

1960 PLAN OF WORK

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Roanoke County

I. THE COUNTY SITUATION

Roanoke County, population 56,000, covers an area of 305 square miles of which 140 are devoted to farming. It has an area of mountainous timberland and surrounds Roanoke City, a Norfolk and Western center of 106,500, and the towns of Salem and Vinton. In the metropolitan area there are over 318 allied industries and utilities employing 30,000 with an approximate payroll of 123 million dollars. During the past year, the local American Viscose Plant announced its termination. This has increased the situation of unemployment.

The 1954 Agricultural Census reveals that in a four year period the number of farms dropped from 1,443 to 1,217-- a rapid decline of over 200. There are six farms in the county of 1000 acres or over, and 336 farms under 10 acres each. The average size of the 1,217 farms is 70.0 acres. Even with such a small number of full time farm families, Roanoke County receives the largest share of its agricultural income from dairying and dairy products. Too, it ranks high in sales of fruit, horticultural products, vegetables, beef cattle, and produces enviable amounts of fresh poultry and eggs. Total income \$3,151,020.

As the above picture indicates, the majority of Roanoke

County families live on small tracts of land and get their livelihood from industry. Many have vegetable gardens, small fruit, and poultry. There are few isolated sections of the county. Most families have easy access to the city. The median income (\$,906) is somewhat higher than state average.

With the trend toward part-time farming and the decrease in the number of farms, there has come to the county a number of economic, social, and technological changes which bring problems. Competition for land use, nutrition, housing, consumer buying are some of the major ones prevalent in such a growing rural-urban area. Local business expansion is another result of the constantly growing population. Particularly has this occurred in the marketing of food and the sale of gasoline.

Schools, too, have expanded, and the county has a \$3,808,000 three year building program now underway which includes five new schools and additions to nine others. At present there are 21 elementary schools (enrollment 8,887) and four high schools (enrollment 3,663). Twenty-one of these 25 schools have a school cafeteria or lunch room.

Housing affects all phases of the home, and Roanoke County is expected by business leaders to be somewhat above the national rate of home construction.

Most homemakers in the Roanoke area want and need information, training, and encouragement on a variety of

homemaking topics. It is urgent that each year, county program planning must keep on making adjustments to meet the various family situations and hold the variety of interests. Over 25 per cent of the county women work. Their educational level averages 8.5 years. A large number of urban women are members of one of the 29 county home demonstration clubs, or attend special interest meetings, workshops, and tours planned to meet the variety of needs and to attempt to reach additional homemakers (particularly young mothers and brides.)

Approximately 70 per cent of the 30 4-H Club members belong to school clubs. These clubs are carried by agents during the nine month's school program. Usually the selection of one project for all members is made so that county agents and home agents can share supervision of project work.

II. COUNTY EXTENSION PROGRAM - ADULT

A. Organization

1. County Agricultural Extension Service Board -

Includes representatives from existing organizations such as commodity groups, home demonstration clubs, 4-H County Council, 4-H Leaders Organization, All Stars, and outstanding men and women of the county. This board will meet in January to hear committee recommendations and determine projects to be given major emphasis. It is hoped that the goals and long-time objectives they select may strengthen the various groups and unify problems.

2. Home Economics Council

Certain committees described are functioning and will be ready for such an organization soon. This council will then (a) co-relate the H. D. Committee, home economics committees, and special interest groups; (b) act in an advisory capacity to home demonstration agents; and (c) work with these committees on programs and problems in agriculture and home economics.

3. General Interest Committees

Agents will meet with a general interest committee composed of representative county people from the various county areas. They will study county statistics, situation, trends, and discuss current problems. They will select committees to work on the major problems.

4. Nutrition Committee

The nutrition committee, which was organized in 1959, will meet and evaluate the progress made in 1959 toward the long-time goal which is better nutrition for people of Roanoke County. In addition to this they will establish the goals for the coming year. They will make further plans for establishing nutrition exhibits in all schools in Roanoke County and establishing rat demonstrations in elementary schools to show the results of good and poor diets.

5. County Home Demonstration Club Committee

Two general meetings and two executive board

meetings will be held during the year. Eight county officers, presidents, and program development chairmen from the 30 H. D. Clubs make up this committee which serve as the H. D. Club governing body. The first meeting will be held in March. Emphasis for year's program will be determined after county situation and trends are presented to the group.

