



Gratia A. Countryman and Family Papers.

Copyright Notice:

This material may be protected by copyright law (U.S. Code, Title 17). Researchers are liable for any infringement. For more information, visit www.mnhs.org/copyright.

To My Staff:

There has never been in any library a more loyal staff than our own. It is now brought to my attention that there is unhappiness and disaffection among my heretofore loyal co-workers. I am puzzled and grieved to know what causes it, and I scarcely know how to make each and every one of you feel that confidence in the administration and loyalty to the best interests of our institution is absolutely necessary.

The Salary Committee did a magnificent piece of work in quietly winning over the whole Board to a general rise of schedules. They had nothing to do with fitting individuals into the grading or the schedules.

All the really difficult work has been thrown upon me, and here is our problem which you all have a right to know. We were already running a budget \$15,000 in excess of our income. It is unlawful to have a deficit at the end of the year. The new salary schedule has added a good many thousand dollars to the already large deficit. The Board demand that I find a way out. I am wading in deep water to find a solution of an almost insolvable problem. I am planning to keep the members of my staff at their increased salary, but to re-arrange work so that vacancies can be filled with our own people rather than new people. I am puzzled beyond words how to save enough money. I have

consulted with many, and it may be that imperfect reports have found their way out and have troubled the staff.

May I assure each of you that you are not only my co-workers in working out our temporary troubles but are individually my friends. My office is open to you; if you feel troubled by any rumors, don't repeat them, but come to me for the truth. I ask for your confidence and for a renewal of your staunch loyalty and for your assistance in building up the splendid morale which has heretofore characterized us. I would otherwise have no courage to work out our problems, and I am sufficiently burdened even with your renewed loyalty.

This is an earnest appeal to you to control the unrest and lack of harmony that seem to be creeping in. It is also my promise to give to you official information whenever any changes are made.

Gratia A. Countryman

Librarian.

American Social Problems.

If I had been assigned the task of speaking of any one social problem, I might have had some hope of defining it. But to roll all the problems under one's contemplation at once, to think of the collection troubles of our social fabric, and to set them forth with any clearness, is a somewhat impossible task. One can scarcely do more than enumerate them, or give an impressionistic picture of our present social ~~problem~~ situation.

I hope that many of you have read comprehensively this book Rauschenbush's Christianity and the Social Crisis.

Let me read to you a little allegory with which he opens a chapter called the Present Crisis.

(Chap 5. p 211)

Yes, we all believe that ^{redemption} it will come.

~~One day Jesus starts~~ but we recognize more and more that the wonderful Century of discovery and invention just passed has left multiplied problems for the twentieth Century to solve. There are not free,

there never before in the world were
so many industrial slaves. Men
are not rich, there never before was
such unequal distribution of wealth.
Why is the promised redemption of the
race so slow.

One day Jesus stood up in the
synagogue at Nazareth and read
"The spirit of the Lord is upon me
because he hath anointed me to
preach the gospel to the poor, he
hath sent me to heal the broken-
hearted, to preach deliverance to
the captives and recovering of sight to
the blind, to set at liberty them that
are bruised, to preach the acceptable
year of the Lord." He Jesus announced
his program, his social political and
religious campaign. But consider the
social millennium has been slow, for the
church hasn't yet taken up the program
of Jesus Christ. Not yet has the
church as an organized body instituted
an ~~out~~ out and out Christ campaign for
the social uplift of the social body.
All of our work has been for the

Children do grow up maimed and
crippled ~~from~~^{by} disease, ~~overcrowded~~
They are not trained for thought and
action, but grow old before their time
in crowded factories and sweat shops.

individual redemption and not for
Race Redemption.

There is not a single social problem
which does not belong to the Church
to solve, There is not a single problem
which the fundamental principles laid
down by Jesus Christ would not solve.
The principles of love, self-sacrifice and service.
Let us keep in mind as we consider some
of these problems, that evangelism and
social service are one enterprise.

