

The Jewish Family Welfare Association
of Pittsburgh,
Pennsylvania

History and Organization

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FOREWORD

Acknowledgment is hereby made to Dr. Marion Hathway for her careful supervision and helpful criticism; to Mrs. Doris L. Victor, Superintendent of the Jewish Family Welfare Association, for the information which she gave so readily; to Dr. Ludwig L. Bernstein, Mr. A. L. Koch, Mr. Hugo Sidenberg and Mrs. Josiah Cohen, all of whom were liberal in the time they afforded for personal interviews. Acknowledgment is also made to the members of the Board of Directors and committees of the Jewish Family Welfare Association and to all others who gave freely of their time in interviews, and to the offices of the Jewish Family Welfare Association and the Jewish Criterion who assisted so readily in the collection of data.

I INTRODUCTION

A. Occasion for the Study

A community social work program for the needs of maladjusted individuals or family groups depends, first, upon the type of agencies which have been established, and, second, upon the inter-relationship or cooperation that exists among these agencies. The accompanying study of the Jewish Family Welfare Association of Pittsburgh is the result of an attempt to examine the history, organization and present scope of a sectarian family society in the Community of Pittsburgh, and to visualize its place and contribution to the social work program in a large urban community.

The following chapters are concerned not only with the Jewish Family Welfare Association, but also with its predecessors, the Hebrew Ladies Aid Society, the Hebrew Benevolent Society and the United Hebrew Relief Association. The composition of the earlier Associations, the nature and competence of the work accomplished by them are examined and their growth into the Jewish Family Welfare Association is traced. Consideration is then given to the organization of the Jewish Family Welfare Association, its workers, its committees, the manner in which it functions, the scope of its work, the source and manner of distribution of funds and its association with kindred organizations in Allegheny County. Comparisons have been drawn with respect to methods employed and objects sought by the predecessors and the present leaders of the Jewish Family Welfare Association. The development of the Association's plan of giving material relief to a social case work program is traced.

The writer has chosen to deal with the Jewish Family Welfare Association within the scope and in the manner indicated for several reasons. The roots of the Association extend so far back historically that, in tracing them, there can be gained, in addition to information concerning this one institution, a general knowledge of the evolution of other similar organizations. Also, the writer has been connected with the Association for some time as a student worker and therefore has had a particularly good opportunity to study the Organization's present composition and functions, to gather information from its files and, by way of oral report, from its officers and workers.

It is believed that a study of this nature will tend to encourage the public's interest in charitable organizations. Thus, the public may be made more thoroughly acquainted with the need that is served by charitable organizations, the effort that produced them, their value to the community and the necessity of the public's cooperation with present and future programs.

B. Organization and Sources of Material

The method of the study is indicated at least by the organization of materials utilized. The organization of the study emphasizes, first, the History, including the Hebrew Ladies Aid Society, the Hebrew Benevolent Society, the United Hebrew Relief Association and the Jewish Family Welfare Association. Second, is considered the Organization and Administration of the Jewish Family Welfare Association, including the Board of Directors, the Staff, the Standing Committees, and Case Conference. Third, Finance is considered, including early and present methods of obtaining funds and the amount and purpose of expenditures. Fourth, is considered Service, including Case Load, Problems, Family Budgets and the Agency's relation to other agencies, local and national. No attempt is made to evaluate the present or past service of the agency. The scope of the present undertaking is limited to the organizational phase of the agency's work.

From the Journals of the Hebrew Ladies Aid Society there was obtained the names of those affiliated with that Organization and the type of work that was done by it. Articles in the Jewish Criterion afforded material on the composition, history and functions of the Hebrew Benevolent Society. The Minutes of the Jewish Family Welfare Association's Board of Directors Meetings give the Board's personnel, the manner in which the members of the Board cooperate with the Association's committees and participate in case conferences. Interviews were had with people who either remember personally or learned from their parents about the inception of the Hebrew Ladies Aid Society, the Hebrew Benevolent Society and the United Hebrew

Relief Association, their personnel, and the methods employed in administering to the needs of the community. Also, much information was secured through interviews with Mrs. Doris L. Victor, Superintendent of the Jewish Family Welfare Association, the members of the various committees and the members of the Board of Directors. Lastly, the Annual Reports of the Superintendent of the Jewish Family Welfare Association with their appended statistical data furnished the material for the three case load tables and the expenditure table of the Association.

II HISTORY

Throughout the history of the Jews, it seems that wherever they have been and under whatever conditions they have lived, two of the fundamental purposes that have tended to keep them united have been religious worship and charitable endeavor. As Dr. H. S. Linfield has expressed it, "Like other residents of dissident faiths, the Jews gathered among themselves according to their opportunities, in their own homes or in a hired room, beginning to do so as soon as there were enough persons to hold public worship."¹ In the same work, Dr. Linfield aptly alludes to the Torah, "The Holy Script", pointing out that in it "Righteousness and compassionate love are demanded for the fatherless, the widow, the oppressed, the stranger, and even the criminal; charity is "zedakah", justice to the needy."²

To conduct religious worship properly, a minyan was necessary; that is, ten or more men who would join in prayer. The numerical prerequisite was satisfied readily. Conformance to the teachings of charity was not effected so easily. Although it did not require a particular number of participants, it necessitated organization and financial means. Notwithstanding such difficulties inherent in any attempt to alleviate the suffering

1 Census of Religious Bodies, 1926, Jewish Congregations, Statistics, History, Doctrine & Organization. Washington, D.C., Government Printing Office. 1929, p. 11.

2 Ibid. p. 13.

3 Pittsburgh Jewish Year Book, 1924. Pittsburgh, Pa. p. 11.

of the poor, Jewish men and women alike have eagerly assumed the responsibility. This has been no less true in Pittsburgh than in all other cities where Jews are to be found.

The Jewish Community of Pittsburgh began about 1838 when a small number of Jews from Baden, Bavaria and Wurtenburg, Germany came to Pittsburgh.¹ They were more than likely attracted by the possibilities offered in the New World. Their numbers were augmented by those who came from Russian Poland to escape the Ukases of 1827 and 1848 drafting Jewish boys of twelve for military service.² By 1877 there were in all 2,000 Jews in Pittsburgh.³ The extensive Jewish immigration into this country from which Pittsburgh undoubtedly drew a large number of immigrants did not begin until 1881 when violent anti-Semitic demonstrations began in Russia.⁴ By 1905, the Jewish population of Pittsburgh had increased to 15,000 and, two years later, to 25,000.⁵

1 Pittsburgh Jewish Year Book, 1921. op. cit. p. 15.

2 Bogen, Boris D. Jewish Philanthropy. New York. Macmillan Co. 1917. p. 89.

3 American Jewish Year Book. Jewish Publication Society of America. 1914-15. p. 374.

4. Bogen, Boris D. op. cit. p. 89.

5 American Jewish Year Book. op. cit. p. 374.

The following table shows intermittently the constant increase in Jewish population from 1877 to 1917, since which time the number has varied between fifty and sixty thousand:

TABLE I

Comparison of the Number of Jews in Pittsburgh
to the Total Population from 1877 to 1930

Year	Number of Jews	Total Population	Percentage Distribution
1877	2,000	135,295	1.47%
1905	15,000	364,161	4.11%
1907	25,000	531,527	4.70%
¹ 1912	35,000	550,667	6.35%
² 1917	50,000	586,196	8.52%
³ 1918	60,000	593,301	10.11%
⁴ 1930	53,000	669,817 ⁵	7.91%

A. Hebrew Benevolent Society and Hebrew Ladies Aid Society

In 1843, Pittsburgh's first Jewish charitable organization was founded. It was known as the Hebrew Benevolent Society and was composed wholly of men.⁶ The Jewish women organized in 1861 as the Hebrew Ladies' Aid Society. Although they were eighteen years later than the men in organization, they were at once more active and more effective. The men's organization lagged be-

1 American Jewish Year Book. op. cit. 1877 to 1912 inclusive. p.374.

2 Jewish Publication Society in Pittsburgh. Pittsburgh, Pa. 1917-1918. p. 402.

3 Ibid. 1919-1920. p. 607.

4 Ibid. 1931-1932. p. 278.

6 Cooper, Charles I. Jewish Criterion. May 31, 1918. p. 35.

5 Estimated Yearly Population of Pittsburgh, 1850-1923, Carnegie Library.

hind in activity until 1865.¹

From its inception in 1861 until July 1, 1865 the Hebrew Ladies Aid Society was affiliated with the City's Sanitary Commission.² The Commission was one of many branches of the National Commission called into existence by the Civil War. Some of the other branches were established in Detroit, Columbus, New York and Boston.³ The purpose of the Commission was three fold: first, sanitary inspection of matters concerning the army, so as to diminish the necessity of relief; second, general relief for the army, and third, special relief for the wounded in the establishment and maintenance of homes, lodges and hospitals.⁴ Summarily, the Commission and its branches were concerned with maintaining the efficiency of the army and with distributing volunteered supplies as a means of doing this.⁵ Funds and supplies were obtained by general appeal and contribution. In Pittsburgh, for example, it was decided March, 1864 to raise more funds. June following, a fair was held. As a result, \$320,000 were raised, part of which was expended for The Pittsburgh Sanitary Soldiers Home.⁶ As an affiliate of the Commission for four years, the Hebrew Ladies Aid Society assisted in executing the program of the Commission as outlined above.

1 Cooper, Charles I. op. cit. May 31, 1918. p. 33.

2 Ibid. p. 33.

3 Brockett, Linus Pierpont. (1820-93) The Philanthropic Results of the War in America. New York. Seldon & Co. 1864. pp. 44-70.

4 Ibid.

5 Slattery, Charles L. Felix R. Brunot. (1820-1898) New York. Longmans, Green & Co. 1901. p. 100.

6 Ibid.

With the end of the war did not come the end of the ladies desire to render aid. Peace called their attention more fully to the homes touched by poverty and suffering. Their work was to be changed in its scope, so it seemed proper to make a change in the organization. July 1, 1865 they banded together under the name of the "Pittsburg Israel Damen Unterstutzungs Verein",¹ the German equivalent for "Hebrew Ladies Aid Society".