C. Other Activities

1. Community Service Projects

The county chairman and 30 H. D. community service chairmen from the 30 clubs will promote the following projects:

- a. To furnish 800 colored eggs for the annual Easter Egg Hunt for Veterans Hospital.
- b. To contribute toward the watermelon booth at the annual August Carnival at Veterans Hospital.
- c. To assist Mercy House through visits and provide for "adopted patients."
- d. To contribute to the county-wide shower and assemble kits for Catawba Sanatorium needy patients.
- e. To complete one or more community projects in each club.
- f. To cooperate with certain community drives through donations and volunteer help such as Cancer, Heart Fund, March of Dimes, Red Cross, and T. B.

2. County H. D. Objectives

To foster through our Federation Program-of-Work (Art in Daily Living), a greater appreciation of the arts and their application to our daily living.

To have each H. D. member a well-informed and participating citizen.

To continue support and encouragement of 4-H Club work.

To encourage each club member to be more health and safety conscious.

Each club to have a representative at the Institute of Rural Affairs.

Work toward having better attendance at leader training meetings, and to improve the quality of the monthly demonstrations.

Welcome new and prospective member to club meetings.

Each club to send club accomplishment report to agent by October 1st of each year. The Federation program chairman send report to County Federation Program chairman by April 15th of each year.

3. National H. D. Week Activities

An H. D. Committee will meet and plan activities to be carried out for this week. It is hoped that educational exhibits from Achievement Day will be displayed in local stores.

4. Achievement Day

The County H. D. Chairman will appoint a committee to plan this annual affair.

Methods-

- a. To have each club plan exhibits on a phase of the year's program accomplishments.
- b. To open exhibits to public one evening and the following morning.
- c. To have a luncheon program planned for the H. D. members.

5. Community Improvement Clubs

The two organized community clubs will continue to carry on their program of work this year. Both clubs will emphasize individual home improvements, and additional plans are underway for youth recreation, roadside beautification, school improvements, and clean-up campaigns.

6. Fairs

H. D. and 4-H members will be encouraged to make individual exhibits in the annual Roanoke County Fair held in August. The home agents works with fair association in securing judges and personnel to operate the fair.

7. Special Tours not in connection with subject

A tour will be planned to a local wild flower garden in connection with the County Federation Program of Work.

8. Judging by leaders at special events

Roanoke County women that have previously been trained at Judges Training School will be secured for local judging in the Roanoke area contests.

B. Adult Work - Subject Matter or Special Emphasis Area

Subject Matter - Home Management

<u>Problem</u>	<u>Topics</u>	<u>Number Clubs Involved</u>
Homemakers want to save time and energy, and manage their homes in an economical way.	Work Schedules for Housekeeping Short Cuts in Housekeeping Meals for Hot Weather Planning Basic Wardrobe Short Cuts in Laundry Cleaning Rugs and Upholstery New Fabrics and Finishes	30 H. C. Clubs
<u>Goals</u>	<u>What People are to Learn</u>	<u>Plans for Carrying Out Program</u>
1. To help homemakers understand the value of management in family living	1. To save time and energy	1. Monthly H. D. leader training meetings.
2. To help the homemakers appreciate her responsibility in leading the plan of management to suit the family pattern to adapt the place when the pattern changes.	2. Buy commercial products wisely.	2. News articles.
3. To emphasize the role of planning in successful home management.	3. Learn to plan for family expenditures.	3. Result demonstrations.
		4. Evaluation check sheets by H. D. members.

Food and Nutrition

<u>Problem</u>	<u>Topics</u>	<u>Groups Involved</u>
1. Improve eating habits.	Seafood Cookery	1. 30 H. D. Clubs
2. Need for variety in family meats.	Meals for Hot Weather	2. County-wide Nutrition Committee
3. Need to save time and energy in meal preparation.		

<u>Goals</u>	<u>What People are to Learn</u>	<u>Plans for Carrying Out Program</u>
1. Show how to save money, time and energy.	1. To serve nutritious meals that can be served with little time spent in preparation.	1. Monthly H. D. leader training meetings.
2. Improve methods of selecting and preparing meals.	2. Improved methods of preparing seafoods.	2. Secure assistance from (a) Bureau of Commercial Fisheries (b) food specialist from VPI (c) Dairy Council, (d) local Health Dept.
3. Show how to have variety and resourcefulness in family meal preparation through seafood cookery.	3. Add variety to meals served.	
4. Learn new recipes.	4. Importance of planning nutritious meals.	
5. Improve eating habits of county people in order to have better nutrition.		