We might divide our problems into
groups such as immigration problems,
Educational problems, industrial problems,
Health problems, Problems of the child
and of the family, problems of vice
and of poverty. But no group would be
exclusion of any other.

Take the problem of poverty, which
perhaps awakens our Christian
sympathies first of all ^{and which we}
begin to alleviate first. ^{thus beginning at the long end.} Robert Hunter
says in his book on Poverty that
he estimates "four million persons in the
U. S. as dependants on Public relief, that
an equal number are destitute, but
bear their misery in silence, and that

ten million have an income
insufficient to maintain them even in
a state of physical efficiency to do their
work. That makes 18 million people
in this rich and prosperous country
who are on the verge of phys. starvation
all their lives.
nearly one fifth of the entire population.
It is a horrible problem to contemplate.

When we feed a few men in a
bread line, or relieve a few starving families
what an ~~inf~~ ineffectual drop of comfort
in an ocean of misery and wretchedness.
What do we know or how can we imagine
how it feels to be always hungry, never
to have enough, never to be perfectly sure
that there will be a next meal.

The burden of poverty is one which we
long to lift, but it is out of the question
to feed and clothe 18 million people
continually, besides it would pauperize
them and ruin them, if the problem
were solved that way.

The problem of poverty ^{does not stand alone,} ~~it is~~ tied
up with the problem ^{of vice} of licit, the
intemperance problem and the labor
problem. And it must be solved with
them.

Perhaps no social problem is so
pressing as far a solution as the
labor problem, and no ^{other} problem if it were
solved, would go so far toward settling
many other troublesome matters.

What is this great labor movement that
agitates the ~~whole~~ ^{industrial} world
to quote Prof Ely: The labor movement
in its broadest terms is the effort
of men to live the life of men.
It is the systematic organized effort
of the masses to obtain more
leisure, and a richer existence
for mind body and soul - just the
very things that the employer himself
desires.

To come, it is known only by its
inconveniences and exasperations, ^{of which there are plenty} with
many employers it spells only ruin,
destruction of industry, strikes and
interference. But to thoughtful students
of the times, the organized effort to
control hours, wages and conditions of
labor, is only as Prof Ely says, the

effort of men to be men and not
slaves, to control their own lives ~~and~~
~~not~~ and there in the natural sources
of wealth.

This labor movement is not only
loved wide but more old, and it
is likely to be ^{more} acute and bitter ~~than~~
~~that times when~~
~~the laborer is always sure of a~~
~~market for his labor~~, before it is solved.
The industrial & economic revolution
which has been upon us ever since
the introduction of power machinery has
carried many other problems as corollaries.
Men no longer work in their own
independent workshops, but in the great
factories. Herded together, losing their
identity in the mass, losing their
interest in the produce of their hands,
losing the intellectual stimulus which
comes from actually creating something.
Instead of that they work one set
of muscles all day, they contract
what we call ~~industrial~~ ^{occupational} diseases
like the awful "phossy jaw" of the
match industry, they are in continual
danger from accidents. So the
problems connected with labor are

Not simply the problems of Arbitration
and Strikes and Wages and Hours.

There are the problems of Workmen's
Compensation for accidents, Workmen's
insurance, There is factory inspection
and factory laws to be enacted. There
~~Moreover the~~ ~~not later industrial~~
is the whole Subject of Old Age
Pensions.

Moreover the industrial conditions
are responsible for the growth of
great cities, and think how many
problems grow out of this crowding
into cities; the filthy slum, the crowded
unsanitary tenements, ~~the poor food~~
~~corrupted by untrained ignorant~~ which
brings insufficient the immorality induced
by overcrowding. As we have the

Problem of housing the poor; we
try to have visiting housekeepers to
show them how best to buy & cook to the
best advantage. We have problems

of furnishing sufficient playgrounds
for little children to run in and
breathe pure air for them to breathe.
Think of all the air and space in
God's good earth, and little children

Having practically none of it.