Mrs. Pauline Frank, the mother of I. W. Frank, well-known philanthropist, was the organization's first president. It was she who arranged a meeting for the purpose of reorganization. The society's program and scope of work was evidently extensive for it cooperated with other women's organizations in various general benevolent projects concerning all classes of people, irrespective of race or religion. Within its own group, however, its chief activities were "sitting up" with the dead and visiting and comforting the sick.²

The following are a few examples of the general work done by the Society as related by Mrs. Lena Bachman:

First Example:

Mrs. Lena Bachman, a member, was informed that a woman living on Logan Street was critically ill. She and Mrs. Rosalia Rauh went to visit the stricken woman, but, upon approaching the house, were so overcome by the odor that they were unable to enter. They gave the husband \$10 to employ two women to clean the home. Several days later, when they made inquiries as to the woman's condition, they were informed that the woman had died "from the fresh air" and that her husband had gone to live with relatives.

1 Journals of the Hebrew Ladies Aid Society. 1865-1910.

2 Interview with Mrs. Carrie Naumberg Cohen. January 14, 1933.

Second Example:

A young married woman was working in a restaurant on Federal Street. Someone informed the Society that the woman was ill, but because of the necessity of assisting her husband financially, she would not stop working. A worker was sent to the woman and asked her to seek medical advice. The woman refused. The worker sent a doctor to the place of work. The woman was examined and found to be suffering from typhoid fever. She was ordered to the hospital. Several days later, when the worker visited, she found the woman dying."¹

The only sources of first hand information concerning the Society are the Journals, now owned by Mr. Marcus Rauh. He received them from his mother, Mrs. Rosalia Rauh. She had served as an eminent president of the Hebrew Ladies Aid Society for a period of some twenty-two years, and the valuable volumes were in her custody at the time of her death. The books contain a complete list of the members and, in connection with each member, there is carefully set out the names of the dead over whom they had watched. Indeed, the whole content of the first Journal, excepting the first several pages, is entirely devoted to this information. The excepted pages contain the names of the officers and trustees of the Society.

The thought underlying the practice of sitting up with the dead was that the corpse must not be touched by either animal or human. This custom is prevalent today, but instead of casual laywomen or laymen performing the services, professional watchers are retained. In setting up its machinery for this service, the "Verein" appointed a "Schatzmeisterein" or "Watcher". She was chairman of the "krancken" or sick committee. It was her duty to inquire about the sick and concerning the dead. When the group's aid was needed, she appointed a committee from the membership to render the nec-

¹ Interview with Mrs. Lena Bachman. April 10, 1933.

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 essary services.

The names of the Society's first officers in 1855 were:
 Fanny Rosenbach, Presidentin; Henrietta Berkowitz, vic Presidentin;
 Rosalia Bierman, Secretarin; Louise Strasburger, Schmeisterein;
 trustees: Jeannette Trauerman, Jeannette Trauenfeld, Rosalia
 Buckhard, Babette Silverman, Rachel Maiers, and Henrietta Hanauer.²
 Among these officers there are many notables who deserve special
 mention. Rosalia Bierman was Secretary from 1865 to 1868 and
 President from 1869 to 1878.³ She became the leader in all
 public charity. When anyone was sick, she nursed him back to
 health. When a mother was taken to the hospital, Mrs. Bierman
 took the children to her home and cared for them as long as it
 was necessary.⁴ Her work was so appreciated that when she moved
 from the city she was voted an honorary membership. In Adelaide
 Nevins's Social Mirror, 1888, three members of the Society are
 interestingly described:

Of Henrietta Hanauer, the grandmother of Marcus Aaron, President
 of the Pittsburgh Board of Public Education, she says:

"Mrs. Hanauer, a round faced, black-eyed,
 motherly looking widow, whose attractive
 manners win confidence at once, is valu-
 able in, and greatly attached to the
 work to which she gives much of her time."⁵

Of Mrs. Regina Bierman, she says:

"In Hebrew circles, Mrs. Isaac Bierman, a
 fine looking lady occupied a prominent
 position, always being actively identified
 with charitable works."⁶

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- 1 Appendix I, Members of the Hebrew Ladies Aid Society who sat up with the dead. Appendix II, Society's Complete Kranken Com.
 - 2 Appendix III, Society's Complete List of Officers and Trustees.
 - 3 Journals, op. cit.
 - 4 Cooper, Charles I. op. cit. May 31, 1913. p. 35.
 - 5 Nevins, Adelaide M. Social Mirror. Pittsburgh, Pa. T. W. Nevins, 1888. p. 45.
 - 6 Ibid. p. 126.

She says of one of Pittsburgh's prominent Jewesses of today, Mrs. Carrie Naumberg Cohen, the wife of the late Honorable Judge Josiah Cohen:

"The palm for being the best amateur pianiste in town has been awarded by the judgment of competent musicians to Mrs. Josiah Cohen. As an executant she excels, being also well versed in music intelligence and musical literature. She is familiar with both the classical and modern schools. She is a brilliant and highly accomplished woman in 1 various ways and is much sought after socially.

Mrs. Rosalia Rauh enjoyed the reverence and love of everyone in the community. Besides being President for twenty-two years, she also served as trustee from 1878 to 1879.

Until 1880, the Hebrew Ladies Aid Society maintained a separate existence. At that time it merged with the men's organization, the "Hebrew Benevolent Society", which was probably more representative of the charitable impulse of the Jews of Pittsburgh.²

The Hebrew Benevolent Society was organized about 1843 when the Pittsburgh Jewish Community was still young. Scarcely had plans matured for the establishment of a house of worship and a burial ground, when efforts were already under way to provide for the poor and needy. It was not, however, until 1865 that the work of the society began to assume impressive proportions. This date is significant and serves as a landmark in the history of many another charitable agency. It was the year which marked the end of the war and the beginning of reconstruction all over the country.³

1 Nevins, Adelaide M. Op. cit. p. 59.

2 Cooper, Charles I. op. cit. May 31, 1918. p. 35.

3 Ibid. p. 35.

Louis I. Aaron, Secretary of the United Hebrew Relief Association (1896-1910), gave the following in his report of the early history of the Hebrew Benevolent Society:

"The earliest record that I have at my command is that on May 1, 1864--when a number of our Jewish citizens of Pittsburgh held their first meeting, and organized the Hebrew Benevolent Society of Allegheny County at which they pledged their moral and financial support to relieve any Jewish poor, widow or orphan who in any way may require assistance, to the end that each may be enabled to earn a living by his, or her own efforts. Their first years' total receipts from upwards of one hundred twenty members in dues and donations were \$1,375 and their expenditures \$1,450, showing a deficit of \$75."¹

The society struggled along from year to year and in 1870 had actually accumulated a balance of \$500.

The original members of the Hebrew Benevolent Society were: Isadore Coblens, Abraham Lippman, Jacob Affelder, Julius Adler, Herman Hirsch, Sam and Emanuel Wertheimer and Hon. Judge Josiah Cohen.² The first President was A. Roedelheim. Other early Presidents were: Daniel Stein, J. Affelder, B. Cohen, S. Stein, N. Gallinger and Chas. Zeugschmidt. The first Secretary was Louis Jonas. Other early Secretaries were: J. Affelder, S. Floersheim, E. Bernstein, Benj. Cohen, J. N. Heidelberg, I. Benswanger, I. Bergman, Morris Morganstern, Henry Rosenberg and Sam Gallinger.³

1 Cooper, Charles I. op. cit. May 31, 1918. p. 35.

2 Ibid. p. 37.

3 Ibid. p. 39

B. United Hebrew Relief Association

It was soon realized, however, that the two organizations, the Hebrew Ladies' Aid Society and the Hebrew Benevolent Society, were duplicating work in many respects. To avoid this and to unite their strength and efforts into one strong unit, for one purpose, they confederated in 1880 and became known as the "United Hebrew Relief Association".¹ It was incorporated under the laws of the Commonwealth of Pennsylvania as the United Hebrew Relief Association of Allegheny County, June 12, 1896.² The "Preamble" of the United Hebrew Relief Association clearly shows its purpose. It reads:

"The object of this Society shall be to distribute charity to the Jewish poor, to provide a permanent, efficient and practical mode of administering, managing and distributing such funds as may come into its possession from time to time, as well as the income thereof; to organize and establish the necessary means for obtaining full and reliable information of the conditions and wants of the Jewish people of Pittsburgh, Pennsylvania, and putting into practical operation the best system for relieving and preventing want and pauperism among our Jewish poor, and for assisting and aiding the sick, the widow, the orphan and to do whatever act or thing may be necessary in relieving the wants and necessities of the Jewish poor or others, as they may see fit".³

The ladies' organization, however, did not become non-existent as a result of the merger, but, in addition to membership in the United Hebrew Relief Association, continued its own existence as an auxiliary to the larger group.⁴

1 Cooper, Charles I. op. cit. May 31, 1918. p. 35.

2 Charter Book. Vol. 51 p. 240
Office of Recorder of Deeds of Allegheny County of Pennsylvania.

3 Constitution of the United Hebrew Relief Association.

4 Interview with Mr. A. L. Koch, member of the Board of Directors of the Jewish Family Welfare. February 22, 1953.

Mrs. Rosalia Rauh, who was the President of the Hebrew Ladies Aid Society, became the first Vice President in the newly created association; and Alexander Fink, President of the Hebrew Benevolent Society, served as President until 1891.¹ Their first meeting² was held in the vestry rooms of the Rodef Shalom Synagogue.

The immigration from Russia began in 1882, just after the consolidation of the two societies. Heavy demands were made upon the various Jewish communities in America. There is evidence today that the Pittsburgh Jews did their full share in alleviating the burdens of the victims of persecution. The United Hebrew Relief Association was the medium through which this service was rendered. Mrs. Carrie Naumberg Cohen says she remembers most clearly how in 1882 the willing, able, energetic and tireless workers did their best to alleviate the sufferings of the newly arrived refugees. They helped the newcomers find their way in their new surroundings and in many instances furnished food, shelter, and clothing. She modestly adds that these fine people may not have done their work altogether scientifically but, nevertheless,³ they tried to use good common sense and did not spare themselves.

Dr. Edward Mayer, Pittsburgh psychiatrist and son of Reverend Meyers who lead the Rodef Shalom Synagogue, recalls that from 1890 to 1901, baskets of food were distributed to the needy Jews at the Pittsburgh Association for the Improvement of the Poor because the Jews had no headquarters of their own.⁴

1 Cooper, Charles I. op. cit. May 31, 1918. p. 35.

2 American Jewish Year Book. op. cit. 1899-1900. p. 249.

3 Interview with Mrs. Carrie Naumberg Cohen. op. cit.

4 Interview with Dr. Edward Mayer. January 17, 1953.

But this was not for long, because Mrs. Cohen says that, sometime after things were settled, they took a room in a basement on Fifth Avenue where their meetings were held once a week, usually on Monday mornings. It was "a large dismal looking" room. Every needy person presented his problems to the committee in the presence of other needy persons. They wept in front of each other. There was no semblance of privacy. The leading men, who took care of the finances of the organization, brought with them rolls of silver dollars that were given out according to each client's needs.¹ According to Mrs. Cohen and Mrs. Bachman, no records were kept either of the applicants for relief or of the relief granted. While minutes of the meetings of the Board of Directors were kept, they were lost when the Association moved to its present quarters.