Clothing

Problem	Topics	Number Clubs Involved
<ol style="list-style-type: none"> 1. Having adequate clothing for various occasions in a limited budget. 2. How to choose wisely for various functions. 	<ol style="list-style-type: none"> 1. Planning Basic Wardrobe 2. Keep Up-to-Date With New Fabrics and Finishes 	30 H. D. Clubs
Goals	What People Are to Learn	Plans for Carrying Out Program
<ol style="list-style-type: none"> 1. Relate principles of good management to successful buying practices. 2. Help homemakers develop appreciation of new fabrics and finishes. 3. To help homemakers select clothing, patterns, and fabrics to suit figure and personality. 	<ol style="list-style-type: none"> 1. Become acquainted with new fabrics and finishes in the market. 2. Learn to plan for clothing needs in order to have proper clothing for various occasions on a limited budget. 	<ol style="list-style-type: none"> 1. Monthly H. D. Leader training meetings. 2. Assistance of local trained personnel. 3. Evaluation check sheets by H. D. members.

Home Furnishings

Problem	Topics	Number Clubs Involved
1. Need knowledge of restoring and using household accessories effectively.	1. Restoring household accessories.	1. 30 H. C. Clubs
2. How to secure and arrange inexpensive pictures for the most pleasing effect.	2. Arranging pictures and wall hangings	2. Special Interest Meetings
Goals	What People Are to Learn	Plans for Carrying Out Program
1. Make homes more liveable and attractive.	1. How to secure and use inexpensive pictures for the most pleasing effect.	1. Monthly H. C. leader training meetings.
2. Learn good taste in picture hanging and arrangement.	2. How to restore household accessories.	2. Assistance of local interior decorator.
	3. How to use accessories for a pleasing effect.	

D. Plans for Adapting and Carrying Out Programs with Urban Families in Roanoke County

Ten of 30 H. D. Clubs were county groups when first organized, but are now within city limits. This involves downtown meetings and visits to urban homes. It also presents problems for home agents whp receive many requests from city groups to organize H. D. or 4-H Clubs, or for other assistance. In the coming year agents will serve as speakers to urban groups such as Jr. and Sr. Woman's Clubs, Y-Teens, church groups, and P.T.A.'s

Other duties: will serve on State Dairymen's Convention program committee, will attend local organizational luncheons with 4-H Club members and leaders, will secure demonstration supplies, illustrative materials, and props for special county activities from local merchants.

B. Farm and Home Development

In this semi-urban area there have been no requests for home agent's assistance along the farm and home development approach. Until need is recognized and directed by county people, home agents will continue county program as reported.

III. COUNTY EXTENSION PROGRAM - YOUTH

A. Organization

There are thirty 4-H Clubs this year in Roanoke County. Twenty-one clubs meet in the schools, nine meet outside of the schools. All club members are urged to carry and complete Home Improvement project. This project was

selected by the County Council. In addition, club members are encouraged to carry one or more extra projects within project groups according to the time they have been a 4-H Club member.

1. County Youth Committees

It is planned that these committees will include adult men and women interested in promoting the various phases of youth work in the county, and that they will assist in leader and financial recruitment for special projects and activities.

2. County 4-H Council

This council is composed of all the officers and leaders of all 4-H Clubs in the county and meets three times during the year. The council serves in an advisory capacity for the overall 4-H Club program. Officers of the council will be elected at the fall meeting and at the same time all 4-H club officers are trained for their respective offices with a complimentary luncheon given in their honor by local organizations.

3. All Stars

This organization, which encourages service projects and offers support to club members met in December. Members selected outstanding 4-H Club candidates for membership into the State Chapter. As the same time the Big Chief, Lesser Chief, and Scribe were elected for the organization.

4. Honor Club

The Honor Club meets four times a year to set up the year's service projects, elect officers, plan the junior leadership training camp, consider candidates for membership, the Christmas Party "tapping" ceremony, and initiation of new members. They also have an annual Honor Club picnic and a semi-formal dance in honor of the newly elected members.

