speculation and may be dependent on the extent to which local planning is incorporated into them.

It may be assumed that federal programs in some form will be continued. The success of the AAA depends on the extent of participation on the part of all those engaged in farming. Soil conservation, rural electrification and rural housing involve a larger share of local planning, and therefore, lend themselves to a long-time program of education, and because of this will be in the field of agricultural extension activities. They require less subsidy to insure participation. There is a question as to the permanency or success of programs that must be subsidized.

The objectives of the farm program are parity income, a higher standard of living, and maintenance of the permanent productivity of the soil. Intelligent people are entitled to an adequate standard of living, but they must be free to shift from one enterprise to another as opportunity offers. Maintaining soil productivity is closely associated with farm income, and an adequate farm income eases the pressure on the soil, tends to conserve soil fertility, and hence is of national concern.

A greater demand for extension education is predicted for the future, for the farmer will become consumer conscious as well as producer conscious. Farm organizations may be more numerous, thus making added educational work necessary in order to get the most out of farm income. "The genius of country living has not yet been discovered or defined," - herein lies a challenge to extension workers.

THE HUMAN EQUATION AS A FACTOR IN EXTENSION WORK

by

Director F. W. Peck

The objectives and purposes of extension workers as outlined in district county agent conferences in the spring of 1937 are threefold:

1. To stimulate the desire for, and to offer educational opportunities to rural people for the improvement of the farm business, improvement of the farm home, and self-improvement.
2. To disseminate useful information (literature, newspaper services, and general information).
3. To provide the opportunity for bringing important problems of agriculture and homemaking from the field to research agencies where they may be solved.

Consideration of the human factors in extension work must entail a look at ourselves as extension workers, a look at the people with whom we work, and consideration of what we can do to improve human relations in extension work. An appraisal of ourselves must include professional training, a strong belief in agriculture, a sympathetic attitude toward problems of farm people, a desire to serve agriculture, maintaining a high standard of ethics, a cooperative attitude and unity of purpose.

In observing weaknesses of extension workers, we must recognize limitations and differences in abilities and capacities for accomplishment, differences in judgment, tact, poise, resourcefulness, initiative, originality and other human qualities.

Certain dangers which constantly require safeguards are always present in extension work. A year-round "open season" is always on extension workers, and they are subject to pressure from political organizations, farm groups, commercial and cooperative interests, and to all kinds of propaganda. A final weakness is the lack of opportunity for self-improvement.

The people with whom extension workers must deal are extremely variable as to their desires to participate in programs, their ability to learn and adopt practices, their land and money resources, pressure of economic necessity and effects of environment, custom, age, family influence, and business relationships. Personal characteristics of these people are influenced by fear, ambition, selfishness, differences in cooperative spirit, politics, leader qualities, and other types and degrees of "satisfactions".

Extension workers can improve these relationships by knowing their proper functions and staying within them, recognizing these distinctive differences and limitations of "the other fellow", avoiding over-simplification of problems and their solutions, and by seeking the cooperation of all agencies, but not being dominated by any. In addition to this, extension workers must keep out of the ruts of routine and detail and can help themselves by developing hobbies, maintaining a sense of humor, and not going sour on the job, on the community, or on themselves.

## EDUCATION VS. SERVICE

by

H. C. Ramsower

Director, Ohio Agricultural Extension Service

To aid in pointing out the difference between education and service in extension work the Ohio extension staff several years ago arrived at this statement as their general objective, "To promote the well being of rural people by helping through educational means to achieve a more satisfying economic and social status."

Breaking this general statement down to several more specific objectives, the general objective could be obtained by (1) improving the economic status of rural people; (2) improving the rural home and family living; (3) improving civic and community organizations.

Extension people belong to an educational agency, and as such, they must be educators. Functions of education are: (1) preparing for a complete living; (2) training for achievement; (3) preparation for life; (4) preparation for adjustment; (5) securing happiness for the individual. Most important of these are training for adjustment and growth of the individual. What extension does to individuals, and not for them, becomes the real test of our work if it is to be classed as education. A challenge at extension workers is, "Do our projects as devised and presented, do our contacts in public meetings, demonstrations, in tours, in schools, in letters, and in bulletins arm the individual with new power, and a new capacity to meet and successfully solve new and different problems?"