In 1910, following the death of Abraham Lippman, Aaron Cohen was elected to the presidency. This ushered in a new period in the history of the Jewish charities in Pittsburgh, for Mr. Cohen was a younger man than those who had been presidents previously and he appreciated the modern note in the administration of charity. The Charity Organization Movement had begun in the United States in 1877. The Charity Organization Societies emphasized social case work with families and, in this respect, differed from relief societies, whose responsibility has never seriously extended to problems of personal and family disorganization.² It was this difference in scope and type of welfare work of which Mr. Cohen was aware. He sought to make of the United Hebrew Relief Association a Charity Organization Society rather than a relief society. He recognized

1 Interview with Mrs. Cohen. op. cit.

2 Social Work Year Book, 1929. New York. Russell Sage Foundation. pp. 164-165.

the fact that charity deals with poverty and that poverty is a social disease. The new age demanded a careful diagnosis of the affliction and adequate treatment. The society, under Mr. Cohen's leadership, instituted hygienic measures for the eradication of the disease, poverty. Realizing its full responsibility, the Association approached its newly defined task with an eager attitude.

At the same time, new offices were established on the sixth floor of the Washington Trust Company Building, Fifth Avenue. They consisted of three small rooms. The outer office was used for the reception of clients, for the stenographer, and for interviewing clients and distributing "doles". The inner office was used by the Superintendent. It had a small adjoining cloak room. The third room was used for storage. Later, about 1924, the Association moved to the fifth floor of the same building. There the quarters were more spacious. There were six rooms consisting of the Superintendent's office, three small offices for the case workers, an outer office for the stenographer and as a reception room, and a clothing room.¹

Simultaneously with Mr. Cohen's election, Mr. Charles I. Cooper, experienced social worker, was engaged and a Charity Organization Society in the full sense of the word was launched. At this time, the city at large began to reckon with the organization and its cooperation was sought in various civic and communal undertakings.² Besides feeding the hungry and sheltering the homeless, the United Hebrew Relief Association, under its new leadership

1 Interview with Mrs. Doris L. Victor. March 20, 1933.

2 Cooper, Charles I. op. cit. May 31, 1918. p. 38.

did constructive social service in the rehabilitation of families.

Mr. Cooper expressed the purpose in this way:

"In previous annual reports we have divided the families and individuals whom we treated into two categories: chronic and temporary. The chronic case is one in which the cause or combination of causes of distress is deepseated, and which cannot be uprooted. I have reference to the aged and infirm, the crippled, the lame and the halt. These are sufferers generally because of lack of providence, or foresight, because of society's failure to give just returns for a whole life spent in useful labor, and in some instances because of their own sins and transgressions. All that our organization can do for these, who have fallen by the wayside, who have been wounded in life's battle, is to ease by a little, their suffering.

The service that they render to society is to give expression to the idea of the brotherhood of man. In the materialistic age, when 'getting' has become a passion with us, when the selfishness in our natures is given such free play, it is a distinct advantage to have introduced a reacting element into our lives, or the necessity for 'giving'.

Fortunately the percentage of chronic cases of poverty treated by us is small. The large majority of those who were obliged during the past year to apply to us for aid were not in a hopeless state. Their need was temporary. Whether it is in a case of illness, or in a matter of a widow with orphaned children, or a deserted family, society gains a distinct advantage to have such cases of need carefully gone into, and help adequately administered. For it is well known, that a tubercular individual in a neglected home breeds for others. An orphan allowed to run the streets because its mother is compelled to stay away to earn a living is sure to grow up a costly burden to society,¹ and to the charities of the next generation.

Quite recently an agitation was started for the conservation of the natural resources of the nation. It was pointed out that no one has been able to advance successfully an argument in opposition to the idea. We, who are the advocates of

¹ Cooper, Charles I. Annual Report of the Superintendent of the United Hebrew Relief Association. 1914. pp. 1,2.

human conservation stand, I take it, on even firmer ground. And please remember that though primarily we are concerned with the material needs of the poor, we do not stop at that. To do so is often to bring more harm than good. Modern charity endeavors to build character; it aims to reenforce ambition, to encourage initiative. It rehabilitates and reconstructs. It probes deeply, arrives at a diagnosis, and then proceeds to effect a cure. What is needed is an unusual amount of patience, an abiding faith in humanity, and a sympathy for those who suffer. In other words, a dollar wisely spent in helping the needy, brings one dollar's worth of human energy plus a safe margin of profit."¹

In 1915 the same high purpose was reviewed by Mr. Cooper as follows:

"Our function in the community is threefold; first to provide the immediate material needs of those who suffer, 'to feed the hungry, clothe the naked, and shelter the homeless'; secondly, to improve the condition of these sufferers in such a way that they may return as speedily as possible to a normal independent life--this phase of our work we term constructive or family rehabilitation work; our third function is to help the poor, without taking away from them their powers of initiative and self-help; or in other words to prevent pauperization."²

Naturally, the Association's activities could not be restricted at all times to the doing of social case work. There were problems calling for less scientific but nevertheless pressing solutions. Because of the variety in type and importance of cases handled, Mr. Cooper liked to refer to the Association as a "central bureau, a clearing house". Touching upon this phase of the work, he said:

"Our office is serving as a central bureau, a clearing house, for all needs that arise in the community. Not only physical want is reported to us. Our aid

1 Annual Report of Superintendent. op. cit. 1914. p. 3.

2 Annual Report of Superintendent. op. cit. 1915. p. 1.

is sought in various other kinds of complications. A father is maltreating some member of his family; a man who left his wife in the old country is contemplating marriage in this city; a father is about to give his 17 year old daughter in marriage to a young blood with a lot of money (our informant insists that the young man in question should be asked to submit a health certificate); a well-to-do son is not properly providing for his aged parents; a mother complains in tears that her daughter wishes to go on the stage, and how may she prevent it?, etc., etc., the comic and the tragic, and the trivial, all clear at our office."¹

Example 1 Record No. 35

Family P--Woman of irreproachable character, man dissolute and impossible to live with, seven small children in delicate health.

In Non-Support Court the man was ordered to pay \$7 per week for maintenance of family and to live away from the home. Mrs. P prefers to live on a limited income without her husband, than to suffer undue hardships with him. She moves into four rooms in Sachse Alley. Not being sufficient of a financier to house, feed and clothe seven future citizens on \$7 per week, she is obliged to sub-let two spare rooms to Negro lodgers of doubtful reputation. The environment is bad for the children and prospects are hopeless. It is hard to expend the funds of the charities for the maintenance of the children of an able-bodied man, but it is harder still to allow Mrs. P. to remain on Sachse Alley under the conditions above described. The family was removed into a wholesome environment, additional food and medical aid were supplied.²

Example 2 Record No. 597

Family S--Harry and Hannah came to our attention four years ago (1913). He was 26 and she was 19. She worked as a domestic a number of years and with a

1 Annual Report of Superintendent. op. cit. 1914. p. 7.

2 Ibid. 1917. p. 10.

little money inherited from a relative in Hungary she was able to bring her husband a dowry of \$500. He was a stogie maker. They married and lived happily for a while. They entertained the fond hope that they would live economically and spare every cent that they could so that before long they might start in business for themselves. A child came.

Before their plans were carried out the doctor advised him not to work any longer in a stogie factory if he is to retain his health, but since he knew of nothing else to do for a living and anyhow intended to work only a short while longer before he would embark in a business venture, he remained in the stogie factory. Then tuberculosis set in. That was a sad day when he first left the house in 1912 to go to the State Sanatorium at Mt. Alto.

It is known generally that persons afflicted with tuberculosis always hope they will get well. Harry, furthermore, hoped that he will by some chance go in business and gain a foothold in that way. After a few months in the sanatorium he began to plead with us in letters that we permit him to return, insisting that it is a pity to waste his young years and postpone a successful business career. He returned to the city against our advice and tried a business venture which of course failed. One of his lungs is completely out of commission. He went to the sanatorium again and returned again. Each time he came back he had a different business scheme in his head. One time we actually had to give him a little money to enable him to learn the barber trade, for he was able to visualize himself a successful man of affairs running a barber shop. Of course, the plan did not work as we had reason to suspect.

Four times he called to thank us for what we did for him, and that he thought he would be all right from now on. Each time he came back disappointed and disheartened.

Ours was the task to 'lend-a-hand' all these years to the wife and two children and encourage¹ this man who is apparently hoping against hope.

1 Annual Report of Superintendent. op. cit. 1917. pp. 11-12

In 1921, Dr. Ludwig Bernstein came to Pittsburgh to head the Federation of Jewish Philanthropies, of which the United Hebrew Relief Association had become a member in 1912. Through the aid of several trained workers, Dr. Bernstein made a study of the work of various agencies within the Federation. It was Dr. Maurice Hexter who studied the United Hebrew Relief Association. He listed the prevalent conditions and made recommendations.¹ If, the foregoing portrayal of the work that the men and women of the Hebrew Ladies Aid Society, the Hebrew Benevolent Society and the United Hebrew Relief Association were doing has failed to indicate shortcomings, due to the lack of professional and scientific point of view of the membership, the following excerpts from Dr. Hexter's report will correct the focus of the picture.

In his introductory remarks, Dr. Hexter expressed the opinion that the Federation of Jewish Philanthropies and the United Hebrew Relief Association, along with the smaller societies, had been doing highly commendable work, of which the Jewish Community might very well be proud. He said:

"Pittsburgh may well be proud of the achievements of its Federation: The United Hebrew Relief Association, and the various cognate societies reviewed in these pages. Progress in this phase of community effort has added no small degree of prestige to its Jewry. Despite some inherent weaknesses disclosed by a detailed inventory, the Jewish agencies have made distinct contributions to the city's welfare for many years. Instances can be cited to show in no unmistakable terms that the vitality of the Jewish endeavors has promoted, on many occasions, imitation on the part of other non-Jewish social agencies."²

1 Interview with Mrs. Doris L. Victor. op. cit. October 14, 1932.

2 Hexter, Dr. Maurice. Summary of Findings and Plan of Reorganization and Recommendations.

With specific reference to the United Hebrew Relief Association, Dr. Hexter made several commendable findings in his summary of the Survey of Family Rehabilitation. In the first finding, he attributed fine intentions to the early leaders of the Association and lauded their vision of coordinated work in combining the Hebrew Relief Association and the Hebrew Benevolent Society into one organization. To use his exact words:

"Early history of the United Hebrew Relief Association very interesting because of the fine intentions shown by the leaders of those days and their vision of coordinated work by an early combination of two relief agencies into the present Association."