5. Project Planning Committee

4-H Club Council members, junior and adult leaders attend a project planning meeting in June. At all May 4-H Club meetings, club members were given an opportunity to vote on the 1961 county-wide project they desire to carry.

6. Other

a. 4-H Leaders Organization

This organization of 4-H leaders meets four times a year for leadership training. They request special assistance in project completion, scrapbooks, assembling records, and recreation. Special activities, contests, record books and achievement committees are selected.

B. 4-H Project Work

Refer to forms.

C. Other Activities

1. County Camp

The Roanoke-Botetourt County Camp will be held

during the summer months. A camp planning committee of agents, senior club members and leaders from both counties will meet early in the year to plan the program.

2. Conservation Camp

Outstanding junior leaders will be recognized with the privilege of attending State Conservation Camp.

3. Rural Life Sunday

Each 4-H Club will be encouraged to observe Rural Life Sunday as an individual club group in some manner.

4. National 4-H Club Week.

4-H Club exhibits will be displayed in local store windows. County Council officers will plan TV show for this occasion.

5. Community Activities

Each 4-H Club is encouraged to carry out an active community club project and complete it by the end of the club year.

6. Share the Fun

For this annual event audition judges will select best talent acts from individual clubs for the final Share-the-Fun program to be held in local high school auditorium in March. Talent Show committees will plan and conduct the show's activities. The winners will represent the county in the State Share-the-Fun contest.

7. WSLs Contest

All 4-H Clubs are encouraged to appoint a scrap-book committee early in the year. Leaders will receive training on how to assist members in assembling scrapbooks.

8. Public Speaking Contest

All clubs will be encouraged to hold a local public speaking contest and winners will enter the county contest held in April. Recognition will be made to boys and girls in the junior and senior divisions.

9. 4-H Club Yearbook

The fourth County 4-H Club Yearbook will be planned and re-organized by a yearbook committee who will be selected. These booklets are helpful to club members, parents, leaders, and has also helped the public to better understand the county 4-H program. A local bank donates money for cost of yearbook.

10. 4-H Achievement Day

4-H Clubs are encouraged to enter educational exhibits at our annual Achievement Day. 4-H County Council will appoint committees to work on various assignments. Project exhibits, individual exhibits, dress revue skit, and awards will be featured.

B. 4-H Subject Area

Home Improvement

<u>Problem</u>	<u>Topics Included</u>	<u>Number Clubs Involved</u>
1. Need knowledge of home care and methods of making home more comfortable and more attractive.	Lighting the Study Center Home Lighting Storage	27 4-H Clubs
2. Need to create interest in home care and improvement.	Arrangement of Home Recreation Center Carpentry in Storage Color Schemes and Picture Arrangement Care of Home	

<u>Goals</u>	<u>What Members Are to Learn</u>	<u>Plans for Carrying Out Project</u>
1. To make homes more livable and attractive.	1. How to properly light their study areas.	1. Monthly 4-H Club demonstrations given by agents, leaders, or 4-H members.
2. To have properly lighted homes.	2. How to select proper bulbs for home lighting	2. Assistance of local home economists.
3. To have pleasing color schemes and picture arrangement in home.	3. How to plan and arrange storage areas.	3. Assistance of home management specialist
4. To have adequate storage in home.	4. How to plan and arrange recreation centers.	
5. To have attractive recreation centers.	5. How to make simple repairs and make simple storage cabinets.	
	6. How to plan color schemes and hang, and arrange pictures.	
	7. How to care for home in organized manner.	

Clothing

<u>Problems</u>	<u>Topics</u>	<u>Number of Clubs Involved</u>
To teach methods and principle of sewing and wardrobe planning.	1. So You;d Like to Sew 2. Make or Remake	Girls from 27 4-H Clubs
<u>Goals</u>	<u>What They are to Learn</u>	<u>Plans for Carrying Out</u>
1. To work with members in learning principles of simple clothing construction, stressing proper cutting, fitting, stitching, and pressing.	1. Principles and methods of sewing by making garments.	1. Form sewing groups in county with trained leaders as instructors.
2. To help members make a more complicated garment, remake garments, and to plan her wardrobe.	2. How to remake garments. 3. How to plan wardrobe.	2. Have an exhibit of articles made by each group in different areas. 3. Encourage members to exhibit articles made in club at Achievement Day. 4. Have style dress revue at Achievement Day program to encourage both junior and senior division entries. 5. Bulletins will be furnished to members and leaders.

