

## PAST PRESIDENT'S LETTER

It was a heart-warming experience at Bedford to see the enthusiasm with which members of the Association greeted each other and the zest they had for serious discussion in the general meetings and the workshop sessions.

If I had needed anything to convince me of the real value of the Association or of its potentials for the future of probation, parole and institution work in Pennsylvania, I found it at Bedford.

People in these areas of work, so closely related in purpose, method and scope, *need* the Association to bring them together; they *want* the Association to provide new approaches to old problems, new thinking, new presentations. In meeting these needs and wants, the Association can become as important a part of Pennsylvania's corrective efforts as the policeman, the court, the jail or the supervising agent. I had a strong feeling at Bedford that we were on our way!

I could not bring my year as President to a close without expressing my sincere appreciation to all of the officers who assisted in planning the year's activities, the committee chairmen and members who carried out the plans, and the many members who were so thoughtful and encouraging in their support. I am grateful to all of them.

And I could not leave office without extending to my successor, President Brubaker, my best wishes for a successful term and my sincere offer of all possible help.

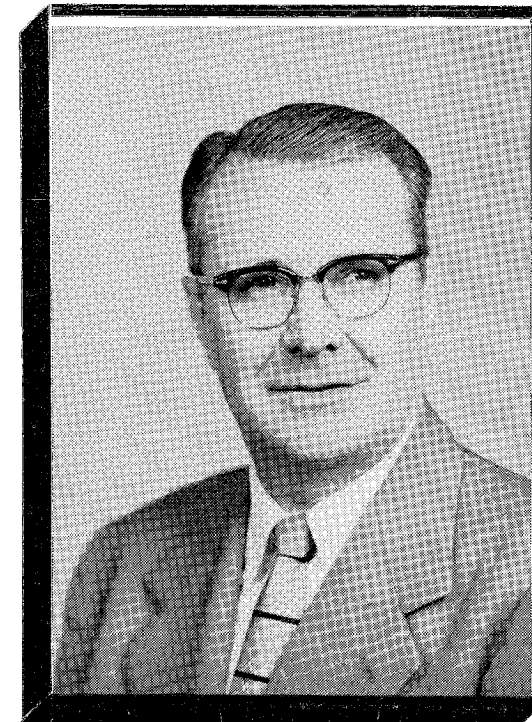
Richard Farrow

The Pennsylvania Association on  
Probation, Parole and Correction

# The Quarterly



CONVENTION ISSUE 1956



EDWARD BRUBAKER, President, 1956

# The Pennsylvania Association on Probation, Parole and Correction

## OFFICERS

|                       |  |
|-----------------------|--|
| PRESIDENT             | Edward Brubaker<br>Chief Probation Officer<br>Dauphin County<br>Harrisburg, Pennsylvania                           |
| FIRST VICE-PRESIDENT  | Mrs. Margaret A. Huff<br>Superintendent<br>Gumbert School for Girls<br>Pittsburgh 37, Pennsylvania                 |
| SECOND VICE-PRESIDENT | R. L. Herbstritt, Parole Agent<br>Pennsylvania Board of Parole<br>G. Daniel Baldwin Building<br>Erie, Pennsylvania |
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| CHARLES H. CUTHBERT  | Parole Agent<br>Pennsylvania Board of Parole<br>1107 Law and Finance Building<br>Pittsburgh, Pennsylvania |
| WILLIAM J. BANMILLER | Parole Director<br>Bureau of Correction<br>Camp Hill, Pennsylvania  |

## EX-OFFICIO

|                |  |
|----------------|--|
| RICHARD FARROW | Chief, Youth Rehabilitation Div.<br>Department of Welfare<br>Harrisburg, Pa. |
|----------------|--|

## ASSOCIATION NEWS

|  |      |    |
|--|------|----|
| 1. President's Letter                            | Page | 2  |
| 2. Report on Annual Conference                   |      | 3  |
| 3. Professional Council Job Announcement Service |      | 15 |

## NEWS FROM PHILADELPHIA

|                                      |    |
|--------------------------------------|----|
| 1. Philadelphia Youth Services Board | 18 |
| 2. Meeting of Parole Advisers        | 19 |

## OUT IN THE FIELD

|   |            |
|---|------------|
| 1. Annual Business Meeting Minutes                                      | 22         |
| 2. New Books  | 25         |
| 3. Planning an Effective Program for<br>Juvenile Institutions           | 26         |
| 4. National Conference on Parole  | 28         |
| 5. Planning and Implementing a Staff<br>Development Program             | 30         |
| 6. National Regional Conference on Crime<br>and Delinquency             | 32         |
| 7. Report on Area Meeting—Erie & Warren Districts                       | 33         |
| 8. The Department of Welfare's New Juvenile Program                     | 34         |
| 9. Observations of Criminal and Correctional Research<br>and Statistics | 35         |
| 10. Where There Is No Vision  | 37         |
| 11. Past President's Letter   | Back Cover |

June 3 to 6, 1956, to give highlights of the different group meetings. They were well presented and enthusiastically received. I spoke briefly, and took the opportunity to congratulate them for the fine work they are doing. The Publicity Committee had seen to it that movie shorts were taken at the Council meeting and shown on two TV stations that same evening.

The Council discussed and agreed to hold their next meeting after the summer months. Jack Dunlap, Superintendent of the Oakdale School for Boys, and Mrs. Margaret A. Huff, Superintendent of the Gumbert School for Girls and also your 1st Vice-President,

participating in Council activities and do all they can to make them profitable. Even though pressure of office business is on all of us, I shall, as your President, offer my services in any way you feel that I would be helpful in promoting better feeling and understanding among our group. So let's go, let's all be big about this program!

As you well know, your Association will grow as it should only if you attend as many of the meetings as possible and make known your ideas for improvement. I cannot emphasize enough the importance for us, the workers in our field, to make a special effort to contact non-members and have them become affiliated. Even

(Cont. on Top of Page 4)



Dr. Gayle K. Lawrence, Personnel Director, Office of Administration, Harrisburg, Pa.; Ralph D. Tive, Executive Director, Civil Service Commission, Harrisburg; James E. O'Mara, Assistant Regional Representative, Social Security Administration, New York City and John Y. First, now deceased. Left to right.

## REPORT ON ANNUAL CONFERENCE PENNSYLVANIA PROBATION, PAROLE & CORRECTIONAL ASSOCIATION

The Pennsylvania Association of Probation and Parole held its final meeting with a three day annual conference at Bedford Springs Hotel, June 3, to 6, 1956. For it was at that meeting that the Association voted to be known henceforth as the Pennsylvania Association on Probation, Parole & Correction.

More than 175 members, representing Probation, Parole, Penal Institutions and Social Agencies in Pennsylvania attended the Sessions, which featured Workshop discussions on various phases of the correctional field.

### SUNDAY

Sunday evening an address of welcome was given by the Honorable Richard G. Snyder, President Judge, Bedford County Courts. This was followed by a Presidential address by Richard Farrow, Association President, who outlined the progress of the Association in the past year and who stressed the need for follow-through to implement what we decide to do. He lauded the organization of Area Councils in the past year and saw in them the key to membership growth and interest. Future aims outlined by President Farrow were: (1) Working for better conditions for our people in the correctional field and (2) Working so that they can give better service in their respective endeavors.

Progress and Trends—Probation and Parole Associations in the United States was the theme discussed by Milton G. Rector, Assistant Director, National Probation and Parole Association, New York.

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## PRESIDENT'S LETTER (Cont.)

though you are a good member, be just a little better by not saying, "Let George do it".

At several of our past regional and Annual Conferences, the subject has been discussed as to the changing of our Association's name, which, of course, brought some very fine comments for and against. The membership had been notified of several resolutions to be presented at our Conference at Bedford Springs, one of which was changing the name of the Association to add the word "correction". It appeared that those who spoke on the resolution were all in favor and, the resolution passed with just a few dissenting votes. I earnestly hope that the few who were not in favor of adding the word "correction" will take into consideration the fact that nothing has been taken from the original name and the intent is still evident. This is my personal opinion, and I am hoping that

those of you who agree with me, and even those who do not, will offer their support in my endeavor to do a good job.

Those who attended the Conference at Bedford Springs certainly were impressed with the enthusiastic, friendliness, and unity of spirit that prevailed. Nothing will give me more pleasure, as well as the members whether they are in attendance or not at the 1957 Conference, than seeing that same kind of unity in evidence. I am looking forward to an increase in membership and everything that goes toward making a better feeling within our Association. Let's not be selfish but stronger, and think of being one big family of correctional workers trying to do for others where they may have tried to do for themselves but failed. Keep smiling if not for your own sake then for your brethren.

Sincerely,

Edward Brubaker

President

(Cont. From Page 3)

Mr. Rector pointed out that there are 29 State Probation and Parole Associations in the Country, known by various names. He stressed the need to change the Association name to include overall correctional workers. According to Mr. Rector, the majority of Probation and Parole Associations are making a drive to get participation of laymen and to increase the membership as well as base of support, so as to further interpret the work of the various Associations. Perhaps the most im-

portant challenge to Probation and Parole Associations is to find a way to bring the public into our program and planning. Pennsylvania is one of six State Associations having membership of two to three hundred persons.

Some of the problems of membership outlined by Mr. Rector are: How to develop a strong Association membership and interest; How to allay the feeling that the Association is run by the Administration; Development of regional workshops; Trying to re-

MONDAY—

## GENERAL SESSION

A panel discussion was held at this meeting on the subject of Security for Correctional Workers. Chairman was Mr. John Y. First, Assistant to the Executive Director, Bureau of Employment Security, Harrisburg. Consultants were James E. O'Mara, Assistant Regional Representative, Social Security Administration, New York; Dr. Gayle K. Lawrence, Personnel Director, Office of Administration, Harrisburg; and Ralph D. Tive, Executive Director, Civil Service Commission, Harrisburg.

### MR. FIRST

Since World War II, Government workers have not kept pace with industry nor with the rest of the economy regarding classification, salaries and fringe benefits. Pennsylvania ranks in the 20's in this respect. The present salary scale for State workers was set up in 1932 under Governor Pinchot and has not since been changed. Under the present administration the classification system is undergoing a close study.

Mr. First pointed out that salaries and fringe benefits are key items in attracting key personnel.

He observed that the recent Legislature enacted legislation, making it possible for State Government workers to participate under Old Age and Survivors Insurance Benefits. The details of this need to be worked out. Also pay days are now on a two week basis. Forthcoming projects to be considered are fringe benefits for job security; group insurance and hospitalization plan; leave of absence; sick leave; unemployment compensation benefits. Also under consideration is pay for overtime work.

### MR. O'MARA

Mr. O'Mara traced the history of the Social Security program, its development as well as expansion. Now nine out of ten persons are working for a living and are covered by Social Security. After enabling Legislation was passed the next step is a referendum by state workers. If at least 51% elect



Milton G. Rector, Assistant Director, NPPA, New York City and Richard G. Farrow, Past President of the Association. Left to right.

cruit people before they come out of school and development of a News Letter in order to keep the Association informed.

Various problems concerning legislation need to be met by Probation and Parole Associations. For example, does an Association present a solid front or does the Association present a forum to discuss and resolve differences. Mr. Rector felt that a manual to define jurisdiction between County Courts to spell out step-parent adoptions is another job to be done. In conclusion, he felt that each Association should take the initiative to critically examine itself and to determine what needs should be met before State Commission intervenes or initiates such an action.



Caught In A Pensive Mood  
Celia K. Gray  
Superintendent  
State Industrial Home  
For Women  
Munsey, Pa.

coverage, then the Social Security program is a fact in Pennsylvania. Numerous problems remain to be worked out in the event the program is an actuality, but if this occurs, sufficient opportunity will be given each individual to understand thoroughly all of the ramifications of the program.

#### DR. LAWRENCE

Pointed out that the problems for improving conditions for employees need integration. In the last 15 years there has been no real over-hauling of personnel practices.

He pointed out that the Governor's office has not the slightest intention of extending job tenure to all State employees under all conditions. The law alone cannot or should not insure job tenure without participation of employees, he said.

One attribute of employment is the satisfaction derived from performing a job well done. There is no job security for those employees who anticipate doing only the minimum. The Administration is interested in guaranteeing protection to professional employees, without regard for change of Administration. There is no real security against normal hazards of normal employment. No employee should feel so comfortable in his

job that he has no concern about it.

Dr. Lawrence believes that personnel is primarily a function of management. He, therefore, believes that the Civil Service Commission or Board should be a part of the Governor's Office.

He has noted the contrast in climate in Pennsylvania with that of other States. The time does not seem to be desirable for changes. There is still a body of opinion in Pennsylvania, which will not permit the Administration to improve things. We are simply not prepared. There are still people who need to be convinced that the merits of Civil Service outweigh its disadvantages.

He considers the Board of Parole personnel as technical or professional persons and should, therefore, come within some formal merit system.

Regarding pay plans in an internal sense, a well ordered classification system on salaries, equities and differentials is important. Also recruitment and staff retention has been hampered by a low entrance salary scale, which was also hindered by absence of established and orderly increment plans.