In his second finding, he credits the Association with being instrumental in the formation of the Federation of Jewish Philanthropies by reason of its committee on Community Cooperation. He says:

"The Association was instrumental in forming a Committee on Community Cooperation which had a great deal to do with the formation of the Federation of Jewish Philanthropies."

The proportionately large amount of money applied by the Association to desertion cases is favorably noted by Dr. Hexter in his fourth finding, in which he says:

"The somewhat large proportion of the total outlay of the United Hebrew Relief Association which was diverted for desertion cases is note-worthy."

In his sixteenth finding, Dr. Hexter is of the opinion that, compared with general housing conditions, families of the Association are fairly well housed. His comment is:

"With certain exceptions the families of the United Hebrew Relief Association live under fair housing conditions, considering the availability of better facilities."

But Dr. Hexter also found it necessary to make a number of criticisms. He believed that the Association's personnel was inadequate, and its reports incomplete. With reference to this, he says in his twelfth finding:

"The organization of the office of the United Hebrew Relief Association is not what it might be; the personnel should be augmented and a higher standard provided. The records have not been kept up to date and are not complete."

He also found that the Association did not properly investigate its cases, nor formulate a consistent plan of treatment and further, that there was a great need for follow-up work. The last criticism was based upon his conclusion that there was an unreasonable degree of retardation among the children under the Association's care. He expresses these opinions in his nineteenth finding, as follows:

"The work of the United Hebrew Relief Association, as shown by a detailed analysis of the cases, shows that there has been

- a. No thorough investigation
- b. No diagnosis or consistent plan of treatment
- c. No follow-up work.

This is reflected in the disproportionate degree of retardation shown by the children under the direct charge of the Association."

From Dr. Hexter's comment on the need for follow-up work, particularly as to children, it would seem that the organization had fallen short of the standard set by Charles I. Cooper, Superintendent, in 1914. Cooper had said:

"The treatment of children constitutes indeed the whole of charity; these must be reared in a normal environment. The elements of such environment are: health, education, recreation and spiritual development. But it is a mistake to plan for children, other than as parts of the

family unit; for they cannot be separated from the other members of the family. We have maintained, and have carried it out consistently, that no child should be deprived of the care of its mother, or a mother deprived of the care of her child, on account of poverty only."¹

Respecting the Ladies' Hospital Aid Society, Dr. Hexter says in his eighth finding:

"The work of the Ladies Hospital Aid Society can be seriously improved upon."²

While Dr. Hexter would seem to have been thorough-going in his study and recommendations for improving the work of the United Hebrew Relief Association, it may be said that he over-looked one defect in the organization; namely, the personnel of the Board of Directors. A close examination of this phase of the organization reveals that there was almost a complete absence of rotation of members of the Board. The power to manage, govern and control the affairs of the organization was vested in the Board of Directors of twenty men who were elected yearly. All the members of the Board were Philanthropic German Jews who were reelected year after year, with little change, so that community representation on the Board was very limited.³ This was an unwholesome condition, for, as Mr. Francis McLean, Field Director of the Family Welfare Association of America, has indicated:

"While no two Boards are identical in make-up, control by any limited group of people over long periods of time is bound to have a narrowing effect, especially if no effective means is being used to interest new members."⁴

¹ Annual Report of Superintendent. op. cit. 1914. p. 5.

² Hexter, Dr. Maurice. Summary of Findings of the Survey of Family Rehabilitation.

³ Interview with Mrs. Doris L. Victor. op. cit. Dec. 7, 1932.

⁴ McLean, Francis. The Family Society. New York. American Association for Organizing Family Social Work. 1927. p. 14.

There was a similar tendency to re-select the members of the Board of Directors of the Hebrew Ladies Aid Society. The following tables demonstrate the extent to which perpetuation of Board members was practiced in these two Associations. Table No. II combines the Directors of the Associations because they are listed jointly in the Journals. No records on this subject are available from 1910 to 1921, nor are any such records available concerning the Hebrew Benevolent Society.

TABLE II

Number of Directors and Number of Years of Service of Directors of the Hebrew Ladies Aid Society from 1865 to 1881 and of the United Hebrew Relief Association from 1881 to 1910¹

Years of Service	Number of Directors
1	24
2	21
3	12
4	7
5	9
6	3
7	6
8	3
9	1
10	1
11	2
13	2
15	2
16	1
20	1
31	1
36	1

¹ Journals. op. cit.

TABLE III

Number of Directors and Number of Years of Service of
Directors of the United Hebrew Relief Association
from 1922 to 1927¹

Years of Service	Number of Directors
1	10
2	7
3	6
4	4
5	6

From Table II, which gives the number of directors and number of years of service of directors of the Hebrew Ladies Aid Society, from 1865 to 1881, and, of the United Hebrew Relief Association, from 1881 to 1910, it is apparent that, while seventy-three members served from only one to five years, eleven members served from ten to thirty-six years. Likewise, in Table III, it appears that seventeen members served no more than two years, while sixteen members served from three to five years.

During the year following Dr. Hexter's study, the superintendent of the United Hebrew Relief Association was changed three times. There were Mrs. Weil, who was acting superintendent in Mr. Cooper's absence, Miss Rosenbloom and finally, Mrs. Doris L. Victor. She replaced Miss Rosenbloom and became the head of the agency.

Mrs. Victor, like Mr. Cooper, emphasized the enlarged scope of the Association from that of relief giving to that of doing

¹ Minutes of the Board of Directors Meetings of the United Hebrew Relief Association. 1922 to 1927.

social service work. Thus, in her report of 1924, she says:

"It is a far call from the time when the Organization began as a benevolent society, supplying material necessities for life only. Now people not only below the poverty line and slightly above the poverty line come to us for service, but those far removed from requiring actual material necessities come from better sections of the city to ask for help in solving their problems. This is the growing tendency of all progressive family welfare agencies in the United States."¹

In 1926 she made reference to the same observation as follows:

"The United Hebrew Relief Association deals primarily with family problems. A large number of these families belong to the economically dependent classes, but we are also dealing with a large number of families who are above the line of actual poverty and destitution requiring, nevertheless, a great deal of advice and social service in order to be adjusted to their conditions..... The most important consideration in family welfare work is...the carrying out of a consistent plan whereby the family is put upon an independent financial and social basis. After all, relief must be considered only incidental in the broader and the larger purpose of rehabilitating the family. It is this very aim and purpose that the United Hebrew Relief Association has set for itself in the last five years which has resulted in making many of our dependent families self-supporting."²

1 Viator, Doris L. Annual Report of Superintendent of the United Hebrew Relief Association, 1924. p. 1.

2 Ibid. 1926. pp. 1,2.

C. Jewish Family Welfare Association

The Organization was known as the United Hebrew Relief Association until 1927 at which time several changes were made in the Constitution.¹ It will be noticed that the first change was that of name. The Organization became the Jewish Family Welfare Association and to it was handed over the responsibility and experience of the Hebrew Ladies Aid Society and the Hebrew Benevolent Society. The change in name was made April 1, 1927 by amendment to the charter granted the United Hebrew Relief Association in 1896.² The reason for the change in name was that "Relief Association" connoted the giving of material relief only, whereas by 1927 the Association's program for the greater part concerned itself with social service. It was thought that "Family Welfare Association" would define the work done by the organization more clearly. A further reason was that the Association was attempting to interest members of families in difficulty in bringing their problems to the Association before they developed to serious proportions. It was believed that assistance would be sought more readily from a "Family Welfare Association" than from a "Hebrew Relief Association", the word "relief" having some obnoxious import to the general public.³ The change in the name may also be attributed in part to the national tendency in this direction. In 1919, a committee appointed by the American Association for Organized Charity expressed the conviction that the family rather than the community "should be regarded as the peculiar unit of the organization." The committee suggested that the words

1 Appendix V gives these changes.

2 Charter Book, op. cit. Vol. 60. p. 450.

3 Social Work Year Book, 1935. Philadelphia, Pa. William F. Fell Co. Printers. pp. 167-168.

"family social work" be incorporated in all titles of local agencies.¹ It further recommended that the organizations' names be changed to "The American Association for Organizing Family Social Work" as evidence of the emerging recognition that the welfare of the family was the central purpose of its member societies.²

In May of 1927, the Organization moved to its present quarters on Fernando Street. At first, eight rooms were occupied on the first floor and two on the second floor. On the first floor there were the Superintendent's office, the record room and bookkeeper's office, the waiting room, the stenographer's office, and four others for case workers. On the second floor there were two more offices for case workers. A portion of the first floor was occupied by the Jewish Big Brother Club. In 1932, the Jewish Big Brother Club established new quarters elsewhere and the Jewish Family Welfare Association took over the entire floor and gave up the two offices on the second floor. At present, there are sixteen rooms: Superintendent's office, record room and bookkeeper's office, a reception room, stenographer's office, and twelve offices for case workers.³

Thus within one century, the two localized Jewish Societies, organized to render material aid to a few thousand co-religionists, were merged into one organization which developed into an Association recognizing and applying scientific principles for rendering social service among fifty to sixty thousand Jews.

1 Social Work Year Book. 1929. Philadelphia, Pa. William F. Fell Co. Printers. p. 164.

2 Social Work Year Book. 1929. op. cit. p. 165.

3 Interview with Mrs. Doris L. Victor. op. cit. April 29, 1933.

III JEWISH FAMILY WELFARE ASSOCIATION

A. Organization and Administration

In the previous chapter, there has been set forth the development of the Hebrew Ladies Aid Society and the Hebrew Benevolent Society into the United Hebrew Relief Association and the growth of the United Hebrew Relief Association into the Jewish Family Welfare Association. In the following section the personnel, policies and practices of the present organization will be examined.