Food and Nutrition

<u>Problem</u>	<u>Topics</u>	<u>Number Clubs Involved</u>
Need knowledge of food preparation and preservation to help members plan and prepare nutritious meals economically	Meal Preparation Canning and Freezing Breads Dairy Foods Poultry Consumption	Girls from 27 4-H Clubs
<u>Goals</u>	<u>What They are to Learn</u>	<u>Plans for Carrying Out</u>
1. To teach 4-H Club members preparation of simple dishes using principles of measuring, mixing, blending, baking, and service.	1. How to plan and prepare nutritious meals.	1. Trained project leaders to work with 4-H members taking these projects.
2. To teach 4-H members principles of gathering, preparing, freezing, and canning their own home grown foods.	2. How to preserve foods 3. How to serve a meal correctly.	2. Bulletins and pamphlets to be distributed. 3. More girls to be encouraged to enter county contest.
3. To teach 4-H members how to prepare quick breads and yeast breads; to help them recognize standards in products in judging quality of breads.	4. How to judge foods. 5. How to plan meals without waste. 6. How to make different types of breads.	4. Encourage more girls to give demonstrations for their local 4-H Clubs.
4. To teach 4-H members to use milk and other dairy products to best advantage nutritionally.	7. How to teach others what has been learned.	5. Exhibits and judging of products in local club meetings to be encouraged.

Electricity

<u>Problems</u>	<u>Topics</u>	<u>Number Clubs Involved</u>
Need knowledge of electricity used in the home with emphasis on safety and proper lighting	Use of Electricity in the Home and on the Farm Study Center Home Lighting	27 4-H Clubs Special Interest 4-H Group
<u>Goals</u>	<u>What Members are to Learn</u>	<u>Plans for Carrying Out</u>
1. To teach the uses of electricity, use and care of electrical appliances, electrical terms, simple repairs, safety, and adequate wiring with emphasis on good home lighting.	<ol style="list-style-type: none"> 1. How to improve present lighting in the home. 2. How to work with electricity safely. 3. How electrical equipment operates and aids in farm work. 4. How to teach other 4-H members about electricity in the home and in the farm. 	<ol style="list-style-type: none"> 1. A three day electric school to be held in the county. Adult and junior leaders to be trained. 2. Annual electric tour and picnic to be held. 3. The winning girl and boy to attend the Annual State 4-H Electric Congress in Richmond. 4. Bulletins and pamphlets to be distributed. 5. News publicity will be given. 6. Community electric programs to be conducted by local power company representatives, and local leaders and 4-H'ers. 7. Will hold county electric demonstration contest.

V. SCOPE OF WORK

A. Goals for 1960

	No. in 1959	No. in 1960
No. H. D. Clubs	30	32
Membership	537	555
No. H. D. Groups (unorganized)	0	1
Membership	0	50
No. 4-H Clubs	27	30
Membership	806	850
No. YW Clubs	0	0
Membership	0	0
No. Community Clubs	2	2
Membership	155	155
No. Home Ec. Committees	2	2
Membership	15	15
No. General Interest Committees	2	2
Membership	15	15
No. Youth Committees	1	1
Membership	8	8
No. Other Organizations	8	8
No. Farm & Home Dev. Families	0	0
No. Other families reached	8500	7500
No. Different families reached	7972	6500

Special emphasis is needed in educational work with unorganized groups. A weight control class will be planned for H. D. and non-H.D. members in 1960. Eight class sessions will be held during a four month period. The plans that are listed below will aid in reaching this goal.

B. Plan for Informing Public

Plans for for informing the public about the Extension Home Economics Program:

1. News articles
2. Television programs.
3. Special interest groups.
4. Distributing bulletins
5. Encouraging club members to pass information to non-club members.
6. Personal contacts.