Proposals are: new entrance training class for Parole Board employees; entrance rates to be recommended, representing an increase from 6 to 23% of present rate. The pay increments will be broader and the maximum rates will exceed the present rates, 23 to 40%.

#### MR. TIVE

Mr. Tive traced the history of the Civil Service Commission since it was first organized in 1941. There are about 12 Agencies which now use the services of the Civil Service Commission. However, the Commission could extend its services to other Agencies under contract.

Mr. Tive explained that Pennsylvania has 25% coverage of the State employees compared to 95% coverage in New York and Michigan. California has 93% and Massachusetts 80%.

The Civil Service Commission gets no appropriation, but has a \$100,000 revolving fund. Each Agency pays the Civil Service Commission monthly according to the number of employees.

Local or county workers could come under the Civil Service Commission by a request of the County authorities. The authority for this is Section 212 of the Civil Service Act, which permits this coverage. However, he stressed that the Civil Service Commission must be paid for its services.

Mr. Tive then outlined an employees rights under Civil Service, which include no dismissal except for specific reasons and an appeal to the Commission. Also explained were the Retirement Benefits for the State employees. Integration and supplementation are the two factors which will be considered when and if the Old Age and Survivors Insurance Benefit Program is implemented with the State system.

Supplementation would cost the State seven million dollars every two years, while integration would cost about four and a half million every two years.

Mr. O'Mara pointed out that little known is the fact that World War II veterans will receive credit to the amount of \$160 per month for every month served in the Service toward Social Security Benefits. He referred to Old Age and Survivors Insurance pamphlet number 35, which will give a very detailed explanation of the benefits to be derived under this program.



#### WORKSHOP

On Monday Afternoon, a concurrent Workshop on the subject of Cooperation of State and Local Social Agencies was also held. This Session was Chaired by Dr. Giardini, Superintendent of Parole Supervision, Pennsylvania Board of Parole. Consultants were: Richard G. Farrow, Chief of

Youth Rehabilitation, Bureau of Childrens' Services, Harrisburg; Dr. Donald C. Cochrane, Head of the Counselling Division, Pennsylvania State Employment Service, Harrisburg; Dr. Charles L. Wilbar, Jr., Deputy Secretary of Health, Harrisburg; Miss Marjorie Badertscher, Field Representative, Department Public Assistance, Harrisburg; and Louis R. Schmertz, Member, Board of Directors, Alcoholic Information Center and Clinic, Pittsburgh.

#### MR. FARROW

Mr. Farrow explained the functions of the Department of Welfare, Bureau of Childrens' Services. He pointed out that the Division of Youth Rehabilitation is not a direct service aid to children. There will, however, be Consultant Service by the Division to Courts, Probation, Community Services.

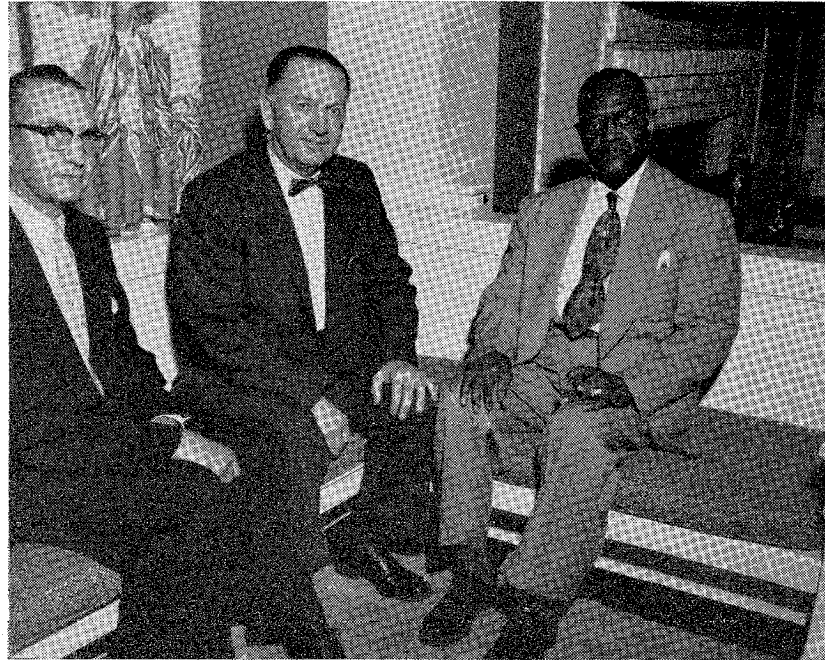
#### DR. COCHRANE

Dr. Cochrane emphasized that the primary function of the Bureau of Employment Security is to effect employment stabilization through the Employment Service by assisting persons to find jobs and to keep them. These persons include adults, children, minority groups. Dr. Cochrane termed the service a "cradle to grave" program. This Agency does a great deal of occupational counselling which seeks to determine aptitude, interest and temperament. This counselling includes Wards of the Court.

#### DR. WILBAR, JR.

Dr. Wilbar explained the Public Health Services in Pennsylvania. He observed that the voluntary health agencies spend more money than the whole State Health Department. Local Health Services are regarded as a vertical line of service.

The public health today is too broad to be administered as a central level. It must be decentralized to be most effective. Therefore, local County Health Departments are essentials. At present, there are two County Health Units in the State of Pennsylvania, namely in Bucks and Butler Counties.



Members of The Pennsylvania Board of Parole, Theodore H. Rieber, member; Paul J. Gennert, Chairman and Rev. Richard T. S. Brown, Member. Left to right.

There are seven regional State Medical Health Centers in the State.

#### MISS BADERTSCHER

Miss Badertscher explained that the function of the Department of Public Assistance is to maintain a minimum of health and decency by providing money for families to live in their own homes. This aid includes food, clothing, fuel and utilities. A cash check is sent to recipients twice a month. There are five types of assistance, namely, Old Age Assistance, Aid to Dependent Children, General Assistance, Aid to Disabled and Blind Pensions.

The case load varies according to the economic situation. The State Board of Public Assistance is responsible for formulating policies consistent with Public

Health and Federal requirements. There are 67 County Boards of Assistance comprising seven members each, who represent the communities concerned and who help administer the program.

The staff members are referred to as Visitors, whose function it is to do a social case work job. The basic principal involved is that they do not want to do anything for anyone that he cannot do for himself. The individual is encouraged to handle his own problems by using money for which he is dependent. Also to help the individual develop resources to which he may be entitled. He may have an employment potential which he may not be able to use, hence the rehabilitative service is more and more in demand by the public.

Miss Badertscher likened DPA

to a harbor in the time of storm. After the storm is over the individual is expected to move out on his own. Also, DPA is a floor beneath which people may not fall.

#### MR. SCHMERTZ

Mr. Schmertz stated that his agency is part of the Pittsburgh Plan, which is headed by Dr. Olsen of St. Margaret's Hospital. This started as a treatment center. At present a research job is being done with treatment. St. Francis Hospital in Pittsburgh treats all types of cases. The Western Psychiatric Hospital handles the more complicated cases of alcoholism.

Mr. Schmertz believes that Pittsburgh has the best service for the care and treatment of alcoholism. He encouraged agencies in the correctional field to use this service. Alcoholism is considered by Dr. Parran of the U. S. Public Health Service as the most serious Public Agency health problem.

#### DISCUSSION

Following the presentation by the consultants, many questions were asked of the participants. As to the SES interviewing inmates at PIDD for jobs, Dr. Cochrane explained that the Federal Government stipulates that no Federal money can be spent for institutional inmates. However, counselling is available, but his agency stresses only group occupational counselling. Mr. Barnes of Morganza pointed out that inmates released from that institution at the young age of 17 have problems in qualifying for all types of jobs. Dr. Cochrane agreed that employment opportunities for these persons are restricted, however, the SES has helped many 17 year old High School pupils and graduates. The Child Labor Laws may be modified by the Federal Government if youngsters age 17 can be classed as learners, in which case they may be hired by employers.

Mr. Farrow was asked by Mr. Fraley how young men can be selected for forestry camp and was informed that the two chief

methods are through Classification Diagnostic Training Centers or through the Pennsylvania Training School at Morganza. Mr. Farrow also stated in answer to Mr. Herbstritt's question about age limits that youngsters 15 to 18, who are also Wards of the Juvenile Court are eligible. It is not known what the per capita cost will be in maintaining the forestry program. A Pennsylvania Industrial School inmate will not qualify for the forestry Camp, according to Mr. Farrow but he will have to go through the Classification Center, which has not yet been established.

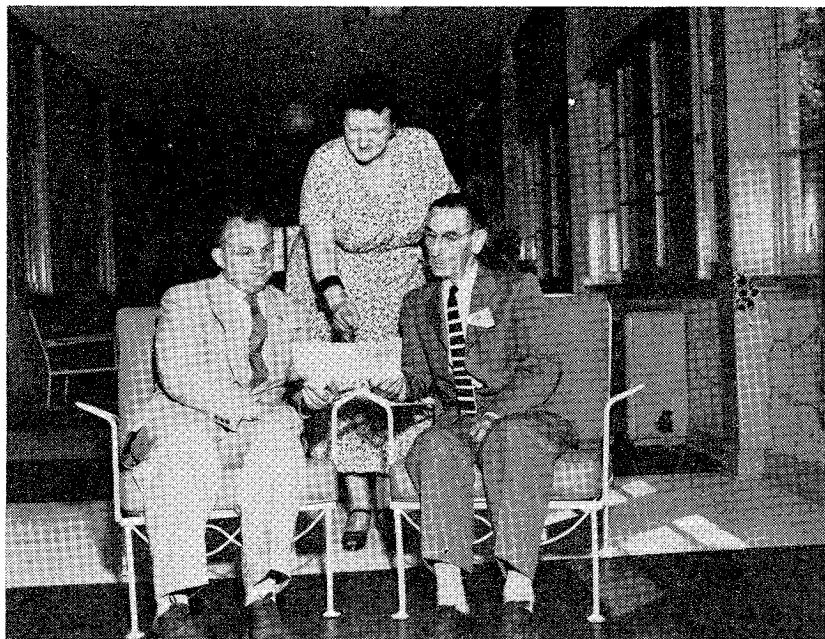
Mr. Weinstein asked Miss Badertscher about the one year residence restriction on inmates in order to qualify for Public Assistance. He pointed out that too many inmates have to make personal application for DPA when they are unable to do so since they are confined in the institution.

Miss Badertscher explained that the one year residence rule means one year continuous and also that the person be a citizen in order to obtain General Assistance. A proposal, which was defeated in the last Session of the Legislature, provided that a person, in order to be eligible, must have one year's residence in the last five years in Pennsylvania. However, if a person left Pennsylvania for employment and now has returned, he is considered a resident, or if a resident of a State which will reciprocate, he is considered eligible for assistance.

Emergency grants for DPA General Assistance can be issued the day a person is found eligible, not the next issuing date. Each County Assistance Office has a County Disbursement Fund for this purpose for emergencies. Miss Badertscher explained that an institutionalized person cannot receive DPA Funds while in the institution. However, if the inmate is returning to his family, some member of that family may apply for him. He may be eligible for a "grub stake plan" until he receives his first pay.

It was admitted that the SES





Dr. Kenneth E. Taylor, Program Chairman, Bedford Conference; Eliza E. Leader, Past Secretary-Treasurer of the Association; and Lloyd D. Aldstadt, Chairman Local Arrangements Committee, Bedford Conference. Left to right.

is limited in bringing the inmate and the prospective employer together, in finding jobs for inmates. However, the SES can and does register the inmate with the local SES. There are a large number of such requests from inmates and matching men with jobs is difficult, especially if the applicant lacks skills. Group counselling is available for inmates in institutions, however.

Mr. Fraley asked Mr. Schmertz if a lot of juveniles start to drink when young. Mr. Schmertz referred to the Yale study, which termed drinking as the romance of the alcoholic. Alcoholism is merely a release of a medicine uncovering a physical or nervous condition or deficiency. Mr. Schmertz felt that no normal young person needs a sedative, which is what alcohol is.

Selling or giving alcohol to minors is an educational rather than a correctional problem.

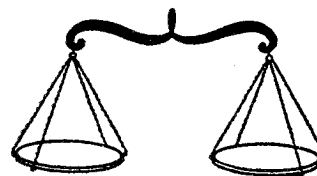
Dr. Wilbar observed that certain types of persons are habituated to drinking. There seems to be a deficiency which affects the insecure or depressed person. No specific type of mental illness causes alcoholism. Such persons are usually more susceptible, however.

Mr. Schmertz felt that alcoholism covers all types of cases like diabetes and represents all classes. From certain things we develop in childhood, we find ready release later in alcohol.

Mr. Phelps asked Dr. Wilbar if inmates addicted to narcotics can be referred to facilities. He was told that there are no facilities at the present time, but it is hoped

that they will be set up in the near future, because money for that purpose is now available. Again, Dr. Wilbar felt that there is too much emphasis on enforcement and too little on the educational aspects of the narcotic problem. He observed that New York State has a Narcotics Anonymous.

Mr. McElwee asked Biss Baderscher if DPA is willing to reveal information concerning the whereabouts of parole violation absconders. She stated that the DPA Law will give information only if the inquirer has the name and address of the person sought or the permission of the person concerned.