Of special interest to the extension worker is the idea that education is training for adjustment, and is best conceived as growth of the individual; service, on the other hand, does not greatly aid in the development of people, but rather is something an extension worker does for them, not to them.

## HUMAN ENGINEERING

by

Dr. A. R. Root

Knox-Reeves Advertising Company, Minneapolis

The chief problem in working with people, in getting them to do what you want, is selecting the right bait and throwing it out when they are hungry.

To move people, or to get them to do what you want them to, it is first necessary to find a motive and then play upon it. Because many of the critical things in a person's life are done more according to the emotion than reason, the importance of playing upon emotions is evident. In each person there is something which can be capitalized upon.

To lead people successfully, it is necessary to adapt one's language and behavior to them and their work. Words are great avenues of contact, and can be used to get proper emotional response. Short, terse words and sentences are more powerful and persuasive than long ones.

When talking to a group, much can be done in winning people over to your side or attracting attention to yourself if you are introduced by a "building-up" process. The farther away from an audience the speaker is, the more difficult it is to make contact with his audience. High platforms and long distances should be avoided. Light should be focused on the speaker. To get an individual to believe anything, one must win his confidence. First a person must sell himself as a person or as a personality, then follow with his program.

THE CONSTANT I

by

Dr. A. R. Root

(Given Thursday, October 21)

In dealing with people it is well to keep in mind that there is no such thing as a group mind. If you would be successful in getting action from a group, you must provide each individual with an opportunity to do what he desires.

Leaders should keep in mind that there are two important I's--the Constant I of the one who is trying to put his program across, and the Constant I of the individuals who are helping him to put the program into action. Very rarely will individuals either in the leadership or in the followship group fail to retaliate if they are criticized. So strong is this characteristic that if the desire to fight back becomes stimulated, it may be centered on individuals not responsible for arousing the feeling.

"To be successful in dealing with others, we must be well-adjusted individuals ourselves, and we must discover what is unsolved in our own lives. Then we will be ready to turn to the people with whom we deal. Finally, we must keep in mind that the individual himself is the important thing when we are dealing with groups, and that we must have some understanding of the attitude and the behavior of each individual in order to guide the group successfully."

Thursday, October 21

NEW VIEWS ON DAIRYING

by

Dr. W. E. Peterson

Dairy Husbandry Division, University Farm

Practical and scientific men are now agreed that the maximum butterfat production per cow is not necessarily the most economical. Costs may rise faster than income, and emphasis is now laid on the most economical production, that is, the production which leaves the largest income over feed costs.

The U. S. Department of Agriculture is now suggesting that no grain be fed to a Holstein cow that produces less than 16 pounds of milk per day. Instead of the old rule of one pound of grain to four pounds of milk, four-tenths of a pound of grain or concentrate to one pound of milk is now being recommended.

There is a real problem in curing the first crop of alfalfa when cut early enough to make good hay. Some make silage out of this crop by either adding acid or molasses. A mixture of sulfuric and hydrochloric acid or phosphoric acid may be used. When molasses is used, 40 to 60 pounds per ton of hay should be added. Both the acid and molasses methods are in the experimental stage.

In large areas of Minnesota where feed crops deficient in phosphate are grown, this deficiency may be remedied by an application of phosphate fertilizer on the land or, more directly, by feeding bone meal raw or steamed. Although there are some areas in the United States where there are deficiencies of iron and cobalt, no such areas in Minnesota are known. Where there is an iodine deficiency, it is a good practice to feed some iodine, preferably in the form of iodized salt. Experiments show a rather close relationship between milk production and the hormone content of certain glands, particularly the pituitary gland.

CROP BREEDING

by

Dr. H. K. Hayes

Chief, Division of Agronomy and Plant Genetics, University Farm

The sole object of the crop breeder is to produce varieties of grain and plants that will be most profitable on Minnesota farms. Twenty years were required to develop a rust-resistant variety of wheat such as Thatcher, and failure of farmers in keeping the variety pure often results in its being discounted. Extensive trials in which pure Thatcher was compared with the farmer's sample of Thatcher wheat were made. Differences as high as four to five bushels per acre in the yield were noticed.

Because Minnesota farmers find it profitable to grow barley demanded by millsters, Velvet barley was offered as best for farm production, with Wisconsin 38 in second place. Attention is now being given to the breeding of a variety that will be resistant to scab. It is inadvisable to grow anything but a wilt-resistant variety of flax in Minnesota.