It is interesting to note that the Preamble of the Constitution of the Jewish Family Welfare is identical with that adopted by the United Hebrew Relief Association. It states that the objects of this organization are to distribute charity to the Jewish poor; to provide the means whereby funds may be distributed; to furnish a way by which information about the poor can be obtained; and to provide a system for relieving and preventing pauperism.¹

1. Board of Directors

In the United Hebrew Relief Association the power to manage, govern, and control the affairs of the organization was vested in a Board of Directors of twenty men who were elected yearly.² By the change made in the Constitution from the United Hebrew Relief Association to the Jewish Family Welfare Association in 1927, the supervising Board of Directors became more representative of the community. The membership was

1 Constitution of the Jewish Family Welfare Association. Preamble

2 Constitution of the United Hebrew Relief Association. Article III.

enlarged to thirty; and, in order to establish the rotation in office, the first ten were to serve one year; the second ten, to serve two years; and the third ten, to serve three years. In this way it was made possible to elect ten new members each year. Since January, 1930 the term of each director is for three years from the annual meeting at which he is elected.¹ With respect to this rotation of Directors, it would seem that the Association is following the policies set down by Mr. Francis McLean of the Family Welfare Association of America, who has suggested that the desirable period of service of a member of a board should be three years and that a certain number should retire each year.²

There are now two classes of membership on the Board, one known as Directors and the other, as Trustees. No member can serve more than three terms consecutively. After three terms, he is eligible for a life trusteeship. Any Director, who since the organization of the Association, served ten or more consecutive years, becomes a Trustee of the Association.³

The Board of Directors are nominated by a Nominating Committee appointed by the President⁴ and are elected by the members of the board at the annual meeting of the Association, held on the first Wednesday after the first Sunday in January⁵ of each year.

1 Constitution of the Jewish Family Welfare Association. Article VI, Section 3.

2 McLean, Francis. op.cit. p.13.

3 Constitution of the Jewish Family Welfare Association. Article VI, Section 4.

4 Ibid. By Laws. Article II, Section 2.

5 Constitution of the Jewish Family Welfare Association. Article VI, Section 1.

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The Board of Directors and Trustees meets once a month,¹
on the second Sunday of every month, throughout the year.²
Nine members constitute a quorum. Special meetings are called
at the discretion of the President or at the request in writing
of twenty-five members of the Association.³

Many members of the Board participate in case conferences
and serve on various standing committees. The committees are
known as:

The Executive and Finance Committee,
Business Men's Committee,
Clothing Committee,
Furniture and Household Committee,
Legal Aid Committee, and
Health Committee.

A more detailed discussion of the functions of these committees
is given in a later paragraph. It suffices to state here that,
in serving on these Committees, the members of the Board volunteer
their services in accordance with the special function of the
committee on which they serve. Representatives of the Board
serve also on the Council of the Welfare Fund and on the Board
of the Pittsburgh Bureau of Jewish Children.

2. Staff

As the Jewish Family Welfare Association extended in its
scope and community significance, its staff increased both in

1 Constitution of the Jewish Family Welfare Association. Article V,
Section 2.

2 Ibid. Article VII, Section 2.

3 Ibid. Article V, Section 3.

size and in competence. Before examining the membership and quality of the staff of the Jewish Family Welfare Association from 1927 until the present time, it is interesting to summarize the facts that have been noted concerning the staff of the United Hebrew Relief Association.

Previous to 1910, when Mr. Charles I. Cooper became Superintendent of the United Hebrew Relief Association, the work of administering relief was conducted by volunteer visitors. The only paid worker was one employed primarily to secure promises of contributions and to collect them. Material relief and friendly visiting constituted the service to families. Mr. Cooper, a college graduate and a man with particular interest in social problems brought a new "case work" approach. Thus, "in addition to feeding the hungry, clothing the naked, and sheltering the homeless," he planned "to return the subjects of charity to a normal independent life; in other words, to rehabilitate the pauperized family."¹ Mr. Cooper acted as Superintendent until 1921 and was assisted by three volunteer members. From 1921 until 1922, when Miss Goldie Rosenbloom was Superintendent, there² were the same number of volunteers.

From 1912 to 1922 the use of the method of social case work was everywhere extended. Whereas, before, its field was confined almost exclusively to the care of dependents and delinquents, it

1 Cooper, Charles I. Annual Report of the Superintendent of the United Hebrew Relief Association. 1913. p. 1.

2 Interview with Mrs. Doris L. Victor. op. cit. January 18, 1933.

began in the second decade to become a necessary part of many of our courts, schools, hospitals, factories, workshops and other places in which decisions affecting the welfare of individuals were to be made.¹ That the case worker must learn the social and personal background of each individual in distress was being more fully recognized. Attention was being given to the principle that case work serves personality by effecting better adjustments between the individual and his social environment. In the "emphasis on personality development" a new note was sounded. Social agencies were asking themselves, "Does the personality of our clients change and change in the right direction? Are energy and initiative released in the direction of higher and better wants and saner social relationships?"²

Mrs. Doris L. Victor became Superintendent of the United Hebrew Relief Association in 1922, in the current of this broadening trend. The fact that both Mrs. Victor and her only paid assistant were college graduates served further to establish a college education as qualification for staff membership.

As the executive, Mrs. Victor represents the organization at the Board of Director's meetings and at all meetings of the various committees. She also represents the organization on the Boards of the Hebrew Free Loan Association, the United Business Service, and the Pittsburgh Bureau for Jewish Children, all of which are members of the Federation of Jewish Philanthropies, and which cooperate closely with the Jewish Family Welfare Association.

1 Richmond, M. E. What is Social Case Work? New York. Russell Sage Foundation. 1922. p. 30.

2 Ibid. pp. 255-260.

She is responsible for managing the funds of the organization, has authority in connection with the training program and has general direction of case work programs.

With the increase in the number of families known to the Agency, it was recognized that an increase in the number of the staff was imperative. Mrs. Victor recognized the need early. Thus, in her Annual Report of 1928 she said:

"In connection with this anticipated increase in staff which includes a visiting housekeeper who has already begun work and demonstrated the value of such work, and the addition to our regular staff of three volunteers in training, we hope to help the adults who come under our care, more quickly and more wisely. We anticipate more time for the workers with a lighter case load, to study the individuals involved and their situations more carefully than ever before. We predict that less relief will be expended because the worker, responsible for 45 cases, will be more likely than a worker responsible for 75 cases, to accomplish more quickly all the processes of modern case work. Medical, psychological and psychopathic care will be provided at once when indicated; resources from relatives will be ferreted out without delay; employment will be found more readily, more time will be given to understanding and therefore solving as far as possible of serious domestic situations. A smaller number of cases under the care of the case worker will undoubtedly mean a better knowledge of each individual's possibilities and therefore his greatest degree of development and happiness.

The Board of Directors began to see the benefits of the case work method as distinguished from the mere granting of material relief. It was also apparent that such work could be only accomplished by a larger staff of more competent workers. Consequently, the staff has been increased gradually from two workers to two case work supervisors and sixteen case workers.

1 Interview with Mrs. Doris L. Victor. op. cit. Dec. 7, 1932.

2 Victor, Doris L. Annual Report of The Superintendent of the Jewish Family Welfare Association. 1928. p. 2.

The staff requirements have also been extended so that now a college degree with considerable preparation in sociology and psychology are the minimum requirements. The Association is looking forward eventually to establishing the eligibility of its workers to membership in the American Association of Social Workers. There are now six members of the Jewish Family Welfare Association staff who are members of this national professional organization of social workers. Preference, of course, is given to workers who have done graduate work in college or in a school of social work.¹

The case workers on the staff at present, 1933, are all college graduates who have either attended a school of social work or have had some special training in case work received either from the Jewish Family Welfare Association or another recognized family agency. Further, they are encouraged to take graduate courses in schools of social work during the year and at summer sessions. Several have taken summer or evening courses in social work at the University of Pittsburgh, Carnegie Institute of Technology, or the New York School of Social Work.

In the last few years the Association has become affiliated as a field work center with the Graduate School of Social Work of the University of Pittsburgh and the Department of Social Work of Carnegie Institute of Technology. The students in these schools are thus enabled to receive supervised field work.²

1 Minutes of the Board of Director's Meetings. United Hebrew Relief Association. November 18, 1924.

2 Interview with Mrs. Doris L. Victor. op. cit. December 7, 1933.

Weekly staff meetings are conducted, at which time, case work procedures and problems are discussed. There is an effort to stimulate discussion of experimental case work approach. Very often, definite assignments are given as a basis for these discussions.¹ Mrs. Helen Glenn Tyson, now Deputy of the Department of Public Welfare, was associated with the Association from 1925 to 1929.² She conducted the Association's staff meetings. In 1927 she devoted two and one-half days a week to supervising the training of the younger members of the staff.³ From 1927 to 1929 she also acted as special consultant. In the latter capacity, she was consulted by case workers concerning various case problems.

With the increase in the number of the staff and the raising of the qualifications of the workers, the standard of work has been higher. "There has been a greater emphasis on preventive work", to quote from the Minutes of the Board of Directors' meeting of January 13, 1930, "a better application of the principles of psychology to personality study and a speeding up of work so that plans for rehabilitation are quickly launched and the period of dependency shortened. The social history of each case is more readily available. Natural sources of financial help for the families are more thoroughly probed. Because of this technique, better records of real value for future study and reference are established. Social case work is increasingly humane and kinder, while at the same time professional and scientific."⁴

1 Interview with Mrs. Doris L. Victor. op. cit. Dec. 7, 1932.

2 Minutes of the Board of Directors' Meetings. Nov. 23, 1928.

3 Ibid. Oct. 17, 1927.

4 Ibid. Jan. 13, 1930.

3. Case Conference

A Case Conference group was first formed under the United Hebrew Relief Association in 1923. With the formation of the Jewish Family Welfare Association in 1927, it was reorganized and has become an integral part of the work of the Association.

The group is now composed of Board members who wish to participate in the work, and a few persons from the community invited by the President, now Mr. Eugene Herzog, or by the Superintendent. The invitations are extended to those who are of particular value because of their professions or their positions in the community.¹ The Conference meets on the second and fourth Thursdays of each month, at which time special cases are presented by staff members for discussion and consideration by the group.