Problems of pure milk, clean streets, disposal of refuse, ~~belong to~~ ~~the~~ ~~or~~ public health, sanitation problems of all sorts ~~belong to the~~ ~~city~~ come about because of the overcrowding of cities. The great plague, tuberculosis, diphtheria and spreads through the intimate contact of city life.

But the great labor disturbances have thrust still other problems upon us. Because the father could not support his family under the wages system, his wife had to keep, and women entered factories and this not being sufficient, the little son and daughter were finally pushed out, then we have the woman question upon us and the horrors of the sweat shop, ~~and~~ the growth of prostitution, and ~~the~~ finally the Chief Labor atrocities.

I hesitate to speak much regarding these last two problems, for fear I speak too strongly. I do not know at this moment the estimated number of women wage earners, but I do know that there are millions working at a wage so small that they upset the whole scale of wages for men, and at wages so small that decent living conditions cannot be maintained. I know that in our own city girls are courageously meeting conditions of sickness, supporting families, and losing their youth time, on a wage so pitifully small that you and I cannot comprehend how it is done.

Then the problem of the children involves the whole future of the nation; what are we doing ~~adequately~~ to effectually stop child labor, how much effect have we yet had on juvenile delinquency, how much do we know yet about the causes of delinquency or the best method to pursue. ~~The problems are still on our consciences, with the~~
~~But to come back to~~ child after he is delinquent.

And when we are speaking of the
child, we might take into consideration
the great problem of education. We
must confess that our whole educational
program is on trial. Mr Chapman
at the present Conservation Congress
says that only 20% of the children go
through college, but that the whole
school curriculum is made up for that
20% and not for the 98% which falls
out all along the grades. We have
compulsory education, and are compelling
the child to waste ~~precious~~ ^{valuable} years
over a system which we are too
slow to fit him for life. So we are
studying and trying out trade schools &
Continuation Schools. We are studying
vocational guidance. Then we are
just looking up to the fact that half
or defected children cannot study, and so
we are trying to remove the physical
disabilities by Open Air Schools, Medical
inspection and School lunches.
We are endeavoring to help adults by night
schools, vacation schools and University

Extension work. That nation is wise
which makes every possible effort to
educate all of its people.

Another American problem is the
immigrant. Here they come a million
a year entering into our social
fabric, complicating our labor
problems, our educational problems
and all of our social environments.
A million a year coming here
with their distorted views of government
and ignorant of American ideals.
A million a year, coming with their
particular racial characteristics &
and their national traditions to add
to the melting pot. They are coming
to escape religious or political persecution
to escape military service, to better
their economic condition. Is this
great influx lowering the average of
American intelligence, is it retarding
the progress of the American race.
President Roosevelt said that he
considered the immigration problem our
most important problem with the possible
exception of Conservation.

Just as though we did not have
race problems enough: aside from
being a vast social laboratory in
which experiments in race relationships
are being tried out, we already have
the Negro problem with us. If we
solve the problem of bringing into
peaceful living relations the two
extremes of race difference, the
highest type of Caucasians and the
lowest types of the black race, we
can solve any other race problem.
And if we solve them, it will be
through understanding and sympathy and
between man and man, which wipes out
race prejudice and repulsion.

We now come to another group
of problems. The vice problems and
problems of intemperance. One stands
appalled before the revelations of
Vice Commissions ^{and the white slave traffic} ~~the~~ ^{the} wide spread
ravages of the social evil. We begin
to understand some of the underlying
causes of our divorce problems ~~and~~
~~the~~ We begin to discuss methods

of teaching sex hygiene, and of
~~concerning~~ we begin to teach domestic
science and the womanly arts in
order that family life and home
may be conserved. We are just
waking up to the fact that a
strong relation exists between
social morality and public recreation.
Indeed Public Recreation, the
opportunities for healthy and wholesome
play as an antidote for factory
confinement and dreary drudgery has
got to be improved and plentifully
provided. We do not want the
beer gardens of Germany, but we
have got to have something that
serves the same purpose, where
a family can go together and have an
evening of pleasure & good fellowship.