Although at present only about 10 per cent of all the corn planted in Minnesota is of the hybrid type, it is reasonable to believe that this will increase to 50 or 60 per cent within the next five or six years. Hybrid corn is not only producing about 20 per cent more bushels per acre, but it is more uniform and less subject to disease and stands up better than ordinary farm-grown varieties. Plant breeders are becoming more conscious of the need of improvement in grasses and already considerable work has been started with bluegrass and clover.

One of the significant findings of the investigations at the State Weed Farm near Lamberton is the method by which it has been found possible for farmers to obtain an income from land infested with field bindweed and at the same time carry on the control methods. This is accomplished by fallowing the land until rye or winter wheat can be seeded in late summer or early fall. Then these crops can be followed by soybeans. Sodium chlorate is recommended for eradicating small plots or patches of these noxious weeds.

PLANT DISEASES

by

J. J. Christensen

Division of Plant Pathology, University Farm

Problems in plant pathology are varied, numerous, and constantly changing. There are more than 150,000 species of flowering plants, all subject to many diseases. More than 70,000 species of fungi have been described.

Introduction of a new variety of plant usually brings with it fresh pathological problems. For instance, after the introduction of Marquis wheat, scab became an important disease, and following the distribution of Kota and Ceres, loose and stinking smut became major diseases. Seed may often harbor many fungi, some of which are virulent parasites.

Seed treatment has been greatly encouraged by the introduction of dusts, especially new improved Ceresan and by the perfection of a simple, cheap, homemade treater which can be built by any farmer at a cost of about \$3.

Certain diseases cannot be controlled by ordinary cultural practices--seed treatment or by spraying--but only by the growing of resistant varieties. Often desirable resistant varieties are not available and attempts to produce suitable

lines must be made. The breeding of resistant crops is made in cooperation with the Divisions of Agronomy and Plant Genetics and Horticulture. Bison, a popular variety of flax susceptible to rust, has been crossed with Newland, a variety immune to races of rust that occur in this country but which is very susceptible to wilt. Selections from this cross appear promising, as some are immune from rust and also resistant to wilt.

Breeding of resistant varieties of crop plants is complicated by the presence of many parasitic races or strains of fungi. For instance, there are 150 races of black stem rust on wheat, more than 15 races of stinking smut, many races of barley stripe, and other diseases.

THE STATE DEPARTMENT OF AGRICULTURE AND THE FARMER

by

Fred Crane

Director, Weed and Seed Division, State Department of Agriculture

Agencies now operative in the state weed control program include the State Department of Agriculture, the Minnesota Extension Service and the U. S. Department of Agriculture. Effective weed control and eradication work has been brought about through the cooperation of these three agencies and present plans indicate even a more effective program on a state-wide basis.

Losses imposed upon farmers each year by weeds amount to approximately 10 per cent of the farmer's income, on a national scale. The willingness of the farmer to cooperate is essential to the success of the weed program.

Such weeds as field bindweed and leafy spurge are not eradicated by ordinary methods, and the State Department of Agriculture has recently acquired a farm in southwestern Minnesota where specific weed control methods will be studied and put into operation. It is planned to use sheep as a means of control.

The need of educational work in acquainting farmers with the huge losses caused by weeds must be stressed, and with it a clear-cut explanation of eradication and control methods. The educational program will be most effective when the three cooperating agencies previously mentioned work in harmony. The facilities of the extension service and the county agent in any weed program are important.

THE STATE CONSERVATION DEPARTMENT

by

Herman E. Wenzel

Minnesota Commissioner of Conservation

Of all the departments, the tourist bureau is the most important from the standpoint of income, because the millions of dollars which tourists bring in each year represent new wealth to Minnesota. Efforts are being made to enhance and improve the natural out-of-door facilities for attracting tourist trade.

The fish and game division, through a new and more efficient game warden organization, will conduct surveys of the lake region in Minnesota to encourage the propagation of fish suitable to particular aquatic environment. Hatcheries will be expanded so that lakes may be restocked more readily. According to the setup of the new game warden system being initiated, Minnesota will be divided into 15 warden divisions with a warden supervisor for each. Under each supervisor will work 10 wardens who

will function to enforce the state game laws, make surveys, aid and assist in game feeding during winter months, and other similar activities.