The chief object achieved in establishing Case Conferences is threefold: First, an opportunity to interpret case work to the Board; second, an opportunity for case workers to gain the opinion of members of the community; and third, a comparative soundness in conclusions arrived at and plans decided upon, as well as the support for the conclusions and plans, because of the Conference decision. The case workers gain the points of view of the lay person from their varied experiences and are better enabled to help in the practical difficulties of their families. Then, too, the case worker senses the support of group opinion which she considers an asset in carrying out plans which have been formulated. Through the Case Conferences, the

1 Minutes of the Board of Director's Meetings. April 22, 1923.

Board is kept informed of the activities of the Association. In this way the Conference is able to influence the Board in its establishment of policies which are formulated for the best interests of the client. The members of the Board, who participate in the Conferences, also acquire a further understanding of the work of the Association which they can interpret to the Board in general. They are prepared for future projects because they gain an appreciation of the scope and method of case work. Thus, if the case load of the workers becomes too large in number, they see readily the necessity of additions to the staff. They realize more fully the necessity of well-equipped workers, and the need for constant professional betterment. As a result of the deeper understanding of the Association's work, the Board is better able to influence the community on behalf of the Organization.¹

The following are a few examples of the type of problems taken up at Case Conferences and the manner in which they are treated:

Case of Mr. X. Man is handling imported pens, but neglected his business for gambling. Formerly prosperous, living in an expensive fashion; lost his property and family now without means. Woman had been ill recently and was in the hospital but is now at home. Neighbors have been sending in supplies and caring for the children. Rent of present quarters is \$60 per month, rent not paid. The Real Estate Agent is an old family friend and is trying to help. Agency gave money for light and heat. Decided to notify neighbors to stop sending in food; to compel acceptance of aid by the agency, the offer of which had previously been rejected. Mr. B. and Mr. R. members of the Board, will try to interview man. The case worker is to report progress.²

1 Interview with Mr. Hugo Sidenberg, Chairman of Case Conference. April 6, 1933.

2 Minutes of Case Conference Meetings. Nov. 27, 1931.

Mr. R. reports that the X family is getting along fairly well. When certain merchandise arrives from abroad we will be able to dismiss the case.¹

Mr. G., Attorney on Board, saved him from a legal entanglement. Financial matters as far as we are concerned are O. K. and we will receive back moneys advanced to him.²

Case further reported on by Mr. R. who stated that merchandise was shipped from abroad February 22, and that orders will be filled and outlook is that he will be able to pay up our advances; on hand \$297.31. Mrs. V. reviewed the cost of the Jewish Family Welfare Association of this family and it was decided that the family must be adjusted to the existing standard of living and that as far as this agency is concerned as a welfare expense, this case be closed.

The family was restored to financial independence and the money advanced repaid to the Association.³

Case of Mr. Y., since 1915. M. arrested for selling junk. Woman desired to move into the city. Man taken to Non-Support Court. Pleaded with wife to be taken back, but quarrelled. The domestic turmoil affects the children. Oldest daughter is married and quite all right. Dr. E. wants woman to move to the Oakland district and have home with the children, which is desirable and appears O. K. and a decided improvement in every way. The son, J., refuses to live there and prefers to live with the father in the same haphazard and loose manner in bad environment; this should not be allowed.

Decision: Try to have J. go to vocational school under the supervision of the Big Brother Club.⁴

1 Minutes of Case Conference Meetings. Feb. 18, 1932.

2 Ibid. March 3, 1932.

3 Ibid. March 31, 1932.

4 Ibid. Jan. 19, 1933.

Case of Mr. Z., since 1925. Has been a relief case for a long time. Man operates shoe repairing shop. Owes rent and landlord insistent and cannot be budged, and levied on machinery for \$305. He is willing to take about \$150 in settlement of his claims and continue with this tenant. The machinery is worth considerably more than this sum, and as leasing company is an out-of-town concern, do not expect any bidding from them at constable sale. We have in the past paid some rent, food orders. The family budget is \$150 per month which Mr. Z. thinks he can clear.

Regular motion carried to buy in this machinery for \$150 or \$160 and settle and arrange with landlord.¹

4. Organization of Committees

There are six standing committees, all composed of members of the Board of Directors. The Committees are appointed by the President, and special power delegated to them from time to time by the Board of Directors. They are appointed annually.² They are:

(a) the Executive and Finance Committee; (b) Business Men's Committee; (c) Clothing Committee; (d) Furniture and Household Committee; (e) Legal Aid Committee; and (f) Health Committee. The composition of each Committee is determined with reference to the special interest of each individual member.

The Executive and Finance Committee is composed of the Superintendent of the Association and several business men who are well acquainted with problems of organization. It determines the changes to be made in the Organization and the salaries of the workers.³ It is its duty to look after the invested funds of the Organization. The duties are chiefly concerned with matters regarding the functioning of the Organization.⁴

1 Minutes of Case Conference Meetings. Jan. 19, 1933.
 2 Constitution of Jewish Family Welfare Assoc. By Laws. Article VII.
 3 Minutes of the Board of Directors Meetings. Aug. 11, 1931.
 4 Interview with Mrs. Doris L. Victor. op. cit. Dec. 7, 1932.

The Executive and Finance Committee of the Association conforms to the form suggested by Mr. McLean, who is of the opinion that the executive committee should be a "general supervisory body and, in conference with the staff, watches and approves the expenditures of the society's funds by a discussion of the monthly balance sheets and the classified budget for the succeeding month".¹ The committee has general direction of all finance. For 1933, it is composed of the following members:

Chairman, Stanley J. Kann of Ruben Furniture Co.;
 Irwin D. Wolf of Kaufmann's Department Store;
 Hugo Sidenberg, Retired, Sidenberg & Reich, Merchants;
 L. J. Adler, Retired business broker;
 A. L. Koch of Koch Real Estate and Insurance Co.;
 Mrs. Joseph M. Jackson, housewife; and
 Charles Rosenbloom, Retired business broker.

Other committees are concerned more directly with the client's problems. The Business Men's Committee is consulted on matters of business which confront the families, as, for example, when a foreclosure is threatened.² For the most part this Committee consists of men who understand the problems of the small entrepreneur as well as those of the powerful business interests. For 1933, the Committee is composed of the following members:

Chairman, Leonard Aronson of U. S. Realty Co.;
 Norman DeRoy of S. H. DeRoy & Co.;
 I. Irwin Kamin of Kamin Realty Co.;
 Jacques S. DeFreund, Engineer; and
 Isadore Rothstein, formerly of Rosenbaum & Co.

The Clothing Committee solicits clothing from selected groups and purchases clothes whenever necessary. Members of this committee

1 McLean, Francis. op. cit. p. 33.

2 Minutes of the Board of Director's Meetings. June 23, 1931.

are those, who, because of their business or family interests, are acquainted with clothing needs of families. Thus, for 1933, the Committee is composed of:

Chairman, Maurice Arnfeld of Frank & Seder;
 Mrs. I. Williams, housewife;
 Samuel Osgood, formerly of Osgood Wholesale
 Dry Goods Co.;
 Oliver K. Kaufmann of Kaufmann's Department Store;
 Edward Meyers of Gimbel Bros.; and
 Mrs. Aaron Cohen, housewife.

The Furniture and Household Committee is concerned with securing and rebuilding or renovating used furniture. Members of the Committee, by reason of business association or everyday experience, have a practical knowledge about furniture. For 1933, the following people comprise the membership:

Chairman, Joseph F. Ruben of Ruben Furniture Co.;
 Rudolph Half of Felix Half & Bros. Furniture Co.;
 Mrs. Joel Spear, housewife;
 Mrs. Sidney A. Bachman, housewife;
 Isadore Rothstein, formerly of Rosenbaum & Co.; and
 Stanley J. Kann of Ruben Furniture Co.

The Legal Aid Committee attends to the legal problems of the clients of the Jewish Family Welfare Association. It defends clients in criminal court. It prosecutes claims in civil actions. It assists in business transactions, as when written contracts are necessary. It seeks the appointment of proper guardians for minors, obtains support for deserted wives, and does other legal work of a similar character. All the work is done gratuitously. ¹ The Committee is comprised of lawyers who

1 Interview with Ben H. Giffen, Chairman of the Legal Aid Committee. April 4, 1933.

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give liberally of their time, effort, and advice. For 1933, the Committee consists of:

Chairman, Ben H. Giffen,	} Attorneys and	
A. Leo Weil, Jr.,		members of the
Eugene B. Strassburger,		Allegheny County
Elias Sunstein.		Bar Association.

Finally, there is the Health Committee, which was established in 1933. Its Chairman is Dr. Daniel Jackson, well-known physician. The Vice Chairman is Sidney A. Teller, executive director of the Irene Kaufmann Settlement House. The Committee discusses and advises on proper food budgets, special diets, living conditions, and on matters pertaining to the general health of the clients.¹

For 1933, it is composed of the following members:

Chairman, Daniel Jackson, M.D.;
Vice Chairman, Sidney A. Teller, Executive Director of the
Irene Kaufmann Settlement House;
Mrs. Leon Falk, Jr., housewife; and
Mrs. B. Weiler, housewife.

In addition to these standing committees, special committees are appointed from time to time to undertake new and particular tasks. It would be impossible within the limits of this study to give attention to the number and variety of such special committees.