#### WORKSHOP

On Tuesday morning, a Workshop Discussion was held on the subject, "Improving Probation and Parole Services". Chairman was Edmund G. Burbank, Chief Probation Officer, Quarters Sessions Court, Allegheny County, Pittsburgh. Consultants were: Miss Margaret Perrin, Chief Probation Officer, Delaware County, Media, Pa.; and Mr. Daniel O. McElwee, Assistant District Supervisor, Pennsylvania Board of Parole, Philadelphia.

#### MR. McELWEE

In his talk on improving parole service, Mr. McElwee made several provocative suggestions. (1) He stressed the need to know more regarding motives, desires and cause and effect in our relationship with the individual on parole. He felt that training, study and research must be continuous with the day by day work. Enlargement of the merit system, regular meritorious salary increments and increase in compensation were also considered to be aids in improvement of the parole service. Included, too, would be a better Pension System, supplemented by Social Security.

(2) Personnel selection and retention practices should be improved. This would include arranging a direct contact with the source of supply or competent personnel. Parole as a career should also be sold to the potential employee.

(3) Making more available community services in parole work. This includes an awareness of just when to seek help from others, and what specific agencies to ask for help.

(4) Degree of respect for and cooperation with other workers in the field of correction. An objective attitude with other workers and agencies in the correctional field, cooperation with each other in supplying information and records and routine meetings of Probation, Parole Administrative Staffs on a Federal, State and County level. All are considered essential in this category.

(5) Influence public opinion by presenting as a public service specific information or interesting articles concerning parole work to the press, TV or Radio; supply speakers for any Civic group meeting; Join Professional and Civic Associations; bring our own influence to bear as individuals or as Associations upon various legislative bodies in order to improve the service.

#### MISS PERRIN

Miss Perrin talked about improving Probation services. She felt that a fundamental approach to the improvement of the Juvenile program is embodied in the relationship between the Judge and the Staff. This relationship is a team relationship which is a combination judicious as well as decision making arrangement.

Miss Perrin believed that what we can do in the way of investigation is reflected in how well we can keep the lines of communication open. Community-wise what happens to a probationer or a parolee is the responsibility of the Judge and not the Probation Officer. The Judge receives any criticism which may result from any adverse publicity or misbehavior,

of the subject involved.

A public relations department is fundamental to a Juvenile program, because it is needed to interpret the limit of Probation Services as well as Court Services.

We spend a great deal of time trying to defend ourselves in handling our cases where Social Workers become interested, Miss Perrin declared. She believes that Social Agencies have been afraid to approach the Court because of involvement.

Regarding personnel, Miss Perrin believed that there are just not enough persons to go around and she observed that Social Workers are competing with other professions. One solution is the possibility of small counties merging together in handling mutual services.

#### DISCUSSION

Mr. Burbank observed that staff development is pretty much at the heart of our Probation or Parole Services. We frequently are forced to decide what we can do with what we have. As Administrators are we impressed with the trust we have to our Staff?

Mr. Burbank felt that the trend is now a movement toward changing around between States of workers in various Agencies.

He believed that training and a training manual are essential. He stressed the importance of interpreting to Judges the work we do and the need for Probation and Parole.

Mr. Burbank raised the question as to how we can best serve our staff. Without staffs, standards are something on a piece of paper, he stated.

Judge Depuy, Franklin County Court, stated that as Probation Officers, we have a responsibility to the Judge, who is really responsible to the community for his decisions.

Miss Perrin observed that neither the Probation Officer nor the Judge are taking over each others services. Theirs is an inter-relationship.

Another question raised by Mr. Burbank was one concerning the kind of help that can be given to a smaller office in the Probation field. Mr. Lawrence Campbell, Carbon County stated that the Probation Officer in a smaller county tries to keep the juveniles out of Court to help the Judge. He, therefore, assumes a protective attitude toward the Judge by being selective in approaching him and by thoroughly preparing reports.

Judge Depuy agreed and felt that there must be a great deal which can be disposed of by the Probation Officer, without checking with the Court. A subject which provoked much discussion was one concerning the question, "What can be done with School people who refer juveniles to that Department and nothing is ever heard of it." It was agreed that the Probation Officer should check with the school authorities after investigations are made and this would include inviting school people to the Juvenile hearing, if approved by the Court.

Schools sometimes pass the buck to the Juvenile Court on problems that schools should first try to solve themselves.

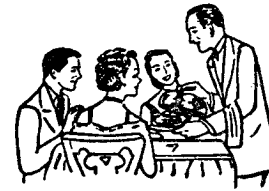
Miss Perrin wondered if we have gone too far in protecting children. If we are going to do it, then the community ought to help us by telling us *how* to do it.

Mr. Fraley stated that truancy cases are welcome in the Juvenile Court in his County. Boys who drop in their grades are checked by the Probation Officer for possible leads concerning any untoward behavior. In this way the Probation Officer may be able to spot or prevent any delinquency.

It was also agreed that a lot of problems should not be brought to the Probation Officer and it was also felt that everyone has to take a little responsibility in trying to handle juvenile problems.

A noble aim, faithfully kept, is  
as a noble deed.

Wordsworth



#### BANQUET

On Tuesday evening 200 members and guests attended the Annual Banquet. Judge J. Colvin Wright of Bedford, State Superior Court of Pennsylvania, served as Toastmaster.

Rabbi Nathan Kaber, Temple Beth Israel, Altoona, was the featured speaker. His topic was, "Where There Is No Vision". The text of Rabbi Kaber's address is contained in a separate article in this issue.

#### WEDNESDAY WORKSHOP

Reports, Research and Related Problems was the topic discussed by the Chairman, Dr. John H. Ferguson, Director of Program Evaluation, Office of Administration, Harrisburg, Pa. He briefed the group on what has gone on before in this field of endeavor, especially on Research.

Dr. Ferguson outlined the factors inherent in the scientific method. They are: (1) Statement of the problem to be solved; (2) Accumulation and classification of pertinent facts and information;

(3) Analysis of the material and formulation of the theory or hypothesis; (4) Experiment and observation to prove or disprove the theory hypothesis.

The difficulties in applying the scientific method in the field of Parole and Corrections are: (1) Lack of funds; (2) Lack of research personnel; (3) "Tenderness" of the public to experimentation in this field; (4) Lack of interest on the part of correctional staffs; (5) Inherent difficulties in all social science research (too many variables).

Dr. Ferguson first submitted data and reports on the California projects and practices including parolee training, intensive supervision with small case loads, which results in earlier release on parole and better results rehabilitation-wise,—all at a tremendous saving of tax money on custodial care.

A lively discussion followed on methods of reporting and research as well as the use of these statistics as tools, also the matter of predictive techniques. It appeared that these tools and techniques posed quite a problem between the ideals of University teachers and practical application by parole personnel. There was a suggestion of more democratic operation of institutions with a concentration on release procedure and all its implications with committing Courts, ending with a discussion on what will become of a parolee upon release.

Mr. John Yeager, Director of Research, Bureau of Corrections, reported that he is working on a research project which, it is hoped will suggest some ways for bridging the present gap between sociological and social psychological theories now existing in the criminology field.

Dr. Kenneth Taylor, Deputy Commissioner, Bureau of Corrections, briefed the group on the mobile camp project now in process and gave a history of the Illinois project of a similar nature.

On the question of recidivism, it was the opinion of the group that much of the unfavorable publicity attendant thereto could and should be counteracted by reports or histories in the form of news releases regarding the many cases of release on parole which prove satisfactory. Stressed was the positive note that we should talk up our own program.

Rev. Richard Brown, member of the Pennsylvania Board of Parole, stated that parole is only a part of the total process of rehabilitation. Such tools as human nature, parole training supervision, public acceptance and industry are needed to get us where we are going parole-wise.

Dr. Ferguson explained that we must determine where we are go-





Association Officers Richard L. Herbstritt, 2nd Vice-President; William J. Banmiller, Executive Committee Member; Margaret A. Huff, 1st Vice-President; Edward Brubaker, President; Arlene Kurtz, Secretary-Treasurer and Charles H. Cuthbert, Executive Committee Member. Left to right. Other officers not shown are William Candia, Executive Committee Member and Richard Farrow, Executive Committee Member, ex-officio.

ing, how we are going to get there, then correct our programs through survey research and reports. In this way, we can profit by what other States and Departments have done. These surveys and projects can be conducted at a County, State or National level.

Some research projects suggested were: (1) The State Association of Probation, Parole and Correction should conduct a survey of the number of Probation Officers and the salary range of these personnel in Pennsylvania. (2) What are, or should be the minimum requirements for a case record for Probation and Parole work. (3) Is employment really necessary as a condition of release on Probation and Parole? This widely accepted assumption has never been tested. (4) Does supervision of Probationers and Parolees really make any difference in their adjustment? (5) Developing experience tables for the selection of subjects for Probation and Parole. Very little, if any research has been done on this topic in Pennsylvania. (6) How prevalent and how strong is the proclaimed rejective attitude of employers toward Probationers and Parolees. (7) What is the rate of Probation violation in the different counties in Pennsylvania? What is the best method of computing violation rates for Probation and Parole? (8) Make a comparative study of procedures of handling juvenile cases in the different counties of the State.

The Workshop closed with a discussion of the Bill to be presented to the next Legislature providing for a Bureau of Research and Criminal Statistics.

## NATIONAL PROBATION, PAROLE AND CORRECTION ASSOCIATION PROFESSIONAL COUNCIL JOB ANNOUNCEMENT SERVICE—JULY 1, 1956

**CALIFORNIA, BELMONT** — *Assistant Probation Officers* (men and women), for San Mateo County Probation Department. BA in social science and one year graduate work or one year paid experience in probation. Grade I: \$4212 to \$5268; Grade II: \$4704 to \$5892. Write John S. Cowgill, Chief Probation Officer, P. O. Box 35, Belmont, California.

**CALIFORNIA, SAN DIEGO** — *Supervising Assistant Probation Officer I*, Bachelor's degree with major in social sciences, emphasis on sociology and psychology. Two years full time paid experience in professional social work, at least one year of which must have been in probation department. Master's degree in social science may be substituted for not more than one year of general experience. Any equivalent combination of education and experience will be acceptable. Salary \$397-483 monthly. *Receiving Home Counselor*, \$296-360 per month at present with increase recommended July 1. Duties: work with children. Requirements: Age 21-59 inclusive. Residence not required. Bachelor's degree from accredited four-year college, preferably with major in social sciences. College transcript must be presented by time of interview. Write Clayton G. Swanson, Director of Personnel, Dept. of Civil Service and Personnel, Room 402, Civic Center, San Diego, California.

**COLORADO, EL PASO COUNTY (COLORADO SPRINGS)** — *Chief Probation Officer*, experience in operations of juvenile court essential. Master's degree in social work requested but not mandatory. \$6000. Contact Hon. Charles J. Simons, Judge of the County Court, El Paso County, County Court House, Colorado Springs, Colorado.

**D. C., WASHINGTON** — *Probation Officer* in juvenile court. Require two years at school of social work plus one year casework experience or one year at school of social work plus two years casework experience. \$4970 to \$5780. Write John J. Larkin, Chief Probation Officer, Juvenile Court, 400 E Street, N.W., Washington, D. C.

**FLORIDA, ORLANDO** — *Assistant Counselors*—\$2800 per year plus \$50 per month car allowance. Write Hon. Mattie H. Farmer, Judge, Orange County Juvenile Court, Orlando, Florida.

**ILLINOIS** — *Juvenile Probation Officer* (Female), for community of approximately 150,000 population. At least one year graduate training in social work plus experience in a juvenile court or related child welfare work. Salary dependent upon qualifications. Write National Probation and Parole Association, 1601 Halsted Street, Chicago Heights, Illinois.

**MARYLAND, BALTIMORE** — *Director*, (\$10,000-12,000 tentative) and *Deputy Director* (\$8000-9500 tentative), probation department of Supreme Bench (youth and adult criminal cases and domestic relations). Supervisory and/or administrative experience in probation or parole. Send statement of education and experience to Hon. Herman M. Moser, Chairman, Probation Committee of the Supreme Bench, Court House, Baltimore 2, Maryland.

**MICHIGAN, GRAND RAPIDS** — *Detention Home Superintendent* — Graduate training in social casework or social group work plus institutional experience. Salary \$6000. *Probation Officer*, to provide casework service to delinquent children. One year of graduate social work plus one year of

experience of two years of graduate social work required. Salary \$4000. *Casework Supervisor*, to provide casework supervision for probation staff working with delinquent children, in-service training, community relations. Master's degree in social work and three years experience in court or social agency required. Salary \$5000. Write John P. O'Brien, Director of Court Services, Kent County Juvenile Court, Grand Rapids, Michigan.

**MISSOURI, CLAYTON** — *Deputy Probation Officer* (male or female) — Immediate opening in St. Louis County Juvenile Court. \$3600 to start. Must have Bachelor's degree in one of the social sciences, education or psychology. No experience required. Write Ralph L. Smith, Chief Probation Officer, County Children's Bldg., 701 S. Brentwood Blvd., Clayton 5, Missouri.