Through the drainage and water division, dams and reclamation projects are being constructed to divert waters into lakes whose levels have receded, thereby creating new spawning grounds for fish and game bird reserves for migratory fowl.

Minnesota has 5 million acres which are tax delinquent and suitable principally for forests. At present there is no plan or provision for reforestation of these acres, and it is contemplated by the State Conservation Department to establish a larger state park system.

All applicants for positions in the conservation department and employees within the department must file for and take special examination, in the nature of those used by civil service. Then the examinations will be announced and the applicants will assemble to write them.

The division of land and minerals has plans for establishing research to find ways and means of using second-grade iron ore. The manufacture of pig iron in Minnesota is urged by the conservation department as soon as practical.

### THE SOIL EROSION PROGRAM

by

H. A. Flueck

State Coordinator for the Soil Conservation Service

In the United States, soil erosion is not only a local, but also a national program. Exploitation of land and its resources has caused 50 million acres to be destroyed by erosion. One hundred five million acres have had the topsoil entirely removed, and 513 million acres have had one-fourth to three-fourths of the topsoil removed by erosion.

In Minnesota 21 per cent of the 51 million acres of land are subject to soil erosion, and in southeastern Minnesota, where state and federal erosion control work has been conducted, some very serious erosion has occurred. Only a few farms, however, have eroded to the extent that they cannot be reclaimed. After Congress appropriated funds for the soil erosion service in 1933, the Coon Valley project in Wisconsin consisting of 92,000 acres, with 450 farms using the service, was one of the first projects undertaken. More demonstration projects were set up in Minnesota in 1935, and in Winona county 90 per cent of the farms in this area agreed to carry certain practices for a five-year period. On 337 farms the following improvements have been made:

	<u>Before</u>	<u>After</u>
Cropland	57.3%	42.1%
Buildings	4.6%	4.6%
Woods	1.1%	12.5%
Pasture	32. %	27.1%
Hay	4.9%	13.14%

There are now 1,000 farms signed up in the Conservation Service in Minnesota.



Friday  
October 22

A COOPERATIVE PROGRAM OF AGRICULTURAL EDUCATION

by

Leo L. Kmuti

State Supervisor of Agricultural Education

There is a need for close cooperation between the two major agricultural education agencies, vocational agricultural teachers and the extension service.

Committees representing the land grant colleges of the country and state directors of vocational education might meet annually to promote mutual understanding. Six points on which these two agencies should have a working agreement are:

1. Public relations--The matter of publicity should be given consideration and the statement of "credit is not given where credit is due" should be discussed so as to iron out some of the problems in regard to this point.
2. Program planning--Agricultural education agencies should cooperate in planning agricultural programs and an exchange of services between county agents and agricultural teachers might be brought about. This problem might be considered on a district basis also.
3. Use of extension specialists--On programs mapped out in advance, agricultural teachers might make more use of the information which specialists bring out to communities.
4. 4-H club work--A teacher of agriculture might make his contribution to 4-H work in an advisory capacity and through directing the efforts of others in carrying out this program. Many communities have demonstrated the need for both Future Farmers of America and 4-H club organizations by having large active groups of each. Both organizations should be recognized in all dealings, including exhibits at fairs.
5. Need of group action--In view of the many emergency programs which have arisen during the past few years--such as the grasshopper infestation--agricultural teachers should be called upon to assist in these campaigns.
6. Public school relations--There is a need for school administrators to understand agricultural problems and there should be cooperation between the entire school system, the agricultural teacher, and the agricultural extension agent.

AGRICULTURAL PLANNING AND ITS RELATION TO EXTENSION PLANNING

by

Karl Knaus, U. S. Department of Agriculture

Objectives of agricultural extension work set up by Seaman A. Knapp 25 years ago, are still, in the main, being used as the foundation for extension methods.

Objectives set up then were: (1) to reform agriculture and make it an occupation of profit and pleasure; (2) to improve rural conditions; (3) to broaden and enrich rural life; (4) to make the farm attractive and the country residence desirable. These have all been summed up by Dr. C. W. Warburton in one statement, "To make rural America a better place in which to live."