V. LEADERSHIP

A. Plan for Leadership

	<u>No. in 1959</u>	<u>Goal for 1960</u>
1. County program Leaders.		
a. County Agricultural Extension Service Board	31	31
b. Youth Council	2	2
c. Home Economics Council	0	0
2. Home Demonstration Leadership		

	<u>No. in 1959</u>	<u>Goal for 1960</u>
No. organizational leaders	35	40
No. project leaders (subject matter)	239	245
No. Federation program of work chairmen	30	32
No. program development leaders	29	32
No. result demonstrators	29	32
No. training meetings by specialists	4	7
No. training meetings by dist. agents	2	0
No. training meetings by agents	11	4
No. training meetings by others	2	3
Attendance at all training meetings	583	575
No. meetings held without an agent	252	380
No. meetings leaders assisted	114	114
Demonstrations by leaders	304	400
Talks and discussions by leaders	324	350

3. 4-H Club Leadership

	<u>No. in 1959</u>	<u>Goal for 1960</u>
No. Club officers	189	200
No. adult project leaders	65	70
No. junior project leaders	12	15
No. result demonstrators	12	12
No. training meetings by specialists	1	0
No. training meetings by dist. agents	0	0
No. training meetings by agents	12	12
No. training meetings by members club dept.	2	0
No. training meetings by others	1	0
Total attendance at ldr. tr. meetings	248	250
No. 4-H leaders trained individually	53	60
No. club mtgs. held by ldr. w/out agent	149	150
No. additional club meetings at which ldrs. assisted	137	140
No. demonstrations given by adult leaders	97	97
No. demonstrations given by junior leaders	105	100

B. Strengthening Leadership

There is a great need for more adult and junior 4-H project leaders to help 4-H members with individual project work. Special emphasis will be given to this phase of the program in securing and training more project leaders.

The 4-H leaders organization continues to be one of the most significant factors in increasing 4-H Club enrollment, recruiting new leaders, improving project work, and interesting more parents in club work. Leaders are requesting additional training in areas where they feel it is most needed. It is hoped that the training they receive will eventually release the agents from added responsibility. The educational training initiated when group was organized 3 years ago will remain as an important part of the leaders program. There is still much to be accomplished, but results have shown progress made. The fact that scholarships are awarded for attendance to the State Leadership Conference may be the significant achievement.

VI. FOR SPECIAL CONSIDERATION

A. Plan for Maintaining and Strengthening Good Public Relations in Roanoke County with:

1. State Extension Organization Itself

A weekly staff conference of all four agents and two secretaries will be held each Monday. Here, work loads will be shared, problems discussed, and county programs scheduled.

2. Parent Institution

- a. Help public appreciate the value of research that is done at VPI.
- b. Use specialist training in practical application that will benefit the public.
- c. Keep specialists informed of current problems.
- d. Cooperate with the policies and plans made with the state personnel.
- e. Encourage girls to study home economics at VPI.

3. Elected and Appointed Officials

These people will receive invitations to attend and participate in special programs and activities throughout the year to keep them aware of the work of the Extension program.

4. Organizations

These groups will be kept informed of the Extension program by assisting them in planning educational programs for their organizations, giving educational programs for them, personal contact with the organization, news articles, letters of appreciation for their support and interest in the program, inviting representatives to participate in Extension programs and activities.

5. General Public

The Extension Service office continues to have close relationships with local press, radio, and TV stations. All are helpful and cooperative. County

H. D. and 4-H Clubs are encouraged to share ideas, demonstrations and activities via news articles and TV when possible. The public is encouraged to take advantage of the services that the Extension program can give.

6. Other Agencies

Home agents will inform other professional workers of Extension program, keep informed of their program, supply Extension bulletins, and work out methods of cooperating with their programs.

7. Individuals and Families

The home agent will encourage individuals and families to call upon her for educational help. Better relations will be strengthened through personal contact and home visits.

8. Business

Roanoke County is strategically located to take advantage of and keep informed in a variety of services offered by commercial companies. Agents will continue to cooperate with and appreciate those interests so far as it is within the Extension policies.

B. Plan for Professional Improvement

Agents will keep up with current information and research by reading daily, weekly, and monthly publications, and professional bulletins. They will do research in local libraries for information that will contribute to a more interesting and efficient program.

Agents are members of Virginia Home Economics

Association, American Home Economics Association, and the Home Demonstration Agents Association.

Agent will take part in educational programs that will contribute to personal improvements and improvement of the Extension program.

C. Phase of the Program Which Will Make the Most Significant Contribution to Family Living

The Home Demonstration program includes a series of programs on Home Management. The purpose is to help the H. D. members to manage their home more efficiently and enjoy it. Good organization will give them more time for their families, and promote better family relations.