**MISSOURI, SPRINGFIELD** — *Psychiatric Caseworker* in Medical Center for Federal Prisoners. Minimum starting salary \$4525 year; maximum starting salary \$5440 year, to be established in relation to training and related experience. Specify minimum acceptable in reply. Secure examination announcement No. 9-14-3 (1954) issued January 26, 1954, for Social Worker (Parole). Position can be filled outside Civil Service Register and qualified persons may contact Darlow Johnson, President, Missouri Correction Association, U. S. Medical Center, Springfield, Missouri.

**MONTANA, MILES CITY** — *Caseworker* (2) for Industrial School. Case load 50 to 75 boys plus correspondence replacement with local agencies and families. Must have MA from school of social work. Prefer sequence in psychiatric social work or field work in institutional setting. Salary \$3900 to \$4500 plus new apartment and subsistence. Write Morris B. Thomte, Industrial School, Miles City, Montana.

**NEW YORK** — *Youth Parole Workers*, field and resident posi-

tions in the training schools, New York State Department of Social Welfare. Bachelor's degree, one year graduate study in social work, and (a) second year of graduate study, or (b) one year experience in casework treatment. Salary \$4220 to \$5250 with appointments in New York City at \$4426. Write New York State Department of Civil Service, 39 Columbus Street, Albany, New York.

**OHIO, CINCINNATI** — *Probation Officers* (2) male or female. Salary \$3780 to 4780. Graduate degree in social work or college graduation plus one year experience in children's or family agency. *Assistant Superintendent* — Detention Home, salary \$4880 to \$6000. College graduate; two years experience in social work, preferably in a children's institution; familiarity with group work methods and recreation leadership skills. Write Miss Dolores E. Wagner, Chief Probation Officer, Court of Common Pleas, Room 416, Courthouse, Cincinnati 2, Ohio.

**OREGON, EUGENE** — *Juvenile Counselors* — \$374 to \$486 per month in six steps. Requirements: (1) One year graduate training in social work, sociology, criminology or psychology and one year experience in child welfare work, juvenile probation work, or detention work or other correctional work, or (2) Graduation from four year recognized college or university, with major in social work, sociology or other social sciences. Must have own car. Write Jack Glass, Director, Lane County Juvenile Department, 23—6th Ave. West, Eugene, Oregon.

**TEXAS, AMARILLO** — *Chief Probation Officer*, juvenile department of Potter County. Two years experience in probation plus BA with major in sociology or psychology; preferably, graduate work in social work, criminology or psychology. \$4500 plus car and mileage allowance. Write Thomas S. Little, Chief Probation Officer, Room 305, County Courthouse, Amarillo, Texas.

**TEXAS, CORPUS CHRISTI** — *Detention Home Superintendent* for new facility. \$5400 to \$6000 plus \$300 per year car allowance. Two years graduate study in accredited school of social work and two years experience in responsible position in a detention home or related institutional work. Experience beyond two years may be substituted on year for year basis for second year education in graduate school of social work. Submit full report of training, experience and education. Must respond at own expense at time and place set by Juvenile Board. Write Chief Probation Officer, P. O. Box 7276, Corpus Christi, Texas.

**VIRGINIA, RICHMOND** — *Casework Supervisor*, \$4160-4992, but qualified person may start at \$4784. Two years graduate study in school of social work and one year experience, or one year graduate study and three or four years experience. Write David H. Katz, Jr., Chief Probation Officer, Juvenile and Domestic Relations Court, 1115 E. Clay Street, Richmond, Virginia. *Psychiatric Social Worker* to work on group and individual basis with juvenile offenders in Virginia's four Industrial Training Schools. Start September 1, 1956 or October 1, 1956. Salary \$4920 per year. No Civil Service examination required. Requirements: MS in Psychiatric Social Work, four years of social casework experience, two of which must have been in a psychiatric setting. Address inquiries to Patricia R. Denton, M.D., Director, Mobile Psychiatric Clinic, 601 Spring Street, Richmond, Va.

**WASHINGTON** — *Superintendent, Reformatory and Superintendent, Penitentiary*. \$762-909. Must have completed college and at least five years of progressively responsible supervisory or administrative experience in an adult correctional institution. Applicants without college training will be accepted who have additional qualifying experience to substitute year for year for educational requirements. *Assistant Supervisor* (Classification and Treatment) \$612-729. Must be

college graduate with major in public administration, social science or related field and must have at least five years of supervisory or administrative experience either in correctional work or probation or parole work, provided it has included or been supplemented by experience in a correctional institution. *Associate Superintendent (Custody)*—\$561-668. Must be college graduate with at least two years of staff supervisory or administrative experience in working with adult inmates or parolees. Additional qualifying experience may be substituted for academic training on year for year basis. Write Dr. Clarence Schrag, Supervisor, Division of Adult Corrections, Department of Institutions, Box 867, Olympia, Washington.

*Institutional Caseworker I* — \$282-334. Beginning social services work under close supervision. Must be college graduate. *Institutional Caseworker II* — \$307-364. Under supervision, provide casework services to patients or inmates of mental hospital or school of delinquent work. *Institutional Caseworker III*—\$334-397. Duties same as for Caseworker II. Must have completed two years training in approved graduate school of social work. One year casework experience may be substituted for such training. *Social Services Field Representative I* — \$364-432. Has responsibility within assigned area for admission, casework and placement of students in a school for retarded children. Must have completed two years training in approved graduate school of social work and at least one year of successful employment in agency providing children's services in a supervisory or professional casework position. Additional year of experience may be substituted for one year of graduate training. *Youth Camp Counselor I*—\$307-364. Provides group work and counseling services to inmates in youth camp. Must be college graduate with some experience in working with adolescent boys. Employment of this type may be substituted year for year for two years of college. *Super-*

visor of Social Service (Institutions) at Ranier State School for retarded children. Maple Lane School for delinquent girls. \$432-514. Two year graduate of school of social work, at least three years successful employment in casework. Additional year experience may be substituted for second year graduate training. *Supervisor, Child Guidance Center* — \$514-612. Two year graduate school of social work, clinical psychology or education (specialization in counselling and guidance). Three years successful full time paid counselling or casework experience with emotionally disturbed children or adolescents, or with parents on child behavior problems. Write Washington State Personnel Board, P. O. Box 688, Olympia, Washington.

**WISCONSIN, MILWAUKEE**—*Children's Court Probation Officer, Family Court Worker, Municipal and District Courts Probation Officer* — \$4520.23 to \$5355.09 per year. Satisfactory completion of two years' graduate work in an accredited school of social work excluding the thesis; possession of a master's degree from an accredited school of social work desirable. One year's paid experience as a social service worker with an accredited caseworking agency preferred. Application forms may be secured from the Milwaukee County Civil Service Commission, Room 206, Courthouse, Milwaukee 3, Wisconsin.

**ILLINOIS, CHICAGO**—*Probation Officers* (2) for U. S. District Court. Salary \$5440 to \$7465. Master's degree in social work required. Write Chief Probation Officer, U. S. District Court, 229 U. S. Court House, Chicago 4, Illinois.

**WASHINGTON, SEATTLE**—Caseworkers (5), MSW preferred, for probation work with dependent and delinquent children. \$4080 to \$5160. Write Martin Falsberg, Assistant Director, King County Juvenile Court, 1211 East Alder, Seattle 22, Washington.

## NEWS FROM PHILADELPHIA



### PHILADELPHIA YOUTH SERVICES BOARD

At a recent meeting of the Philadelphia Youth Services Board, Mrs. Evelyn M. Trommer was appointed Executive Director. Mrs. Trommer has an unusually rich background in the field of law and social welfare. In recent years she was Assistant District Attorney assigned to the Juvenile and Domestic Relations Divisions of the Municipal Court. Jerome Reznick, formerly with the Crime Prevention Association of Philadelphia, serves as Assistant Director, and H. Donald Burr as the consultant of the Youth Services Board to the Board of Public Education.

The Philadelphia Youth Services Board, under the chairmanship of Mayor Richardson Dilworth, combines representatives of public and private agencies which deal with the prevention, control and treatment of juvenile delinquency.

All who have meditated on the art of governing mankind have been convinced that the fate of empires depends upon the education of youth.  
Aristotle

## MEETING OF PAROLE ADVISERS

The Pennsylvania Board of Parole held a meeting of parole advisers in the Philadelphia area at the Girls' High School Auditorium, 17th and Spring Garden Streets, Philadelphia, on Wednesday, May 23, 1956, at 8:00 P.M. The program was moderated by Walter E. Anderson, Supervisor of the Philadelphia office of the Board of Parole.

Mr. Paul J. Gernert, Chairman of the Pennsylvania Board of Parole, and Mr. Theodore H. Reiber, Member, addressed the group briefly on the paroling process and importance of the adviser's role in the rehabilitation of the offender. Dr. G. I. Giardini, Superintendent of Parole Supervision, spoke on the role of the adviser in parole service.

Two Parole Agents from the Philadelphia office, Robert H. Smith and Robert A. Moose, presented a dramatic skit of an interview between a Parole Adviser and a parolee. Following the skit, a question and answer period was held. Assistant Supervisors of the Philadelphia office, Charles H. Knapp, Daniel O. McElwee, Palmer J. Jones, and Harold G. Miller, served as panelists. The discussion was lively and spirited and could have continued indefinitely. It was generally conceded that unemployment has a large bearing on any failure of our parolees to adjust in the community. For this reason, many in the group felt it advisable to invite employers to future meetings, as well as police officials and members of the judiciary.

The program was concluded by showing a film entitled "Angry Boy" by Mr. Fred H. Miller of the Public Service Institute of the Department of Public Instruction.

Some 150 persons attended, and it was apparent that additional meetings of this group will be scheduled in the future.

If we work upon marble, it will perish; if on brass time will efface it; if we rear temples, they will crumble into dust; but if we work upon immortal minds, and imbue them with principles, with the just fear of God and love of our fellow men, we engrave on those tablets something that will brighten to all eternity.

## WEDNESDAY WORKSHOP JUNE 6, 1956

"Joint responsibilities of the Institutions and Parole Board in Problems relating to *Pre-Parole Planning, Pre-Parole Investigations, Parole Violators, etc.*," was discussed at a Wednesday Workshop Session.

Mr. William Banmiller, Director of Parole, Bureau of Correction, Harrisburg, presided. Consultants were: J. M. DesRochers, Secretary, Pennsylvania Board of Parole, Harrisburg; Raymond Wieseckel, Senior Parole Officer, State Penitentiary at Rockview, Bellefonte; Harold Miller, Assistant Supervisor, and Charles Rupp, Parole Agent, Pennsylvania Board of Parole, Philadelphia; and R. L. Herbstritt, Parole Agent, Pennsylvania Board of Parole, Erie.

### MR. DesROCHERS

The Parole Plan establishes the daily pattern of a parolee's life in the community. The Parole Board usually wants parolees to go back to their home communities, especially where they have family ties. In cases where an inmate has no ties whatsoever the Board permits an Agency plan to be used. This is only used as a last resort. Mr. Banmiller interjected a comment here that each new commitments should be told that his record begins as of that time and he must earn his parole.

## MR. WIESECKEL

Mr. Wieseckel spoke on the need of a prisoner for a complete parole plan for release and how difficult it was for him to secure one in and around Rockview. Farm jobs are hard to get and there are no industries or agencies nearby to help. He felt that the investigating agents in the district office could take a more positive approach in weaker plans. Maybe agency plans would be better than partial plans, with stricter supervision, in the cases of younger men.

## MR. MILLER

Institutional parole officers should give more facts on Pre-Parole requests as to an inmate's efforts to secure a plan and something about his progress so that if the plan is weak the agent can make a satisfactory recommendation. This is important in the cases where agency plans are used. In Philadelphia a meeting of Parole advisors was called recently and the problem of employment discussed. It was decided to make an all out effort to solicit help from employers and contact the Chamber of Commerce, explain parole to them in order to break down the resistance to hiring parolees. Employers could be invited to go through the institutions and get acquainted with inmates applying for jobs.

## MR. HERBSTTRITT

Mr. Hebrstritt spoke about difficulties he meets with parolees in rural areas. Farmers want parolees to work long hours for small pay, are interested in hiring help, not necessarily rehabilitating. A farm plan is usually a one man plan, like an agency plan. Parolee usually accepts such a plan just to get out of prison but becomes dissatisfied quickly and then the Agent's problems begin. Parolee usually winds up back in his home community with a partial plan. If Mr. Herbsttritt gets a partial plan case he usually gives the parolee 30 days to find a job.

## MR. RUPP

Mr. Charls Rupp said he had none of the problems mentioned above, but if a plan did fail to materialize after a parolee's release, the institution should be notified so this same plan would not be used again.

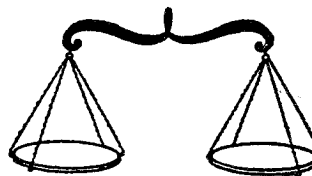
He also felt many parole violators are given too much information as to why they were returned and the names of the informants. This should not be done as it will be difficult for Agent to get any more information from these people if they become aware of the fact that the parole violators know who told on them.