Mechanically speaking, the extension service was designed to serve as a pipe line from the U. S. Department of Agriculture and experiment stations to the rural people. One advantage of this arrangement is that problems confronting the people are carried back to the research agencies for solution. This idea suggests two of the fundamental principles of planning from the extension standpoint, first, farmer participation to the end that he recognizes his problems, and second, farmer participation in analyzing his problems so as to obtain a possible check on theoretical planning. Planning is an educational function which needs continuity from year to year and which should be kept abreast of the changing problems of agriculture.

"Are our extension programs institutionalized?" The answer to this is that we need a new and deeper philosophy of extension work and that specialists must go beneath surface symptoms and join with farmers in the diagnosis of a problem before prescribing the remedy. College and experiment station people must work together in planning a genuine program that will meet the needs of rural people.

#### ADULT EDUCATION IN EUROPE

by

Mrs. Agnes Erkel

Urban Home Demonstration Agent, St. Paul

Observations of adult education in Europe, during a six months' tour of Norway, Sweden, Finland and Denmark, revealed some interesting information about methods employed in developing people overseas.

Visiting home economics schools, trade schools, women's clubs, and various cooperative enterprises gave the opportunity to gain a broad knowledge of adult education being carried on in these countries. In Norway, at an annual meeting of homemakers from 26 communities, it was found that the women were organized more for community service than for educational work which might compare to our extension service.

Although there are numerous women's organizations at work overseas, women have a small place in the affairs of the Scandanavian countries. They have not broadened themselves by reading, studying and observation, and consequently seem backward when compared to women in other countries where they have taken a more active interest in community affairs.

Of significance was the consumers' educational program which is under the sponsorship of the A.B.F., or workers' organization, in Stockholm, Sweden. Believing that in order for a clerk in a cooperative store to successfully fulfill his mission, he must be cooperative-minded, these clerks are given a chance to study so that they may more fully understand the problems of the consumer. If, at the close of their training, these workers indicate that they have possibilities for development, they are given further training.

Four-H club work has gained considerable impetus in Sweden, and the number of club boys and girls, most of whom are from 14 to 18 years of age, totals around 35,000. The main problem before club leaders is trying to interest the younger-aged group. An effort is also being made to move the older boys and girls into other activities following their 4-H club work.

SOME ECONOMIC CONSIDERATIONS OF TODAY'S AGRICULTURE

by

Dr. O. B. Jesness

Agricultural legislation to be considered by the special session of Congress beginning November 15, 1937, will include crop control, a "fair share of the national income for farmers", the ever-normal granary, crop loans, continuance of soil conservation, search for new uses and markets for agricultural products, correction of freight-rate discrimination against agricultural products, tenancy, and farm credit.

Most troublesome detail with which the special session will meet is the problem of how to control surpluses. Some form of production control other than that normally exercised by individuals appears to be inevitable if a certain level of price or income is to be maintained. It is desirable, however, to retain all possible flexibility in agricultural production in order not to interfere with efficient farming and desirable shifts.

No one would question the farmer's right to a fair share of the national income. The great difficulty, however, is to determine what that share is and to devise a method by which the farmer will be assured of receiving it. A policy of providing all farmers with a parity income would divert or at least retard desirable occupational shifts. If a subsidy is employed to keep more people on farms than necessary the social loss would fall on agriculture, as well as the rest of society, as agriculture, too, must bear the nation's tax burden.

Although the ever-normal granary should moderate prices to consumers in years of shortage, this benefit will tend to be offset by the cost of carrying these holdings, because prices would be bolstered during years of large crops and imports of supplies into this country would be another way of satisfying consumer requirements in times of shortage. Another limitation of the plan is that it is not adaptable to all farm products, and therefore, cannot serve as a universal stabilizer of prices to consumers.

In regard to crop loans, "If we are to employ government loans as a means of holding up prices, farmers and others should appreciate that loan values must be kept within reasonable limits, otherwise the program will degenerate into a government price-fixing venture of the 'heads-you-lose, tails-I-win' variety with the treasury holding the bag."

Continued attention to soil conservation is desirable, but it should not be dependent upon the need for production adjustment, since soil wastage is not associated only with depressions and periods of low prices.

The most promising opportunity for new markets lies in regaining some of the lost foreign markets. Recovery of trade still continues to be hampered by the belief that the United States can sell without buying.

As to farm tenancy, the larger share of tenancy problems must be solved by improving leasing systems rather than by eliminating tenancy.