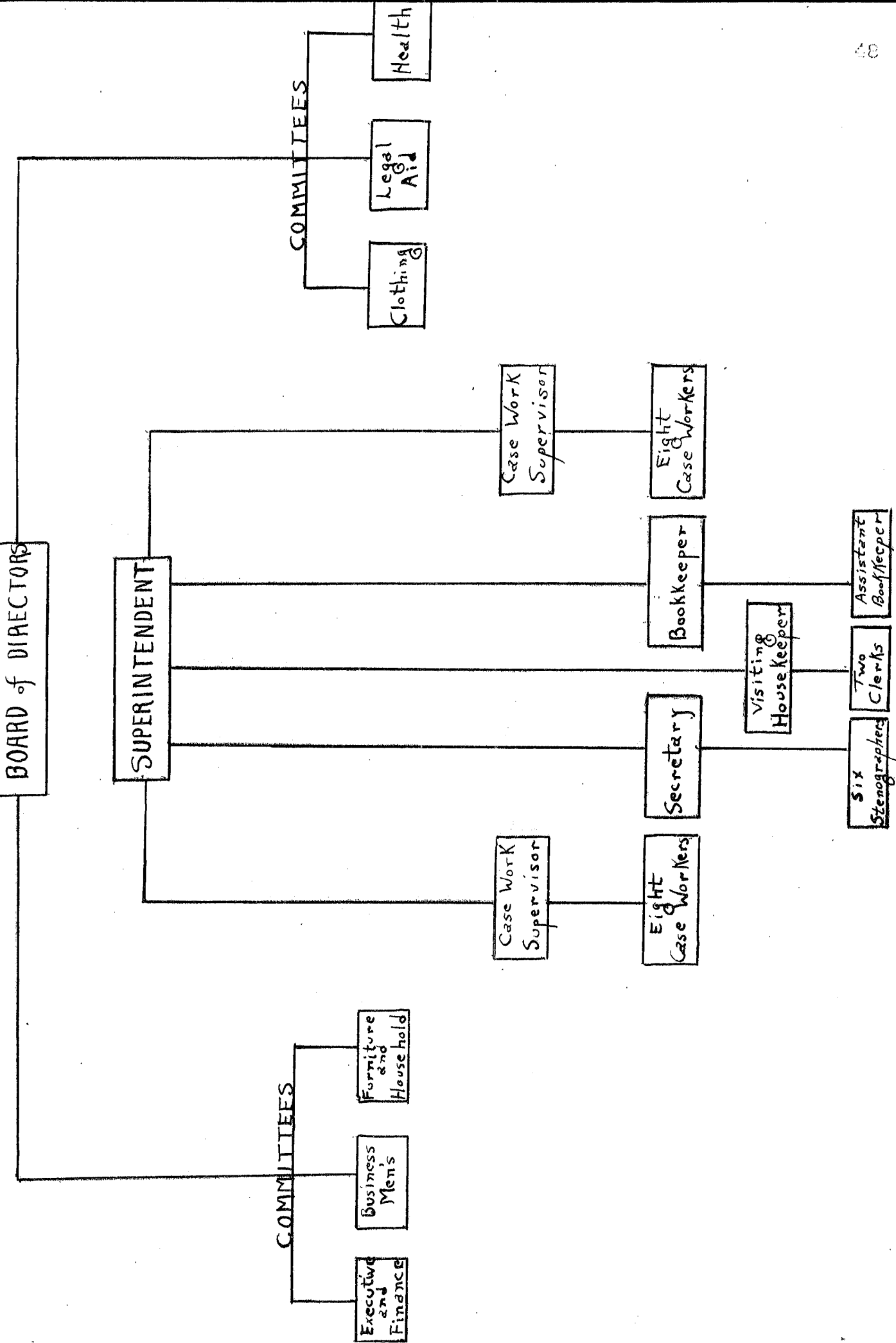
The program of work of the Jewish Family Welfare Association is thus directly in the hands of a fairly large group of people: the Board of Directors and Trustees, the Superintendent, two case work supervisors, and sixteen case workers. There are Board meetings, case conferences, and committee meetings for exchange

1 Interview with Mrs. Doris L. Victor. Oct. 14, 1932.

of ideas and for devising plans of work. Everyone has his work to perform, subject to a system of supervision extending from the case work supervisors over the case workers, to the Superintendent, and finally to the Directors and Trustees.

Money is needed to defray the expense of such an Organization, and to enable it to perform its work. How the Association is financed and how the funds are apportioned for service and administration are discussed in the following section.

Organization of the Jewish Family Welfare Association - 1933



IV FINANCE

A. Methods of Financing

In the Jewish Community of Pittsburgh, as well as in other communities throughout the United States, the oldest method of raising money is that of begging.¹ From time immemorial it has been the practice of the indigents themselves to seek out those persons who contribute toward their maintenance. The profession of the "schnorrer" or "experienced beggar" is the highest evolutionary type of this direct method of raising funds by the recipients themselves. Each "schnorrer" has a particular list of contributors, whom he visits at definite intervals. When no longer in need of making the rounds, he not infrequently sells this privilege, and so transfers his source of income to his successor.

Although this method of direct solicitation by the poor is advantageous in that it may possibly establish contact on the part of the giver with the actual conditions of the recipient, it has more important disadvantages. The poor are humiliated by the necessity of begging. They do not receive adequate relief from any one source. They are compelled to gather the needed funds spasmodically and in irregular amounts. There is no definite assurance that their needs will be met consistently

by the generosity of the giver. It may be that, in former times, when social relations were simple and social distinctions were not so clearly marked, this method served its purpose to some degree of satisfaction. With the present complexity of modern

1 Interview with Mrs. Carrie Naumberg Cohen. op. cit.

society, however, begging carries with it serious difficulties. Nevertheless, in Jewish philanthropy, this method of obtaining relief is much in vogue. This is particularly true among the large number of traveling scholars and rabbis, who collect donations from a generous community and migrate to a new community when the old one has been covered.¹

From about 1861, the Hebrew Ladies Aid Society and the Hebrew Benevolent Society adopted the "pushka" system of placing "charity boxes" in the synagogues and homes.² The system was supplemented by collectors, who canvassed the homes and the business districts for contributions to the societies.³ Today, the "charity box" is still used extensively by the so called Halukah Organizations, whose purpose is the collection of funds for the support of the poor in Jerusalem and the maintenance of the Jewish National Home. This system is not only objectionable for almost all the reasons applicable to that of begging, but is further undesirable because of the cost of collection and the lack of centralized control of expenditures.⁴

Beginning with the Hebrew Ladies Aid Society, in 1861, and down through the early history of the United Hebrew Relief Association, until it became a member of the Federation of Jewish Philanthropies, in 1912, a large portion of the funds for charity was raised through social enterprises. The temptation to raise funds by various entertainments was very great. The method was

1 Bogen, Boris D. op. cit. p. 38.

2 Interview with Mrs. Carrie Naumberg Cohen. op. cit.

3 Interview with Mrs. Doris L. Victor. February 17, 1933.

4 Bogen, Boris D. op. cit. p. 39.

abused to such an extent that the indignation of the public was finally aroused. To use the language employed by Mrs. Carrie Naumberg Cohen in describing the public's utter disgust with repeated socials: "The public was thoroughly tired of purchasing tickets for Balls."¹ Often a large part of the funds raised was consumed in the enterprise itself and the net income for the charity was negligible and out of proportion. Socials became a burden and an annoyance to the community.² However, it is interesting to note that occasionally the social functions were highly remunerative. Thus, the proceeds from a bazaar which the Ladies Aid Society, assisting the United Hebrew Relief Association, held in 1905 for the benefit of the soldiers approximated \$2100. This was an unusually large sum considering that the Jewish community at that time numbered only 25,000.³

In addition, a large proportion of the expense of the United Hebrew Relief Association was defrayed by individuals, who created endowment funds as memorials to the departed members of their families. These endowments were sums of money donated to the United Hebrew Relief Association, the principal of which was to be invested and held in trust, and the income applied to the needs of the Association. Each endowment is known by the name of the deceased whom the donor wished to memorialize. There is, for example, the Wertheimer Coal Fund of \$1,000, the income of which is used for coal purchases. There is the A. J. DeRoy Fund of \$10,000, the income of which is used, by limitation of

1 Interview with Mrs. Carrie Naumberg Cohen. op. cit.

2 Bogen, Boris D. op. cit. p. 40.

3 Joseph, Charles H. Jewish Criterion. December 1, 1905.

the gift, by the Hebrew Free Loan Association. There are other funds which have no designated special purpose but which are invested through trust companies and the income applied to the general Association requirements.¹ The bequests, private endowments and donations made to the United Hebrew Relief Association were transferred to the Jewish Family Welfare Association when the name was changed. These provide a fairly substantial source of income, there being between \$1,500 and \$1,750 yielded annually.

Permanent endowments in charitable endeavor undoubtedly carry with them many advantages. They obviate the necessity for continuous raising of funds, provide a definite income and reduce to a minimum the expense of collection. On the other hand, the disadvantage of endowment funds is that frequently, the conditions calling for the endowments disappear, whereupon unnecessary institutions are perpetuated.²

In attempting to simplify the method of collection and to save contributors unnecessary annoyance, the Jews were the first in the field of social work to introduce the "Federation Idea".³

1 Interview with Mr. A. L. Koch. op. cit.

2 Bogen, Boris D. op. cit. p. 40.

3 Ibid. p. 41.

The Federation of Jewish Philanthropies of Pittsburgh was conceived as the solution for the problem of complicated systems of collecting funds and their attendant annoyance to the public.¹

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- 1 "The aims of this Federation are to remove the evil of indiscriminate and unauthorized forms of solicitation, together with ticket-selling, bazaars, benefits, fairs, and the annoyances incident to frequent and constant appeals; to insure an ever-increasing sum of money to be devoted to the furtherance of the work, and an amount commensurate with the dignity and liberal spirit of this community; to assure a fair and equitable distribution of the funds collected, to the end that the greatest number may benefit in the largest possible measure; to give a full and detailed accounting of the distribution of the funds that shall be collected, and to enable the beneficiaries, and those in control thereof, to give their whole time and attention to their work, by removing from them the necessity of raising funds; to provide an organization to represent the community in its various spheres of philanthropic endeavor.

The object of this Federation is to collect, apportion, and distribute its receipts among Jewish charities and philanthropic organizations, and as the Board of Trustees may direct.

The beneficiaries shall be such charitable or philanthropic organizations as, upon application, the board of trustees may elect; it being the intention to include all the Jewish charitable and philanthropic organizations in the city of Pittsburgh, and such others outside of said city as have heretofore received regular assistance from the general membership of the Federation; provided, such organizations make application to, and are accepted by, the board of trustees as proper beneficiaries entitled to receive a portion of the funds collected."

Minutes of the Federation of Jewish Philanthropies, Board of Directors Meetings. January 15, 1912.

It has many advantages. First, there is a distinct increase in the amount collected. When called upon only once a year, people are more willing to make a greater sacrifice than when asked to give dribblets, time and time again. Secondly, it eliminates indiscriminate and unauthorized solicitation.. Thirdly, it tends to prevent the increase of unnecessary institutions. Fourthly, it helps avoid duplication and overlapping of the activities of the constituent societies.¹ In the opinion of Dr. Ludwig L. Bernstein, the Executive Secretary of the Federation of Jewish Philanthropies, it also aids in the coordination and correlation of social communal effort. It tends to develop a community point of view as against that of an individual social agency. Thus the community is assisted in establishing a more² balanced social service policy.