Mr. Wieseckel said this last remark concerning parole violators does not usually happen. Inmate is given reasons for return, but not the source. The parolee is inclined to minimize his actions in violating parole rules.

Mr. DesRochers stated that Mr. Cavell found hundreds of inmates were "continued for parole plans" and were still in prison. Main reason the Board of Parole does this instead of granting parole as of a certain date is because of the individual himself, considering the whole overall picture. A lot depends on the type of plan. They check his adjustment, vocational record, and the environment to which he is returning. Also considered are psychiatric reports, D. A. contacts and community sentiment.

I shall pass through this world but once. If, therefore, there be any kindness I can show, or any good thing I can do, let me do it now; let me not defer it or neglect it, for I shall not pass this way again.

De Grellet



## DISCUSSION

Mr. Lawson remarked that the Parole Board usually goes along on partial plan cases of Pennsylvania Industrial School. Inmates there have the idea that if they have enough money to keep themselves they have 30 days to find a job. This has no basis in fact.

Mr. Lawson feels the Parole Board should determine eligibility for parole, either grant parole or refuse, not continue.

Mr. DesRochers stated that when partial plans are used a condition of parolee's release is that he must make every effort to secure a job as soon as possible. If he does not make any effort to do so and the agent reports this, the Board may return parolee.

Mr. Petri, Senior Parole Officer, Eastern State Penitentiary said he seldom submits Agency plans. Employers would be welcomed into the institution. He also mentioned some attorneys in Philadelphia Area are charging a fee to secure jobs for inmates. He suggested that when agents send reports to the Parole Board in which parts of a plan are rejected the institution be notified at that time, instead of waiting to hear from the Board itself.

Mr. McElwee said we do not want to usurp responsibility of Board — therefore the decision regarding acceptability of a plan should come through channels— from the Board.

Mr. DesRochers explained that the Board of Parole is aware of attorneys charging fees to get jobs, but legally nothing can be done.

Mr. Bierstein noted that institutional parole officers should give more information on Pre-Parole requests (explaining circumstances warranting investigation of partial plan, giving location of parole plan participants and forwarding written offers of home, job, parole adviser.)

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## OBITUARY

Tribute to Joseph A. Davis.

Joseph A. Davis, Administrative Assistant of the Municipal Court of Philadelphia, died on April 7, 1956, at the age of 66. Mr. Davis was associated with the Municipal Court since its establishment in 1914, when he was Clerk for Judge James E. Gorman. For several years he also was Acting Director of Probation. He was greatly admired for his kindness and genuine sense of humor, and his deep interest in the welfare of individuals who became wards of the Court. The Probation Department of the Court will honor his memory for a long time to come.

## ANNUAL BUSINESS MEETING MINUTES

The Annual Business Meeting of the Pennsylvania Association on Probation, Parole and Correction was held in Convention Hall, Bedford Springs Hotel, on Tuesday, June 5, 1956. President Farrow called the meeting to order at 2:10 P.M.

Judge Depuy, Franklin County, served as Parliamentarian. Judges of Elections were Mr. Campbell, Mr. Porter and Mr. Romans. Tellers appointed were Mr. DesRochers, Mr. Zang and Colonel Good-year.

The minutes of the 1955 Business Meeting were read by Mrs. Leader and approved as read.

Mrs. Leader, Treasurer, reported that as of June 1, 1955, the Association balance was \$852.44. During the year, \$1259.00 had been paid into the fund, and \$1367.70 had been withdrawn, leaving a balance of \$743.74 as of May 15, 1956. It was moved, seconded and passed that the Treasurer's report be filed for audit.

Dr. Taylor, Chairman of the Program Committee had no formal report. However, he thanked the members of his Committee and also the Executive Committee for their help and suggestions during the year.

Mr. Wissinger, Chairman of the Publicity Committee, had two co-chairmen, Mr. Morello in Philadelphia and Mr. Minneci in Pittsburgh. Mr. Morello had some difficulty in getting publicity in the large Philadelphia papers, but the suburban papers had responded quite well. Mr. Minneci advised that the Pittsburgh papers were very cooperative. Six articles were published regarding the meetings and luncheons of the Pittsburgh Area Council of which Mr. Catalano was Chairman. Pittsburgh Channel 2 of TV carried pictures of one meeting held at the Salvation Army.

The Annual Conference had also received publicity through articles in newspapers in Johnstown, Altoona, Butler, also the Butler radio station.

Mr. Cavanaugh, Mr. Herbstritt, and Mr. Cancelmi were thanked for their assistance in the distribution of news releases within their respective areas.

Mr. Aldstadt was congratulated for forwarding over 400 personal invitations to active and inactive members of the Association announcing the Annual Conference, together with a brochure of the facilities available at Bedford Springs.

Mr. Wissinger announced that at the suggestion of Mr. Fraley a news release of the Annual Conference would be available the next day for members to take with them to have published in their local papers.

Mr. Wissinger felt the Association could have received even more publicity, but all in all he felt his Committee members and representatives had done a good job.

Dr. Giardini, Chairman of the Legislative Committee, was not present and Mr. Welch, member, read his report.

In an attempt to get the views of the organization relative to legislative proposals, the Chairman of the Legislative Committee contacted the Area Council Chairmen, requesting each to get suggestions in his respective areas about legislation. Upon receipt of reports from this source, the material was submitted to the other two members of the Committee, and some comments were received from them. The Chairman then took it upon himself to prepare an article which appeared in the last number of the Quarterly in which the attempt was made to propose legislation in all the various aspects of correction. It was hoped that the members of the organization would use this article as a starting point for further suggestion for the new committee on legislation.

The present Committee did not feel that any action could be taken on any legislation without considerable preparation and presentation of any proposed legislation to the membership of the Association. It was this Committee's suggestion that the new president appoint on this Committee persons

who can give it a good deal of time, who can study the proposals made in the article referred to, and using this as a basis, prepare definite recommendations for legislation to be presented to the membership, either through the activities of the Area Councils or circulated by correspondence, and finally submitted to the Executive Committee for approval. This would enable the Legislation Committee to present legislation for introduction at the next session of the Legislature.

It is to be noted that this Committee believes that legislation proposed only with the approval of the Executive Committee can be defeated if a minority of membership is opposed to it. There must be as nearly a unanimous acceptance of proposals as possible by the membership at large before we can be assured of passage.

Mr. Groninger and Mr. Bierstein reported on the Quarterly Committee in the absence of Mr. Morgan, Editor. They felt that Mr. Morgan had done an excellent job. The members of the Committee are interested in comments as to whether the membership feels the issues have been interesting, informative, or humorous. There has been at times a lack of material which has made it necessary for the Committee to draw from their own resources. More material should be submitted by the membership.

Mr. Anderson, Chairman of the Committee on Standards, was not present. He had advised the President they were gathering material but had no report available to date.

Mr. Yeager, Member of the Research Committee, in the absence of Mr. Jacks, Chairman, said to date progress had been noted. They have not yet determined exactly what this Committee's function is in the organization, but they hope something will come out of it by next year.

Mr. Bierstein, Chairman, reported on the Membership Committee as follows: At the beginning of Mr. Farrow's year, the Executive Committee had, at his suggestion, approved the establishing of twelve Area Councils throughout the State, each headed by

its own Committee, for the purpose of enabling members to get together to discuss their individual problems.

Some of the Area Councils had been slow in getting started, not because of lack of interest, but due to weather conditions, transportation difficulties, etc. Two Councils had been outstanding during the year—Harrisburg and Pittsburgh. The Harrisburg Council, under the Chairmanship of Mr. Lawson, held three meetings at colleges within their area, co-sponsored by the Sociology Departments of the colleges. Attendance averaged between 75 to 100 at each meeting. In addition to interesting the students at the colleges, the meetings had drawn the attention of community representatives, agencies and lay persons. The Harrisburg Council also held a dinner meeting for members of the Association within their area. Problems of the Association were discussed in a "bull session". It was generally felt the greatest need of the Association was for a far-reaching, sustaining public relationship with the full support of the citizens. It must be a sustaining type of interest that continues year after year. Mr. Achenbach, Program Chairman of the Harrisburg Council, was congratulated for the excellent work he had done.

The Pittsburgh Council of which Mr. Catalano was Chairman held several meetings and luncheons. They had large attendances which indicates a real interest.

It is felt by this Committee that it will take time for the idea of Area Councils to take effect. However, they believe the concept is sound and given an opportunity can develop. When individuals are willing and able to express their views and ideas, we will be assured of a growing and effective association. This Committee recommended that Area Councils be continued in the years ahead.

President Farrow thanked all chairmen and members of the Area Councils.

Judge Depuy commented that he had attended the Harrisburg meetings and felt that they were tremendously worthwhile and should be carried forward. He emphasized the need to get the public interested in order to help ourselves.



Mr. Conway, Chairman of the Resolutions and By-Laws Committee, presented the proposed changes in the by-laws which had been approved by the Executive Committee and submitted to the membership thirty days in advance of the Annual Meeting in accordance with the by-laws. The proposed changes adopted by the membership were as follows:

*Article I.* The name of this Association shall be "The Pennsylvania Association on Probation, Parole, and Correction."

*Article III.* The annual dues of this Association shall be due and payable as of the calendar year, that is January 1st and expiring as of December 31st.

*Article IV Section I.* The Officers of this Association shall be a President; a first Vice-President; a second Vice-President; a Secretary; and a Treasurer.

The Secretary and the Treasurer shall each serve a term of two years and the Secretary shall receive an annual allowance of Twenty-five Dollars.

*Article IV Section III.* The immediate Past President of this Association shall serve as an ex-officio member of the Executive Committee for a term of one year.

In the absence of Mr. Cavell, Chairman of the Nominations Committee, Mrs. Leader, Secretary, read the list of candidates proposed by that Committee as follows:

President — Mr. Edward Brubaker, Chief Probation Officer, Dauphin County, Harrisburg, Pennsylvania.

1st Vice-President — Mrs. Margaret A. Huff, Superintendent, Gumbert School for Girls, Pittsburgh 37, Pennsylvania.

2nd Vice-President — Mr. R. L. Herbstritt, Parole Agent, Pennsylvania Board of Parole, G. Daniel Baldwin Building, Erie, Pennsylvania.

Secretary-Treasurer — Miss C. Arlene Kurtz, Pennsylvania Board of Parole, Box 66, Harrisburg, Pennsylvania.

Executive Committee — Mr. Charles H. Cuthbert, Parole Agent, Pennsylvania Board of Parole, 1107 Law and Finance Building, Pittsburgh, Pennsylvania.

Executive Committee\* — Mr. William J. Banmiller, Parole Di-

rector, Bureau of Correction, Camp Hill Pennsylvania.

\*To complete the unexpired term of Mr. Peter J. Frascino who resigned recently.

President Farrow asked for nominations from the floor; there being none, the nominations were closed and the Secretary was directed to cast a ballot for the entire slate as read and submitted to the membership.

INSERT

The resolution was presented by Mr. Fraley and seconded by Mr. Burbank that a letter be sent to Governor Leader thanking him for alleviating the situation at Pennhurst and Polk by utilizing facilities at Mont Alto and White Haven. The resolution was adopted unanimously.

The suggestion was made by Mr. Catalano that the Area Council Chairmen be permitted to attend the meetings of the Executive Committee. Mr. Farrow thought this was a good suggestion; however, it would be a matter for the new president and Executive Committee to decide.

A motion was presented by Mr. Fraley and properly seconded, that the Association purchase a suitable insignia which could be sold to members for attaching to the license plates of their cars. Motion was carried.

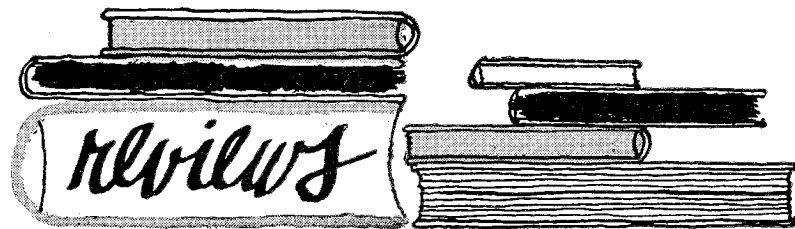
Mr. Farrow announced that tentative plans have been made to hold the 1957 Annual Conference at Pocono Manor. He also advised that an invitation had been received by the Association from the Erie Chamber of Commerce to hold the 1957 meeting in that city.

The new officers of the Association were presented. Mr. Farrow thanked all chairmen and members of all committees for their support and cooperation throughout the year.

A rising vote of thanks was given to President Farrow for the excellent work he had done during his term of office. Mr. Aldstadt was congratulated for the fine work his committee had done on local arrangements and the hospitality that was shown to the members.

There being no further business, the meeting was adjourned at 4:20 P.M.

Respectfully submitted,  
Eliza Leader, Secretary



## NEW BOOKS

Charles Lionel Chute and Marjorie Bell, *CRIME, COURTS, AND PROBATION*, The Macmillan Company, New York 1956; 268 pp.