Perhaps School social centres will
help to solve this problem, but I'm
perfectly sure that public dance halls
will not.

As to the saloon, that is so great
an evil as to need no discussion,
yet I would like to quote here

What Charles Stetza says about
the liquor problem

Liquor problem

"The saloon is so
related in our minds with
the questions of morals, that
it is hard to look at it
merely as a social institution
An unbiased study of the
saloon as it exists in our
American cities compels the
conclusion that it is active
today as a social center

It is apparent for one thing
that there are not many
centers of recreation and
amusement open at all hours
to the working people. Many
labor unions meet in halls
belonging to saloons, free of charge

Plutze

I believe that the best substitute
for the Saloon is the Home
until we can make the man
feel that that his duty and his
diversion is in the place which
he has provided for the woman
whom he has married, our hope
for the ^{saloon} question will be vain
Homes should be improved

His wife & daughters should be
taught domestic economy,
cheap recreation & entertainments
to which he can take his family
should be provided.

~~The licensing bill in the present
in the House of Commons a few years ago
which meant the practical abolition of the
Saloons in Great Britain, was opposed by
prominent members of the House who held
stock. but the labor members in the
House for its passage to a man~~

~~"Laboring men that whatever they have~~

And after quoting Mr. Stetzer,
the Executive Secretary of this
Home Mission week, may I say
that he and such men as Washington
Gladden are laboring valiantly to
awaken the church to these social
problems. They are saying hard
and unpalatable things to us.
For instance Mr. Stetzer says "In
scarcely a moral and civic campaign
in these days is the church so much
considered to be the leader, if indeed
it is a direct participant."
Then he says in effect that it is
the very dynamics of the forces
which have created social unrest,
and that the ~~church~~ greatest question
before the church is that it should be
the leader of the people in their
labor problems, in their fight for
democracy, in their all their social
and industrial reforms. The gospel
of Jesus Christ is as wide as human
need.

Many of us, who are doing what

give
up
music
service

What librarians might do for the Music profession

When I speak of the music profession, it is pretty clear in any one's mind what is meant by your profession.

When I speak of the librarian's profession, it may not be so clear. Most people would define it as the profession which is concerned with the collection, preservation and proper arrangement of books & printed matter. It is all that, but it is vastly more these days. The profession is quite as much concerned in a study of the community, in order that the proper books may be accumulated for that community, it would be manifestly foolish to collect technical books for a town that had no industries, ~~and~~ the library studies the component parts of a community, the different ~~classes~~ groups who are working out their ideas. In a great city, the problem becomes even more complex, for the librarian has not only to know what groups compose the city, and what books to buy for them, but to get the information back to the groups who need benefit. This latter

point is a great problem and involves
continual advertising and personal effort
in order that the books may get to the
people who want them.

This little body belongs to the latter function
of the library profession and I am glad of
this opportunity - ~~to make~~ urge co-operation
between the library & the musical profession.

The idea of a circulating collection
of music in a public library is a
growth of the last twenty years -

There have been in America several
great reference collections. The collection
made by the Astor & Lenox libraries and now
the property of the N. Y. Public is a notable
collection, ~~and its Catalogue is a~~ but it can

Is used only in the building of the N.Y. Public. The ~~collected~~ Allen Brown Collection is another splendid collection ~~also~~ in the Boston Public Library. Both it and the one in N.Y. being the result of large gifts from private collections, but the Boston collection also does not circulate, but must be used on the the spot.

But the ~~youngest~~ ^{youngest} Collection, and by far the largest and best is in the National Library, which is in many respects equal and in some ways superior to any in the old world. Of music it has issued a bibliography by Mr. Somme, the Librarian of the Music Division which is a work of historic value for the civilized world, and is a monument to American culture.

These bibliographies are available at our library.

But the National Library has now only

rendered this service to the nation,
but it will loan a large share of the
collection to other libraries. We have
borrowed many valuable ~~into~~ volumes from
them at the request of ~~various~~ musicians.