OUR TWENTY-FIFTH CONFERENCE AND THE JOB AHEAD

by  
Director F. W. Peck

"Planning, a much abused word in our modern lexicon, must be more than a paper outline or a glib phrase. Let us put into practice those elements of planning procedure that can well aid us in fulfilling our functions.

"We will not be stampeded into a standardized regimented plan of action for all farms. The recipes, formulae, prescriptions, rules of procedure--these may be used with discretion--but we are not automatons to be used as fountains of stereotyped information guaranteed to bring success and satisfaction to everyone who drinks of the fountain's water.

"More and more we need to recognize and appreciate distinctions between service and education. We shall need to use both with increasing effectiveness and perhaps caution. Many types of services can be rendered for and to people, but there can be no teaching unless someone individually learns something. Let's plan to do more teaching in the days ahead.

"We have had another helpful conference. Each time we feel renewed in our faith in the jobs that we have. Each conference strengthens our morale and adds even a little bit to our fund of knowledge and experience. If this year we have pushed the close-up horizon a little farther back and have caught fleeting glimpses of more significant things to be done and more helpful ways of doing them, then we are repaid for our time and effort in this meeting."

REPORT OF CONFERENCE COMMITTEE ON FARM CREDIT  
(Monday, October 18)

This committee recommends that the question of farm credit be given an important place in the extension program during the coming winter.

We recommend that the subject be discussed under the topic, "Wise Use of Credit", and that less emphasis than in the past be placed on the machinery of the farm credit setup. We do feel, however, that the cooperative features of the farm credit system should be emphasized.

In the farm credit discussion, the following lines should be covered:

1. Different purposes for which credit should be used.
2. Cost of different types of credit such as short, intermediate and long-time loans, merchant installment loans, automobile and machinery financing.
3. The probable returns that can be earned on money borrowed for different purposes as compared with costs.
4. Importance of meeting interest and principal payments when due.
5. Ways and means for meeting interest and principal payments.

Procedure Recommended

I. Meetings

1. General extension meetings

Speakers from the Farm Credit Administration will be available and should be used at institute-type, outlook, and other general farm meetings.

2. Community meetings

a. In order that credit information reach more people, we suggest that use be made of representatives of local credit institutions in explaining credit service available and to discuss the wise use of credit at local meetings.

b. Local units and community clubs may well be encouraged to feature a discussion on farm credit at one of their regular monthly meetings.

c. We recommend that special material on the "Wise Use of Credit" be prepared for Rural Program Helps to assist community clubs in presenting farm credit discussions.

3. Farm credit schools

Provision could well be made for a series of three meetings on farm credit, to be put on by extension specialist.

II. Specialist Help

1. We recommend that Minnesota Agricultural Extension Division provide available specialist help to discuss sound use of credit at county-wide and discussion group meetings.

2. We suggest also that an economics specialist prepare a brief publication in farmer language on the subject "Profitable Use of Credit", this publication to be available for distribution at farm meetings.

III. County agents can often use the services of local credit institutions, the N.F.L.A., P.C.A., the Security Administration, bankers, etc., in making arrangements and handling publicity for credit meetings. The Farm Credit Administration has agreed to cooperate by sending notices to their clients.

Respectfully submitted

Committee - C. L. McNelly, Chairman

C. L. Blakeslee, Secretary

REPORT OF AGRICULTURAL CONSERVATION COMMITTEE  
ON ROUND-TABLE DISCUSSION RELATIVE TO THE  
PROGRAM

(Monday, October 18)

First, the committee agreed that the Agricultural Conservation Program was dealing with a problem which existed in every county in the state, and that real educational opportunities existed in connection with the program. The committee further agreed that to date it had not been possible to get over to farmers the larger objectives of the program and that too much of the educational work in connection with the program was devoted to the mechanics rather than to the objectives of the program. The committee, therefore, recommends as follows:

1. That more time be devoted to the general objectives of the program, and that more educational material be prepared and sent to the agents to assist in this work. It was urged that the coordinating committee of the extension division now working on this phase try to bring out definite recommendations in time for the 1938 program.
2. Now that the program is entering into its third year, that the state and national administrative staff be urged to make as few changes and compromises as possible once the new program is announced and educational work begun in connection with it. It is recognized that there are difficulties connected with this, but it is felt that the county agents and committeemen will lose their influence with the local farmers if the program continues to be changed in the middle of the season.
3. It is urged that meetings and plans in connection with the conservation program be announced far enough in advance so that emergency meetings can be eliminated so far as possible. This is suggested because of growing criticism in some areas regarding the overhead involved in connection with the program.
4. It was agreed that a part of the difficulty of selling the larger objectives of the program, in some of the best counties of the state, was that the percentage of tenancy was high and with one-year leases it was difficult to interest the tenants in a program for the land which could not be turned into cash in one season. The answers to this problem seem to be educational efforts directed to land owners, provision for compensation to tenants for improvements left on the farm, and probably longer term leases. This is presented as a problem for study without recommendations on the part of the committee. The committee agreed that institutional landlords on the whole were moving in this direction more rapidly than individual landlords.
5. It was pointed out by members of the committee from the northeastern section, that insofar as the conservation program is a diversion program from soil-depleting to soil-conserving crops, that it does not fit that area too well, as a large number of the farms already have more than 50 per cent of their acreage in soil-conserving crops. This raises educational problems different from those in large parts of the corn belt.
6. Reports of committee members indicate that the relationship between county committees and the extension program in the counties is very satisfactory in most cases, and that almost without exception the

minor problems which arise can be taken care of satisfactorily within the county. The committee suggests that a letter of appreciation be sent the chairmen and the state committee expressing appreciation for the spirit of cooperation shown by the state committee and the county committees in carrying the program forward.

Respectfully submitted

A. L. Sjowall, Secretary

SUGGESTIONS AND RECOMMENDATIONS OF REA COMMITTEE  
(Monday, October 18)

1. Preliminary survey
  - a. Obtain estimate of rates.
  - b. Prepare map locating prospective members and submit to REA.
2. If deemed feasible proceed with organization.
  - a. Recommend fees be at least four or five dollars.
3. Obtain energy contract.
4. Obtain members, questionnaire on engineering, service agreement.
5. Recommend that care be exercised in securing easements and obtain same prior to construction.
  - a. For private right of ways. In case of mortgaged property or estates, record same with register of deeds.
  - b. Obtain permits for construction along township, county, and state highways.
  - c. Obtain permit to cross existing high lines.
  - d. Be sure to allow sufficient clearance for crossing high lines and telephone wires.
  - e. Obtain tree trimming permits.
6. Recommend that preliminary procedure or organization as outlined by Washington be followed.
7. Recommend that associations follow outline of REA publication entitled First Steps in Load Building, available from Washington.
  - a. Wiring specifications. Consult state fire marshall.
  - b. Have board of directors adopt specifications.
  - c. Call meeting of wiring contractors and thoroughly discuss specifications before any wiring is done.
  - d. Have inspector appointed. Must be deputized by state fire marshall.
  - e. Recommend only reliable electricians be employed.

(McLeod County Project)

Charge of inspector on new wiring set at \$2.50, to be paid by the electrician. For inspection of old wiring a charge of \$1.00, paid by the customer. Association recommends that customers do not pay contractor in full until wiring has been approved by inspector.

8. Suggest that associations affiliate with electric home and farm authority.
  - a. Provides financing of customers on the installment plan.
  - b. Is factor in load building.
  - c. Association does not assume liability of purchase.
9. Recommend that agents and associations schedule utilization specialist from Washington, who will spend a week with each project, such specialists being:  
Walter O. Zervas, utilization representative, Nicollet Hotel, Minneapolis (after October 23), who will assist on utilization, load building, specifications and standards on appliances and will schedule:  
Miss Victoria Harris, home electrification specialist  
Ray B. Hughes, agricultural specialist, 2409 Grand Avenue, Minneapolis
10. Recommend that one or more state extension specialists on REA be made available.
11. Recommend that a district school of instruction on REA, emphasizing utilization, be arranged for HDA's.
12. Recommend that REA representatives conduct schools of instruction for project managers and that agents as well as boards of directors write Mr. Carmody, REA, Washington, requesting same.
13. Recommend that a list of bulletins and publications relative to REA be assembled and made available to agents by the state extension office.
14. Relationship. Recommend that agents assist with and conduct the educational program prior to and during the educational period. Also sponsor meetings relative to utilization, but do not deem it advisable to assume responsibilities that are those of the board of directors.