Charles L. Chute, the principal author of this book, was known to a great number of probation and parole officers, either personally or by name. Before becoming Director of the National Probation and Parole Association (1921-1948), which he and a dozen probation officers had founded in 1907, he served in various capacities in the fields of social work, especially in the Child Labor movement. For some time he was Executive Director of the Pennsylvania Child Labor Association. In the midst of writing this book—during his years of retirement—he died on September 25, 1953. The book was completed by his sister-in-law, Marjorie Bell, who for many years was professionally associated with Charles Chute in the activities of the National Probation and Parole Association. It is both a narrative of the development of probation and a personal account of Charles Chute's efforts and accomplishments in this field. Historically, the book goes back to the few forms of leniency in the otherwise rigid system of Old English justice and the much more recent prison reform in Great Britain during the nineteenth century. A special chapter is devoted to John Augustus, shoemaker in Boston, who from 1841 until his death in 1859 supervised thousands of men and women offenders released into his custody by the courts and thus became America's "first probation officer." The idea of probation spread throughout the country after the first adult probation law

was passed in Massachusetts in 1878 and the first juvenile court was created in Chicago in 1899. The trend of probation legislation and its implementation is traced, with special emphasis on the development in New York State. The history of the National Probation Association, later the National Probation and Parole Association, from humble beginnings to its present influential position and far-flung service programs, promotional activities and research functions is presented. Well deserved credit is given to its paramount role in the preparation and publication of standards for probation and parole services, and of model laws for specialized courts dealing with children and for a state-administered adult probation and parole system. Other chapters deal with pre-sentence investigation, selection for probation (including a critical appraisal of the idea of a Youth Correction Authority and its attempted implementation in a few states), probation case work, administration of probation (including such matters as professional standards of the probation staff, merit appointments, in-service training, salaries, case loads, state-wide probation as compared with the traditional local probation system as part of the courts) and probation in the juvenile court. The final chapter is devoted to an evaluation of probation progress and of studies concerning the efficiency of probation, including the validity of prediction tables for the outcome of probation, parole and institutional treatment. There also is a reference to the activities of professional organization on the state level, as for instance, the Pennsylvania Association on Probation and Parole.

John Otto Reinemann

## "PLANNING AN EFFECTIVE PROGRAM FOR JUVENILE INSTITUTIONS"

This was a very interesting meeting which was perhaps more informal than the average. Dr. E. Preston Sharp reviewed the present situation, noting that in the past institutions had a punitive application. In terms of working conditions, he thinks we are 15 to 20 years behind. Many of the institutions' personnel have no prerequisite training. And then the problem is, once you get the personnel, how to hold them, as there is a high turn-over.

A training school should not be an institution for punishment, not as a last resort because other things have been failing. It should be a resource available to the court where a particular child can be helped. Dr. Sharp classified delinquent children into five groups:

1. The anti-social child who has been rejected all his life, which he feels is rough to work with.
2. The thrill-seeker, who meets a group, for instance, on a street corner and then they become involved in delinquency. For these, he feels the prognosis is good.
3. The child who comes from a jungle of a city, who becomes a member of a gang for self-survival. He joins a gang as a sort of life insurance, and what the gang does he is involved in, of course.
4. Those children with physical deficiencies which cause insecurity and inability to compete in normal competition. For example, the boy who steals to show he is a man.
5. The psychopathic delinquent. These cases belong to the hopeless group and we might as well accept the fact that they will have to be locked in an institution until their natural death.

He feels we should regear our thinking on the training of staff at least for the house parents of the institution cottages. He men-

tioned that he feels 15 boys or girls per staff member is the maximum. Perhaps if the length of stay were reduced, or else make the program more positive, it would cost less. Dr. Sharp stated that he thinks if the stay is long in an institution, and they still do O. K. when they are released, it was in spite of the program rather than because of it. In reference to salary, Mr. Gladden at this point mentioned that his cottage parents earn an equivalent of \$5000 plus.

Mr. Thomas, Probation Officer of Erie County, stated that he felt commitments should have more individual attention and less mass treatment.

Mrs. Huff, Superintendent of the Gumbert School for Delinquent Girls from Allegheny County, stated she noted a big difference in girls the past five years. They are more belligerent, defiant, aggressive, lazy, have no ambition; they just want to sit in front of a TV set. The staff at Gumbert are more trained in the educational field than in the social work field. There are only 14 on the staff and they not only teach but act as house mothers as well. The staff is professional per se. The school is noted to produce poised and well-groomed girls as the result of the training at Gumbert. At present, 38 of their girls on parole are married. Only one marriage that they know of is an unhappy one, and they are working hard on this case. The girls that are now coming to the school are quite damaged and more vicious in their conduct, but this just adds up to having a greater challenge. They try to work on their spirit. Mrs. Huff added they could use more social workers. They are planning to take some girls from other counties. She added that the girls at Gumbert are part of the community group, such as church and camping groups, and are generally quite well accepted by the community. Mr. Gladden indicated they are getting a new social worker and are going to spend more time in orientation. He took an optimistic view of things and stated that we should not just keep complaining about our needs, but make the most and best use of what we have, and not

sit on our hands, but work harder. There was general agreement, however, that we need to sell the program more to the community to get money for better service all around, that it was tough trying to compete with industry to get top rate people. For this, they should have top rate salaries.

Mr. Griessler, Juvenile Probation Officer of Berks County, brought up the point that probation officers sometimes tend to forget their institution cases until a case is ready to be released.

Mr. Daniel Rees, Superintendent of Thorn Hill School for Boys, stated that he thought commitments to a particular place all should not be a "last chance", and that it is possible and advisable to get leadership from the boys.

Dr. Sharp added that by the trend of our culture the males are more serious and aggressive. Presently, they are studying five cases under the age of 16 at the Youth Study Center on the charge of murder. Last year, they were given 11,000 cases to study. With the girls, trouble often starts when first they have somewhat of a contest with their mother. They are truant from school. Then the pattern usually is they will stay away one night, they will return, have a big fight with mother, then they are away several nights, and so on. All children need:

1. Security so that they can go out and stand on their own two feet.
2. Discipline which is built on respect.
3. Standards so that they can have a real feeling as to what is right and wrong.

Mr. Raven Ziegler, Chief Probation Officer of Lehigh County, stated that he feels 95 per cent of the cases come from inadequate homes, and, therefore, stressed the value of good house parents, who would substitute for lack of good fathers and mothers. He thinks perhaps there should be receiving homes back at the home county to keep them from returning to the same inadequate homes they came from. Dr. Sharp added he feels this is a real need. Mr. Glad-

den stated that probation officers and institutional people should work as a partnership. In a concluding discussion, it was brought out that there should be preparation of the child prior to a commitment to an institution; the school should have an adequate history, and the probation officers should come to the institution. Some send children but have never been to the institution. The probation people should continue to work with the family while the child is at the school, and if the schools gave progress reports regularly, it would help with this endeavor.

## ELTON R. SMITH CENTRAL OFFICE PENNSYLVANIA BOARD OF PAROLE

On April 1, 1956, Elton R. Smith assumed his new duties as Assistant Superintendent of Parole Supervision in Charge of Parole Planning for the Pennsylvania Board of Parole.

Prior to accepting this position, Mr. Smith had been Assistant Superintendent in Charge of Interstate Matters since June, 1947.

A native of West Virginia, Mr. Smith is a graduate of the University of West Virginia and taught school for eight years prior to accepting a job in a settlement house in Philadelphia. While in Philadelphia, he attended the Pennsylvania School of Social Work and the Institute of State and Local Government of the University of Pennsylvania.

Mr. Smith was appointed a parole agent in the Philadelphia office of the newly organized Pennsylvania Board of Parole in July 1942, and served in that capacity until June, 1945, when he was appointed as an Assistant Supervisor of the Philadelphia office. In June, 1947, Mr. Smith succeeded Joseph F. Ursenbach in the Central Office of the Board as Assistant Superintendent of Parole Supervision in Charge of Interstate Matters.

The Quarterly wishes Mr. Smith success in his new position.

## NATIONAL CONFERENCE ON PAROLE

Four hundred delegates from 46 states, Hawaii, Canada, Guam and Jamaica met in Washington, D. C., for three days in April to review progress in parole practice standards and philosophy since the last conference in 1939, and to work on a preliminary draft of what is expected to be a handbook on parole. Delegates were appointed by state governors and were also selected from lay or professional leaders by local committees in each state.

Chief Justice Warren, Attorney General Brownell, Chief Judge Bolitha Laws, United States District Court, J. Edgar Hoover, Director, FBI, and James Bennet, Director, Federal Bureau of Prisons, addressed the delegates at different assembly meetings during the Conference.

### WORKSHOPS

The proposed manual for parole contains twelve chapters, and each chapter was the subject of a separate workshop discussion for two days. On the third day, the entire group assembled to hear reports from the workshop chairmen on results of the deliberations.

The topics for workshop consideration were:

1. Parole — Definitions.
2. Sentencing and Parole Laws.
3. Parole Board Structure.
4. Parole Board Functions.
5. Parole and Public Relations.
6. Preparation for Parole.
7. Criteria for Parole Selection.
8. Detainers and Warrants and Procedure for Violators.
9. Parole Staff.
10. Parole Supervision.

11. Discharge from Parole.
12. Statistical and Administrative Reporting.

Some of the workshop chairmen were: G. I. Giardini, Pennsylvania Board of Parole; Fred Pinsley, California Adult Authority; Russell Oswald, Massachusetts Department of Corrections; Charles Chew, Virginia Board of Parole; Austin MacCormick, University of California; Walter Reckless, Ohio State University; and Fedele Fauri, University of Michigan School of Social Work.

### CHIEF JUSTICE WARREN

At the opening session on April 9, Justice Warren spoke out strongly for parole to be run by professionally trained workers rather than on a political basis. He pointed out that as Governor of California he put the entire correctional system under civil service and paid parole officers as important public servants. He went on to say that he did not see parole as "coddling" prisoners but rather as a logical pattern of continuing restraint, supervision and help while a parolee is seeking to reestablish himself in society.

Mr. Warren stated that prisons in U. S. A. have a capacity of 175,000. Each year they receive about 90,000, so that it is necessary to release around 80,000 as was done last year to avoid dangerous overcrowding and eventual saturation. Parole, he thought was the safest, most scientific way of effecting these releases and aiding men to reintegrate themselves in the community.

### ATTORNEY GENERAL

#### BROWNELL

In his address of welcome, the Attorney General, who, with the National Probation and Parole Association and the Federal Board of Parole was a co-sponsor of the Conference, emphasized the success made by the majority of parolees as contrasted with the widely publicized failure of the minority. He urged the Conference to adopt a new word or phrase that

would serve to distinguish a former prisoner, released by expiration of sentence or by statutory deduction of time, from the person released by a paroling authority with a suitable parole plan and to supervision. Newspapers use "parolee" as being descriptive of all former prisoners and Mr. Brownell thought it was up to the Conference to produce a different name or label.

### J. EDGAR HOOVER

Using the accumulated experience of the F. B. I. as the basis for his talk, Mr. Hoover stated that while he favored probation and parole in principle, he did not approve of the way they were often administered. He pointed out that eleven of eighteen F. B. I. agents killed in line of duty were slain by former prisoners who had received some form of clemency. He advocated a more scientific approach to the problem so that supervision would not continue to be the farce it has often been in the past.

### JUDGE LAWS

At the luncheon meeting, Judge Laws emphasized the tendency of people, young and old, toward hero worship, and he advocated that parole officers be selected on the basis of their physical attractiveness and the force of their personality. In his opinion, prominent athletes, of the stature of DiMaggio and Joe Louis, could be used as parole officers in order to capitalize on youth's respect for them and their views.

Pointing to the F. B. I. as a corps of carefully selected, trained men who are well paid for their jobs, the judge said parole should be a similar career service attracting high caliber men who should be well educated, well trained and well paid. Their job, which should be limited as to the number of parolees one officer served, was seen as being to provide leisure-time leadership and companionship to parolees as well as trying to find work for them.

He said also that judges should retain an interest in men they sentence, should visit them in jail and even invite them to the judge's home after release. In this way,

a parolee feels the real meaning of society's interest in him.

The results of the workshop conferences were discussed at the general session on April 11, and the written material was then referred to an editorial committee which will prepare the material for publication. In answer to Attorney General Brownell's request for a new word to describe the prisoner who was released without parole supervision or restraint, the Conference tentatively agreed on "Mandatory Release" to describe the process of releasing a man by statutory provision regardless of other criteria, and "Final Discharge" for the irrevocable release of a man from sentence or custody, usually by expiration of sentence.

## CHARLES P. McINTOSH PENNSYLVANIA BOARD OF PAROLE HARRISBURG, PENNSYLVANIA

Charles P. McIntosh was appointed to the newly created position of Management Methods Analyst with the Pennsylvania Board of Parole on May 21, 1956.

A native of Easton, Northampton County, Mr. McIntosh previously had served for two years as a Parole Agent in the Philadelphia District Office. He was graduated from Easton High School and Temple University and later was a correspondent for United Press in that organization's Philadelphia and Washington Bureaus.