Now this action of the National Library
in freely loaning to other libraries and
bearing the expense of so elaborate a
bibliography is a part of the new spirit
with regard to the duties of a public
library in fostering the artistic sense
of a community - or of a nation.

~~Other~~ Municipal libraries reflect the
same spirit, and one ~~begin~~ finds upon
looking around that there are the
beginnings of good collections in many
cities, such as Springfield, Worcester,
Buffalo, Rochester, Los Angeles, San
Francisco, St Louis &c.

I remember visiting the library at
Evansville when they were preparing to
install an endowed collection in that
library. They built a sound proof room

with pianola ~~rolls~~ ^{records} and a large
Collection of rolls. Los Angeles library
and I believe San Francisco have some
proof rooms, Ruppel's with pianos.

Some libraries are giving record
concerts just as they on the piano
principles as this home story telling for
children or reading hours for the blind.
In Memphis Tenn. the library has for
many years given the operas on the
victrola, accompanied by the words
and famous stage settings shown on
the screen by a lantern.

In St Louis, the music department
in addition to its collection of fine
composition, collects ^{the best examples of} the phases of
popular music, ragtime & jazz,
langues ~~and~~ etc, ~~and~~ just
as one must ~~not~~ keep ballads & folk
songs & James Whitcomb Riley.

And so various libraries are developing
~~in the~~ ~~into~~ ~~the~~ more or less satisfactory

Collection in the interest of music
which shall circulate among the
people and help to develop a
musical appreciation.

It is quite clear that these
collections are not chosen wholly
for professional people. A library
is supported by all the people and
must think of the mass of the
people. The collections therefore
in the main are selected for the
music student, for the average
home performer for his recreation
and pleasure.

But is this not the best service
we can do for your profession. You
recognize by this League that you
too have something to give to the
largest general public. If you stand
for a response only from trained
musicians you must not have sufficient
support. You are endeavoring to
create a music-loving public.

This is just the thing which the library wishes to do - to keep to create behind you through the free circulation of music scores and books about music an intelligent public who appreciate the value of music and who will gladly support musical efforts in your part.

~~Just as libraries have always done.~~

It is a well known fact that a library in a town has stimulated the purchase of books in private collections. We believe that in the same way musical collections will stimulate the purchase & use of music in ~~many~~ hundreds of homes.

Now to be more specific about our own library.

You know perhaps that we have the finest art library outside of N.Y. & Boston. You know that it has stimulated good architecture and appreciation of good design in home decoration, in furniture in the loan of beautiful pictures.

Why should we not have as creditable

an ~~new~~ department.

Now let me tell you - the Art Department is the result of a large gift made to the old Athenaeum.

A large museum department will likewise have to be the result of gifts - not necessarily large ones. ~~As~~ As our specimens are of the municipal collection, they find that for the most part they have grown by gifts & endowments.

Our collection was begun about ten years ago. We have received a gift of songs from Miss Abel, we had an opportunity to purchase a violin collection very cheaply, and recently purchased Mrs Schott's collection at a very low price. Otherwise we have spent only 200 or 300 per year. We have about 2400 papers & 2000 books & 2000

We have a respectable ^{equipping} and a constantly increasing patronage. So it is to keep on growing by these slow and small accretions - How shall we prepare for

it in the new building?

Mr Kinn that we shall have a
big & growing art department. Mr
Kinn has to plan for great collection
of pictures, lantern slides & valuable
art books. for we have a yearly endowment

We do not have the least idea
how to plan for a music department.
shall we plan for some song rooms,
for future collection of orchestral
scores, operas, piano scores,
chamber music, literature,
songs of all sorts, and a complete
collection of Minnesota Composers.

Mr Miller has created additional
interest in art by the gift of his
fine Art Collection. So we are
to build up a like interest in music.

The library touches out its more
than 100,000 borrowers the great
mass of people, it can do wonders
in creating behind you a supporting

public - But I believe that the
music library will never be built
up by city-treasures. It will depend
upon many gifts or else a large
endowment - and then will come
from musicians themselves.

Will the Music League take us
into consideration