RURAL YOUTH ROUND-TABLE REPORT  
(Monday, October 18)

To open the general discussion of the rural youth program a report was given presenting the present situation of rural youth groups in Minnesota and the general plans for the future development of the program. There are 33 counties in which the rural youth program is being developed. The agents' reaction to the situation is:

1. Although the organization is relatively new, the rural youth groups are serving groups not reached by the present extension program.
2. The committee members stated that if their counties did not have rural youth groups--knowing what they do now about the organization--a request for such an organization would be desirable.

The following recommendations were made by the committee:

1. The program should be expanded slowly in order to develop a well-balanced one.
2. Because this is a definite phase of the extension program, definite records should be on file in the county extension offices on membership and meetings. The card system seemed advisable. More complete records should be included in the annual reports.



3. Being part of the extension program, it is the responsibility of the agent or the agents to see that the program is carried on to the best of their ability. The amount of time depends on (1) group interest; (2) the type of advisers; (3) the degree of smoothness with which the program is progressing.
4. The agent or agents should attend program planning meetings and regular meetings. One agent should attend follow-up committee meetings.
5. Adult advisers are desirable. There should be cooperative relationships between the rural youth groups, community groups, 4-H club work groups, etc.
6. The young man or woman now in club work who desires to affiliate with the rural youth group should be urged to continue his or her 4-H club work. The rural youth organization should serve as a real factor in rounding out leadership for club work and other extension projects.
7. The district leaders' training meetings were highly recommended because (1) they develop leadership for the individual member acting as leader; (2) more valuable information can be presented by specialists; (3) specialists' help can be extended to more counties.
8. At least one major community service activity should be carried on by the group each year. More activity should be encouraged, depending on the interest of the group and the needs in the individual county.
9. Similar measuring sticks now used in extension activity can be used with rural youth groups: (1) attendance; (2) number of new practices adopted, depending on type of educational material and the employment situation of members; (3) activities of members which trace back or can be associated with rural youth groups; (4) community activity.

4-H ROUND TABLE DISCUSSION  
(Monday, October 18)

Recommendations:

Objectives

1. That more emphasis be placed on the boy and girl by emphasizing records, and the work of the young people themselves.

Demonstrations

1. That it would be helpful to see the state winning demonstrations and also have a judge criticize these demonstrations to the agents.
2. Desirable to encourage short individual demonstrations at each club meeting of the local club.
3. That demonstrations be used more at community and county meetings.

Sub-District Contest

It was the concensus of opinion that it would be desirable to eliminate the subdistrict home economics contest and instead choose all home economics representatives to the state events at the county achievement days--which may be the county fairs.

Activities

1. It was the opinion of the group that the several 4-H activities should be used to enrich the club program.
2. The group favored the dropping of the state music contest.

Completions

The group recommended the following methods of securing a higher percentage of completions:

1. That no county fair prizes be given to the club members unless the records were in.
2. To give an award to the clubs having 100% finish-up.
3. To invite only those 4-H club members to a county achievement banquet who have completed their projects.
4. To place the responsibility of securing the records on the local club leader.

Dairy Calf Projects

4-H dairy calf club members must be encouraged to enroll in the fall and keep yearly records for feed and production.

The fact that first-year calves must be kept over for second and third-year work should be emphasized.

Aim: To start young herds--have fewer calves in the dairy project--encourage more careful selection of foundation breeding stock and learn the importance of feed and production records.

Part-Time 4-H Club Agent System

1. That these agents be secured for a longer period of time--starting April 1 and continuing to October if possible--at least to October 1.
2. That regular agents keep up and carry on 4-H program from October 1 to April 1.

Sunday 4-H Activities

1. That entire group goes on record as not favoring Sunday 4-H activities and adopts a general state-wide policy of discouraging such activities.
2. That, if possible, a statement concerning this problem be included in the monthly letter to leaders from the state 4-H club office.
3. That, if in accord with the state extension policy, that the director send a "blue letter" or statement to all agents concerning this matter.

The use of the group placing system for exhibits and records and stories

(oral word of explanation for use at state events)

1. That the use of the group placing of records and stories be used at county exhibitions as far as possible.
2. That, if and where this system is used, any switch in placing from this "type" placing of an exhibit be made immediately in the ring in which that placing is being made and that the reasons for such switch be clearly explained to the exhibitor and the other contestants.
3. That 4-H record blanks be left as they are for the present.