He enlisted in the Naval Reserve, served in the Pacific Theatre and was retired in the rank of Lieutenant. He then attended the Law School of the University of Pennsylvania, was graduated in 1951 and admitted to the Bar in January, 1952.

He is married and the father of three daughters, ages 5 years, 4 years and 22 months.

The Quarterly wishes Mr. McIntosh well in his new position.

## "PLANNING AND IM- PLEMENTING A STAFF DEVELOPMENT PROGRAM"

The subject was really "In-Service Training". Mr. Davy, the Chairman of the panel, made some keynote remarks stressing that we should think of training as being much more of an attitude rather than specific subject matter, and that administrators should ever be conscious of this. He further stated, "Don't think of staff development as just a classroom situation; it is much broader. Training is a function of command and should be tailored to specific needs. We should look for training opportunities in day to day work such as staff meetings, meetings of professional associations, journals, and even correction of staff members. It is more efficient to train the staff as a group, if possible. Be sure our own supervision is competent. This adds up to meaning that there are all kinds of training. The object is to develop these training opportunities." Mr. Davy commented about the committee which met at State College and started pilot programs, one of which was in use at the Bureau of Correction.

Mr. Itri spoke mainly of training in parole situations and emphasized two points:

1. Training should go down a chain of command.
2. It should be continuous.

The parole officers come untrained but with good background, and, therefore, it is the job of the supervisors to train them. A new officer receives several days orientation, then a few weeks they go out into the field with an experienced officer, and they are then given a case load. He remarked that ideally it would be nice to

have a more formal program before being placed on your own. In the parole system, they have in-service training consisting of two to four days, twice a year, in which seminars are held, usually in the spring and fall, depending on the budget. All agents get together. A committee which includes men from all ranks of the parole system formulates the program. They include men in the lower echelon so that all can get a crack at this and put their 2c worth in. Often the subject is Board policy and procedures, whether they know them and interpret them correctly, and whether or not they are applying them so that they are all working together. Also, special problems are taken up, and they try to adjust any differences as they come up. Perhaps the most frequent difference to be adjusted is the rural versus the urban. Also, they try to solicit ideas from the agent in the field and adjust their policies, if necessary. The medium of training is institutes, work, panels, and speakers. Other states generally work similarly. The problems involved are, excuse the expression, "money" (the root of many problems), to recruit new agents, and distances necessary to travel.

Mr. Miller spoke of the staff development programs in institutions. He gave a brief history of how the present course they are using started.

About one and a half years ago, thirty people met in Philadelphia to discuss this need, and a steering committee was formed which later met in Harrisburg. They then presented their program to the wardens for their approval, and next developed the course itself. They now have six to seven staff programs in institutions. Even the bosses are going to school. The program has roughly six to seven topics used for discussion. Mr. Miller emphasized the function of command. They made a job analysis as to what would be the best way to train employees

in further competence. This resulted in the wardens teaching classes. They thought it would be better if those responsible for the particular employees actually ran the program.

Mr. Campbell spoke on the point of view of the probation officer on the county level. He stated that his problem was to educate the public as to what the probation officer's job is and the job of the public.

He felt that there was too much public misunderstanding. Many, for example, do not know the difference between probation and parole. Mr. Campbell told about his in-service training program which was sponsored by the Public Service Institute. There were 42 enrolled, and 36 finished the course. Mr. Campbell is to be commended for keeping a class intact to the extent in which he was successful. Members included lawyers, policemen, justices of the peace, and others from many walks of life. During the course, he made numerous visits to the various institutions. Mr. Campbell added that if the staff is small, they must depend on the citizenry in general. Therefore, it is necessary to educate these people as to what the problem is, as they can be used in your work. Each committee has its own working pattern. A county is no better than the people in it. Presently, they are planning in Carbon County to have five people appointed in each community or borough, two of which being a minister, priest, or rabbi and a layman, to serve as a committee to consult with if a problem in that area arises.

A lively discussion followed in which, to some extent, the main problem voiced seemed to be that of money, or rather the lack of it. Also, it was concluded that quite a bit of outside assistance is available if we look for it. Mr. Miller explained the State in-service program which the Public Service Institute sponsors, which includes a basic correction course, an ad-

vanced course deals with special topics for the committee according to its particular needs and interests. The crime prevention course, and the new staff development course. These are organized, actually, on a county basis by Mr. Miller. The advanced course deals with special topics for the committee according to its particular needs and interests. The crime prevention course is used largely by Philadelphia and Pittsburgh, and the staff development in the prisons. Any data you may want regarding training may be secured by contacting Mr. Miller, Public Service Institute, Harrisburg, Pennsylvania. He will be more than glad to answer any questions you may have and will be willing to help in any way he can.

The success of the Mifflin County Citizens Committee was discussed, and it was learned that Blair County is now conducting a similar program, which was covered by the last issue of *The Quarterly*. The Mifflin County group just received a first prize of \$5000, from approximately 3300 entries, for their civic contribution. Mr. Davy added that perhaps the most effective training is the day to day informal events, the passing of pamphlets, the setting up of a reference library, etc. Dr. Kenneth E. Taylor, Deputy Commissioner of the Bureau of Correction, mentioned how certain topics were assigned to different individuals in their staff development training, and a brochure is being made from this. In addition, the point was brought out that the staff should be inspired to want to learn; that we should have the proper agenda, stick to the agenda to the letter, and have a common pool or field of information in the group. In the final moments, Dr. Taylor suggested that perhaps a joint training program might be feasible, meaning both institutional personnel and parole personnel being members of the same training group. There was a good discussion and a very attentive group which indicated a satisfactory and informative meeting.

## NATIONAL REGIONAL CONFERENCE ON CRIME AND DELINQUENCY

The National Regional Conference on Crime and Delinquency met in New York City at the Hotel Statler on April 11 to 15, 1956. This Conference had the largest attendance of any National-Regional Conference with delegates attending from 41 states, Hawaii, Korea, and other countries. This Conference was a joint meeting of the Middle Atlantic States Conference of Correction, the National Probation and Parole Association, and the New York State Conference on Probation.

The Conference had twenty roundtables and concerned themselves with such problems as the female offender, career opportunities in correction, the rural probation and parole officer, adult probation and parole, custodial and correctional officers, juvenile detention, training schools, public relations in correction, etc.

The opening address was given by Frank J. Remington, Director of Field Research for the American Bar Foundation, and he gave a survey of the administration of criminal justice which was well received.

The Annual Banquet was held on Thursday night, and a capacity crowd heard Governor Averell Harriman of New York address the group on the importance of probation and parole services in the state government program. Governor Harriman has done much to implement the expansion of these services in his State as well as augment the institution program.

The luncheon on Friday was an impressive affair with Reverend Swithun Bowers, Director of the University of Ottawa School of Social Welfare, as the main speaker. In his address, he stressed the importance of workers in the field of correction having a very positive religious attitude and conviction as he felt these attitudes were conveyed to our clients either con-

sciously or uncsciously. He pointed out that social work is something more than the mechanical application of techniques, and we delude ourselves if we even presume to think we can be automatons.

Elton R. Smith, Assistant Superintendent of Parole Supervision, Pennsylvania Board of Parole, presided at the Annual Business Meeting of the Middle Atlantic States Conference of Correction. Mr. Albert Wagner, Superintendent, New Jersey Reformatory, Bordentown, New Jersey, was elected President of the organization. Dr. G. I. Giardini, superintendent of Parole Supervision of the Pennsylvania Board of Parole, was named to the Executive Committee. Miss Margaret Perrin of the Delaware County Juvenile Probation Department was elected Secretary. Miss Celia K. Gray of the State Industrial Home, Muncy, is a retiring member of the Executive Committee.

## PAUL J. GERNERT CHAIRMAN PENNSYLVANIA BOARD OF PAROLE

On May 7, 1956, Mr. Paul J. Gernert assumed his new duties as Chairman of the Pennsylvania Board of Parole.

Prior to accepting his new position, Mr. Gernert served with the U. S. Army of Occupation in Germany as Chief of Prisons for the State of Baden, Wuerttemberg, from 1946 through 1949. This system was later expanded to include the States of Hesse and Bremen.

In 1948, he organized the first parole system for common criminals in Germany and supervised that system until 1953 when he was called upon to organize the parole system for war criminals in Germany. He automatically transferred to the State Department when the occupation control was changed from the Army to that Department in 1949. Mr. Gernert served as a member of the

High Commissioners Parole and Clemency Board from 1949 through 1953 and was the U. S. Parole Officer for war criminals in Germany from 1953 to 1956 when he was appointed to his present position by Governor George M. Leader.

While abroad, Mr. Gernert received numerous citations for outstanding service during his ten year tour of duty in Germany.

Mr. Gernert entered the prison service as a guard in Berks County Prison, Reading, Pennsylvania, in 1934. He was appointed Deputy Warden and later Warden, a position he held for nine years.

Mr. Gernert attended the public schools of Bern Township and was graduated from West Leesport Boro High School. Mr. Gernert has attended and graduated from the Public Service Institute which offered courses in the treatment of the offender. He later attended night classes at Albright College in Reading where he studied sociology and criminology.

Mr. Gernert is a member of the American Correctional Association, the National Jail Association, the B. P. O. E., and the Pennsylvania Association on Probation, Parole and Correction.

Mr. Gernert married the former Anna F. Mueller of Groetztingen, Germany, on June 23, 1956.

The Quarterly wishes Mr. Gernert success in his new position.

## REPORT ON AREA MEETING OF PROBATION AND PAROLE ASSOCIATION ERIE AND WARREN DISTRICTS (Combined)

On April 2, 1956 a meeting of the Area Council of the Pennsylvania Association on Probation and Parole was held in the YW-

CA, Erie. Since there are actually only 12 to 15 members in this Association in the 7 County area comprising these two Districts, it was decided to hold an open meeting inviting all other possibly interested members and have a speaker who would have something to say that would be of interest to all. Mr. Norman V. Lourie was the speaker.

Mr. Lourie spoke on the new attitude and policy of the Welfare Dept. The meeting was attended by approximately 72 persons representing many social and welfare agencies. Before Mr. Lourie spoke, an invitation was extended to those to join the Association. The new attitude on membership was explained. The thinking of the Chairman and of the Committees was that possibly the persons attending would be interested in joining, as the very fact of their presence indicated some interest. The names of those present are in possession of the Chairman who will forward the list to the Secretary-Treasurer of the Association so that invitations can be followed by official invitations by mail accompanied by application blanks.

As an offshoot to this meeting two possible beneficial results accrued. 1. prior to the meeting the Judges of Erie County met with Mr. Lourie at the suggestion of Mr. Thomas to thrash out with him (as a representative of the Dept. of Welfare) a solution to a problem in this area of the juvenile Officers with regard to neglect cases. As a result of this get-together the problem is on the way toward solution. 2. As a result of Mr. Lourie's talk in regard to proposed welfare plans the possibility of establishing a mental clinic in the Erie area came to light and is going to be followed up by the Chairman. So far satisfactory progress is being made in its inception.

R. L. Herbstritt, Chairman  
Erie Area Council



## "THE DEPARTMENT OF WELFARE'S NEW JUVENILE PROGRAM"

Mr. Norman V. Lourie, Executive Secretary of Welfare, was unable to attend this session. Mr. Richard G. Farrow acted as Chairman of the session, which was very interesting and informal.

Bill 1618, concerning the new program, was discussed as to its pros and cons. It was brought out, for example, that the way motor code cases are handled in court varies from county to county, and that one of the things a new agency would do was try to coordinate and unify these practices. They would draw the material and data together and present it to those agencies concerned, acting as a sort of clearing house. They are also interested in prevention and seek delinquency potentialities before it actually becomes serious. This is referred to as aggressive social work; the getting of confidence of gangs, such as have been on the increase in large cities.

Mr. Ziegler of Lehigh County mentioned about the Chief of Police in Easton who took the view concerning hot rodders that if you can't lick them, join them. They now have a large club of boys interested in automobiles who police themselves, under the supervision of competent adults. He attended a hot rod demonstration on June 3, 1956, and stated there must have been at least 8000 people in attendance.

The new program would be interested, also, in some means for training personnel in the juvenile correctional field. The real key, though, to the program is coordination and correlation. There is no central statistical procedure. In the very near future, they plan to appoint to their staff a supervisor of institutions to correlate the agents of the 21 institutions which have grown up in somewhat of a hodge podge nature. Some are State aided and privately owned; some that go by the privately owned classification actually receive

about 99 per cent tax money. They also will appoint a supervisor of classification program, a supervisor of community preventive services, and lastly a consultant on juvenile court work, probation and statistical structure. There would also be consultants on institutional care and police services of all kinds. Mr. Farrow did a good job as usual in leading an interesting discussion, which was well attended.

## REVEREND RICHARD T. S. BROWN MEMBER PENNSYLVANIA BOARD OF PAROLE

On June 4, 1956, Reverend Richard T. S. Brown assumed his new duties as Member of the Pennsylvania Board of Parole. The Reverend Brown succeeded Mr. E. Washington Rhodes, Philadelphia, whose term expired with the end of the Legislature.

Reverend Brown has received degrees and certificates from Howard University, Tennessee State University, Wayne University. He was called to Harrisburg to the St. Gerald's Memorial Protestant Episcopal Church from Detroit in 1953.

Prior to entering the service as chaplain in 1942, Reverend Brown served seven years on the staff of the Michigan Unemployment Compensation Commission. He holds the rank of Captain in the Army Reserves.

Effective April 1, 1949, Reverend Brown was appointed to the Michigan State Correction Commission where he served until 1953 when he came to Harrisburg.

Reverend Brown resides in Harrisburg with his wife, and they are parents of six children, four daughters and two sons.

The Quarterly wishes Reverend Brown success in his new position as Member of the Pennsylvania Board of Parole.

## SOME OBSERVATIONS CONCERNING CRIMINAL AND CORRECTIONAL RESEARCH AND STATISTICS IN PENNSYLVANIA JOHN G. YEAGER DIRECTOR OF RESEARCH AND STATISTICS BUREAU OF CORRECTION DEPARTMENT OF JUSTICE

(Editor's Note: For the first time this Spring Association has presented a session devoted to Research in the Correctional field in Pennsylvania. An earlier paper by Mr. Yeager for the Office of the Administration in the State has been revised by him, and it is presented by the *Quarterly*. It is not an attempt to be critical of present activities in this field, but an attempt to outline briefly the great amount of basic work to be done. Needless to say, several aspects do not represent the official position of the Bureau of Correction).

It is not being redundant to say that Correctional work is a continuous process from the policeman on the beat through Courts and probation officers, institutional workers to the parole agent. All correctional workers must be, if their goals are to be achieved, in constant interaction and understanding with each other.

Oddly enough, we are all working with a phenomenon—crime—which has been just as elusive to social scientists and practical workers as cancer has been to the natural scientists and medical practitioners. We are constantly becoming faced with the need for more data or more understanding about this or that phase of crime and of the criminal. In our own fields, we have often stopped and asked ourselves whether this or that particular technique is worth all of the effort it requires. We quote statistical facts gleaned from this source or that source, wondering basically whether we

are misleading ourselves or others when we do. Do we really know whether 85% really complete parole?

Research and statistics go hand in hand in the fields of human behaviors. We must have basic facts and data to indicate areas of fruitful research. The American Correctional Association recognized this several years ago when its Committee on Research and Planning under the direction of Dr. Reckless and Dr. Beattie (Director of California Bureau of Criminal Statistics) released a fairly comprehensive brochure entitled *Manual of Criminal Statistics*, concerning itself with the total picture of crime and correction: research and statistics in crime, arrests, courts, penal institutions, parole, and probation.

### PRESENT SITUATION IN PENNSYLVANIA

What is the present state of correctional and crime research and statistics in Pennsylvania? We find that four State agencies or departments are responsible for collecting various components of crime and correctional statistics. This is in addition to the many local police departments and county probation departments.

#### *Crime and Arrest Statistics.*

The State Police tabulates its own crime and arrest statistics. No attempt is made to integrate the various crime and arrest statistics of the different police departments in the Commonwealth. An indirect approach is made toward such statistics by the FBI's *Uniform Crime Statistics* reports, but these are inadequate inasmuch as only a small sample of various Police Departments in Pennsylvania is provided. No juvenile crime and arrest statistics are available statewide.

*Court Statistics.* Some Judicial Statistics are collected for some and Statistics Division of the Department of Welfare. These statistics are limited to Criminal Courts and cover only the dispositions of the defendants. No statistics are provided for Juvenile Court.

*Penal Statistics.* The Bureau of Correction since its inception has collected data on all inmates in State Penal institutions. This data is designed after the Federal National Prisoners Statistics Pro-

gram and is now fairly comprehensive and reliable due to the application of centralized control and homogeneous procedures. Recently, the Bureau of Correction received the County Prisons from the Department of Welfare, and it is now responsible for collecting data from the seventy county prisons in Pennsylvania. Currently, a project to revise county prisons statistical forms after the Federal format is underway to increase the reliability of such data.

*Juvenile Delinquency.* Data for institutionalized juvenile delinquents is divided between Welfare and Correction. The latter collects data for juvenile inmates at the Pennsylvania Institution for Defective Delinquents, Pennsylvania Industrial School, and the State Industrial Home for Women. Morganza and several other State-aided juvenile institutions send some data to the Welfare on their inmates. Unfortunately, not much attempt has been made to obtain a comprehensive picture of juvenile delinquency from the time of apprehension of the delinquent through the Court and/or institution(s) to the Probation Officer.

*Parole and Probation.* Parole statistics are collected for cases under its jurisdiction by the Pennsylvania Board of Parole. Parole and probation cases not under Parole Board's jurisdiction are lost among the reams of annual reports released by the Probation Offices of the various courts. It is hoped that some attempt to provide standards for such reports and possibly to make a compilation of the various different reports can be initiated by the Research Committee of the Pennsylvania Parole and Probation Association.

*Quality of State Reports.* As mentioned, the State Police criminal statistics are limited; wisely, no detailed analysis of such data is provided in the State Police's annual reports. Welfare and the Parole Board have more or less fixed reports for the last decade. The former does not present much analysis beyond presentations of tables; the Parole Board presents analyses of tables in its reports, but the Parole data are primarily relevant to Parole Supervision statistics. The Bureau of Correction has yet to present an annual report, inasmuch as it is a

fairly new agency. However, a forthcoming report will present analyses of tables relevant to population movements, following Federal Standards. Little indices beyond percentages are presented in reports to date of these agencies. Research projects have been limited, primarily because of the lack of funds and lack of attention to such projects.

#### MAJOR UNINVESTIGATED PROBLEMS IN CORRECTIONAL AND CRIMINAL RESEARCH AND STATISTICS IN PENNSYLVANIA

Since we have an uncoordinated and unintegrated approach to the field of correctional research and statistics in Pennsylvania, there are many basic areas of which we know very little in Pennsylvania:

1. The trends and characteristics of Crime in Pennsylvania.
2. The trends and characteristics of arrests in Pennsylvania.
3. Relationships of dispositions of cases by different judges and by different courts in our judicial statistics.
4. Recidivism statistics are grossly absent.
5. The whole picture of juvenile delinquency is lacking in our Commonwealth: from arrests through probation or parole.
6. In our institutions: criteria of institutional progressiveness and of effectiveness and correctional techniques.
7. Basic predictive and probability data on predicting the institutional adjustment and program of new inmates.
8. In Parole: criteria of parole supervision progressiveness and effectiveness of parole techniques.
9. Basic predictive and probability data on parole adjustment of parolees.
10. A total, comprehensive picture of the probation field in Pennsylvania.

#### SOME POSSIBLE REMEDIES

The outstanding recommendation of the American Correctional Association and its Committee on Research and Planning is that a

centralized State agency be formed and charged with the responsibility of gathering and presenting basic criminological data to the taxpayers and to workers in the correction field. To date, this has been achieved completely only in California, where we have the Bureau of Criminal Statistics in the Department of Justice working closely with both the Adult and Youth Authorities as well with every other agency in the California's correctional picture.

It is obvious that such a Bureau will be of benefit to us in Pennsylvania. This Bureau will enable us to objectively evaluate crime in Pennsylvania and our approaches to crime. Within several years, the useful data presented could save the taxpayers thousands of dollars in diversion of appropriate correctional and preventative techniques to various sore spots.

We now have within our own Association a Research Committee, which could be of immediate benefit, until the day such a State-wide Bureau of Criminal Research and Statistics is established, by establishing basic report standards for our different local probation officers and possibly collecting data for integration on a State-wide basis, just as the National Probation and Parole Association collects data from the state parole boards in the Country. For example, it should be a relatively simple thing for our probation departments in Pennsylvania to agree on basic information to be published in their annual reports, so that such reports could be simply collected and tabulated as a whole.

Members of our Association should take the responsibility of letting the various State agencies collecting statistics and data as to what information they are interested in and how could such information be distributed to the public. Furthermore, when and if such a bill is presented to the General Assembly for establishing a Bureau of Criminal Statistics, our Association should support it wholeheartedly.

Rabbi Nathan Kaber is a native of Cleveland, Ohio, having come to the Altoona Temple Beth Israel in 1947 from Jackson, Michigan, where he served as spiritual leader of the Temple Beth Israel for 3

years.

He was educated in the Cleveland and Cleveland Heights Public Schools, and received his religious training at the Ansel Road Temple, Cleveland, Ohio. He later studied at the Ohio State University where he received his degree of Rabbi and Master of Hebrew Letters.

He was ordained a Rabbi in 1942 having received the Simon Lazarus Scholarship Prize for the most outstanding scholastic achievements.

He attended Hebrew University College in Cincinnati, the oldest school for the training of Rabbis in America.

Rabbi Kaber is an outstanding teacher of religion, Past President of Family Service of Altoona, Member of the Board of Directors of Family Service, Member of the Altoona Community Chest, Member of the Altoona Federation of Community Development, Former Chairman and present member of the Blair County Board of Assistance, Member of Altoona Rotary, He is Jewish Chaplain—Altoona V. A. Hospital and Hollidaysburg State Hospital, He is married and the father of two children.

The following remarks are taken from an address, "Where There Is No Vision", by Rabbi Nathan Kaber, Spiritual Leader, Temple Beth Israel, Altoona, Pa., given at the annual banquet meeting of the Penna. Association on Probation, Parole and Correction at Bedford Springs, June 5, 1956.

#### "WHERE THERE IS NO VISION"

In the books of Proverbs we find a verse which is most challenging for the critical times in which we live; "Where there is no vision the people perish." Now it should be quite obvious that the author of this passage does not use the word "vision" as we are accustomed in our everyday speech, that is, in the physical or biological sense as the power or ability to see with the eye. Nor, are we to consider the word in psychological terms as some object which one may conjure up as in a dream or trance. The word "vision" as here employed by the writer of this magnificent and penetrating phrase is to be understood in the *spiritual* sense, having reference

to the most vital, indispensable and highest of all human expressions and experiences. It is so because it is rooted deeply in and emanates from the most vital, indispensable and highest expression not alone in the world but in the universe itself — the Divine.

It is to each of us, individually, as a human being, as a child of God, and collectively as a member of the larger world community that the summons and the challenge come in these critical days to strive to attune ourselves more closely, more effectively, more harmoniously in the realm of the spirit, with the Infinite. The summons and the challenge presented to us is for a reaffirmation of, and a rededication to the spiritual, rather than the mundane, to the eternal, rather than the ephemeral, to the enduring rather than to the fleeting and transitory; to the moral, the noble, the true,— to all that really invests our lives and life with wholeness, with meaning, with purpose. These are times which not alone “try men’s souls” but call for intense self-examination and inner reflection, of communion with our Maker. “Early will I seek Thee, God, my refuge strong”. This we might say is not only the basic challenge to each of us today but also graphically characterizes our understanding of the word “vision” as the author of the Biblical passage uses it. “Where there is no vision, where there is no FAITH, the people perish!”

What we may ask, are the dimensions, what the nature, what our understanding of this Faith? First, let us say that we are not here employing the word “Faith” in its common usage as when one declares he belongs to a particular faith. This is the denominational or sectarian connotation of the word which is not our primary or immediate concern at this hour. For us as for the Biblical writer “Faith” is to be considered something deeply internal, not external; an allegiance to a Principle, not primarily to set of principles; as that which wells up within the individual ever and always, encompassing his entire being, his existence, his mood, his outlook. It is Faith, to use the German expression as a “Weltanschauung”,

a world-view, a philosophy of life.

It is a deep, bottomless, self-replenishing reservoir of spiritual sustenance, of inner strength and power, remaining unshaken, unbroken by the evil and violent winds of turmoil, upheaval, chaos and vicissitudes that may rage about. It is the exalted Faith and immortal works of Faith. “Yea, though I walk through the valley of the shadow of death, I will fear no evil for Thou are with me.” It is the Faith of God-fearing persons in every age who can fervently declare: “Hidden from our gaze are the events of the future. But we trust in Thee and fear not.” It is the kind of deep-rooted, inner assurance and serenity understood by the prophet Isaiah some 2500 years ago when he declared: “If you have no faith, ye shall not endure.” It is in fact the kind of faith not limited to any one group. It has found expression and vitality within the hearts of the truly great and noble among all peoples in every generation. It is this Faith in which each of us and all mankind stand today in crying and desperate need more than ever before. Truly, ours is the age, and this the hour of which it may aptly be said: “Where there is no vision, where there is no Faith, the people perish.”

Rabbi Kaber goes on to emphasize that two great essential faiths are: FAITH IN LIFE AND FAITH IN MAN. With Faith there must be vision. In concluding his address he said:

“Where there is no vision, the people perish.” The challenge of this realization is the supreme challenge presented to each of us and to all mankind today. Many indeed, are the lessons we must learn in our lifetime for our own well-being, happiness and security. But none I am convinced so essential, so primarily for our very survival, future, destiny and growth. “Where there is no vision —where there is no faith in God, in Life, in Man, the people perish.”

If we would truly make the kingdom of our Heavenly Father meaningful in our lives and in the life of mankind, and in our labors, we can and must learn this lesson, —learn it also for the enrichment of Life, for the ennoblement of Man, and to the glory of God!

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