Mr. Hugo Sidenberg, Chairman of the Case Conference Committee of the Jewish Family Welfare Association, gives an interesting example of the duplication by organizations which was not uncommon before the advent of the Federation. In 1911, when he and other men were interested in promoting the activities of the United Hebrew Relief Association and were considering the advisability of a Federation, they made personal investigations of the homes that were receiving relief. In the cellar of one home they noticed a huge covered heap in the corner. Upon examination they discovered that it was a covered piano. Struck by the novelty of a piano being hidden in the cellar, they began to question

1 Bogen, Boris D. op. cit. p. 41

2 Interview with Dr. Ludwig L. Bernstein, Executive Secretary of the Federation of Jewish Philanthropies. March 22, 1933.

the members of the family, and were amazed to learn that the family was not only receiving assistance from the United Hebrew Relief Association, but from several other Jewish agencies as well. Consequently, the family was receiving more than its need required and a sufficient surplus to enable several members of the family to pay for piano lessons.¹

Many meetings were held, of course, before the Federation was finally launched.² The first of these took place November 6, 1911 and was attended by various local and out-of-town Jewish leaders for the purpose of discussing the problems and their possible solution. On January 15, 1912 the Federation was formed, with Aaron Cohen as President; A. Leo Weil, Vice President; Charles Dreyfuss, second Vice President; Leon Falk, Treasurer and I. F. Lehman, Temporary Secretary.³ Shortly after, the United Hebrew Relief Association became a member of the Federation and other groups were taken in, until now, as is noted later in this study⁴ there are sixteen different groups which receive proportionate shares of the funds collected and distributed by the Federation.

In November or December of 1930, the Federation of Jewish Philanthropies became a member agency of the Welfare Fund of Pittsburgh. Since the Jewish Family Welfare Association receives its funds from the Federation, it is now indirectly receiving the money from the Welfare Fund. The Welfare Fund is supported by private subscription.⁵

1 Interview with Mr. Hugo Sidenberg. op. cit. April 6, 1933.

2 Ibid. April 6, 1933.

3 Minutes of the Federation of Jewish Philanthropies. Board of Directors Meetings. January 15, 1912.

4 See footnote p. 80 where list of agencies is given.

5 Interview with Mrs. Doris L. Victor. op. cit. January 18, 1933.

The national economic crisis of October, 1929 and the economic depression of subsequent months brought about important changes in the financial support and financial policies of the Jewish Family Welfare Association. Private agencies had long carried the load of family cases in Allegheny County and the increasing unemployment increased their loads until it became apparent that additional funds must be made available. Such were later provided first, by the City, second, by the State and third by the Federal Government. From the date of the first city appropriation, October 28, 1930, seven family agencies¹ have been granted subsidies for unemployment relief. Thus, the Jewish Family Welfare Association went forward from 1930, financed in part by the Welfare Fund and in part by subsidies for unemployment relief administered through the Allegheny County Emergency Association.

As has been indicated, the first appeal was made by the private agencies to the City of Pittsburgh. In response, the Mayor and City Council of Pittsburgh provided \$300,000 from October 28, 1930, until January 17, 1931. The appropriations were distributed by the City Department of Public Welfare to the seven agencies. Of the \$300,000 total appropriation, \$6,500² was allotted to the Jewish Family Welfare Association.

1 Salvation Army, Conference of Catholic Charities, Jewish Family Welfare Association, Family Welfare Association, Lutheran Inner Mission, American Improvement of the Poor and the American Red Cross Association.

2 Annual Report of the Superintendent. op. cit. 1930. p. 3.

Allegheny County Emergency Association

In addition to the financial difficulties in which the Agencies found themselves because of the unemployment cases, there was a more fundamental difficulty. The time and energy of the Associations were being exhausted in unemployment relief and the real function of social work was being subordinated. Mrs. Victor in her annual report of 1930 referred to this difficulty, thus:

"While the agency has made definite strides in the past year, the added problems of unemployment with the urgent financial problems involved, have in the past few months undoubtedly interfered with the development of several plans concerned with the finer details of case work and particularly those of recording and analyzing our work. However, we have with a considerable degree of satisfaction to those interested, met the problems of the financial depression and at the same time maintained a fairly good standard of case work. We are looking forward to the time when normal employment will be resumed and when the unfortunate problems of unemployment will have been cared for. Then we hope to resume our ambitions for our work."

The problem was brought to the attention of the Federation of Social Agencies. The Federation, in turn, called together the business leaders of Pittsburgh, who formed a committee to consider plans for solution. The committee deemed it inadvisable to seek further appropriations from the City because of the difficulties and limitations which this would entail. Consequently, a plan of private financing and administration was evolved. It was decided that money should be obtained from

1 Annual Report of the Superintendent. op. cit. 1930. p. 5.

private sources in lieu of public funds and that, instead of direct relief by the Agencies, work relief should be provided. The policies formulated by the committee were accepted and adopted at a meeting of 75 business leaders on January 30, 1931. The Association created to execute the policies and methods thus decided upon became known as the Allegheny County Emergency Association.¹ The plan by which the work was to be guided was entitled, "The Pittsburgh Plan for the Stabilization of Employment". In short, the Plan was "to create employment for the present labor excess by the initiation of public and semi-public works which could not be otherwise feasible or even considered." Relief² without work was to be given by the Emergency Association only when work was not available, and then only when the distress was due to unemployment. Distress from other causes was to be relieved by the seven family welfare agencies, including the Jewish Family Welfare Association, from their own funds.

Money was appropriated to the Jewish Family Welfare Association by the Allegheny County Emergency Association from its private funds throughout 1931³ and from January 21 to March 26 of 1932.⁴

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- 1 Howell, James W., Carnegie Institute of Technology; Mathews, Major Philip, Bureau of Governmental Research; and Tyson, Francis D., University of Pittsburgh. Allegheny County Emergency Association Activities. Pittsburgh, Pa. Pittsburgh Personnel Association. February, 1933. p. VII.
 - 2 Mathews, Major Philip. "The Pittsburgh Plan". Greater Pittsburgh. March 14, 1931.
 - 3 Report of Operations of the Allegheny County Emergency Association. September 15, 1931.
 - 4 Social Research Bulletin. Vol. 1, No. 3, January, 1933. Pittsburgh, Pa. Bureau of Social Research, Federation of Social Agencies of Pittsburgh and Allegheny County.

In addition to special private funds from the Allegheny County Emergency Association, the Jewish Family Welfare Association received portions from Special State and Federal funds through the offices of the Allegheny County Emergency Association. The importance of these funds to the Jewish Family Welfare Association may be gained readily from the following excerpt from Mrs. Victor's Annual Report of 1932:

"The Jewish Family Welfare Association has completed the most difficult year of its existence. The problem of continuing standards of family case work and at the same time caring for the actual needs of hundreds of families with a limited budget and wholly inadequate public funds, was one that challenged every resource upon which the workers and the Board could call. From time to time, with almost no notice, the agency found its relief policy with regard to the unemployed completely changed. As one public resource dwindled away, another had to be found by the Allegheny County Emergency Association, the source of our unemployment relief funds. With all these difficulties, we feel that we were able to meet reasonably well the problems with which our clients came to us--the problems of food, shelter, clothing, household commodities and medical care. However, the most obvious and needy problem of all, we were able to meet only in comparatively few instances--the supplying of employment."¹

It is hardly feasible within the scope of this paper, to detail or outline the various sources, public and private, from which the Jewish Family Welfare Association has received financial assistance since 1931. Only some of the major sources are considered here.

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Thus, from March 28 to June 25, 1932 money was received under the First Talbot Act, passed December 1931, appropriating

1 Annual Report of the Superintendent, 1932. op. cit. p. 1.

2 Social Research Bulletin, op. cit.

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1932, 1933. From September 1, 1932 to March 1, 1933 funds
were received under the Second Talbot Act, appropriating
\$12,000,000. The Second Talbot Act was passed August, 1932. 3

On the same date, the Woodward Act went into effect. It
created a State Emergency Relief Board to assist the Governor
in the distribution of funds received from the Reconstruction
Finance Corporation for unemployment relief. The Board has
administered the funds appropriated by the Second Talbot Act
as well as the funds received from the Federal Government. To
assist it in its work, the Board appointed in each of the 67
counties of the State, including Allegheny County, a County
Emergency Relief Board. The County Emergency Relief Board, in
turn, was empowered to either administer the funds directly or
through local agencies, subject to the State Board's approval. 4
For Allegheny County, the Allegheny County Emergency Association
has been the local Organization through which the County Emer-
gency Relief Board has administered the Federal and State funds. 5
Through the Allegheny County Emergency Association, the Jewish
Family Welfare Association, along with the other six family welfare

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- 1 Dunham, Arthur. Emergency Relief in Pittsburgh. Pittsburgh, Pa. Public Charities Association of Pennsylvania. February, 1933. p. 5.
 - 2 Social Research Bulletin. op. cit.
 - 3 Dunham, Arthur. op. cit. p. 6.
 - 4 Ibid. pp. 5-7.
 - 5 Summary Report of the Committee on Public and Private Relief of the American Association of Social Workers presented at the meeting of the Pittsburgh chapter. April 25, 1933. p. 8.

organizations has received the benefit of the State and Federal appropriations. According to Arthur Dunham of the Public Charities Association of Penna., that Board and its 67 County Emergency Relief Boards, during the early part of 1933 were administering more than \$6,000,000 a month.

Thus, the sources of funds to maintain the Jewish Family Welfare Association have changed from direct private subscription to pro rata shares distributed by the Federation of Jewish Philanthropies, to public and private funds through the Allegheny County Emergency Association, to State funds and finally to Federal funds. This last source is a long way removed from the "pushka" system or system of social affairs that were relied upon by the United Hebrew Relief Association and the Hebrew Ladies Aid Society for finances.

1 Dunham, Arthur. op. cit. Foreword.

I. Expenditures

Large sums of money have been and are necessary to conduct the work of the Association. This is confirmed by an investigation of the actual figures of money disbursed for relief and administration. Table IV gives the total expenditure of the United Hebrew Relief Association from 1910 to 1926 and of the Jewish Family Welfare Association, its successor, from 1927 to 1932. From 1909 to 1912 no statistics of expenditures are available, other than the total amount disbursed.

TABLE IV

Total Expenditures, Including Amounts of Relief and Cost of Administration of the United Hebrew Relief Association from 1909 to 1926 and of the Jewish Family Welfare Association from 1927 to 1932

Year	Total Expenditures	Amounts of Relief	Cost of Administration
1909	9500.00		
1910	10700.00		
1911	17300.00		
1912 ¹	18500.00		
1913	19191.48	18911.96	3279.52
1914	22408.88	19064.45	3344.43
1915	21846.61	18190.26	3656.36
1916	23326.34	18931.47	4394.87
1917	23559.15	18994.79	4544.36
1918	26571.10	21284.64	5286.56
1919	32459.31	25608.43	6850.88
1920	33583.99	26088.49	7495.50
1921	45045.42	34124.38	10921.04
1922	61713.40	50182.25	11531.15
1923	69566.36	58084.15	11482.21
1924	69508.06	57222.28	12285.78
1925	78227.27	63153.27	15074.00
1926	81158.46	65141.18	16015.28
1927	85158.34	66416.28	19742.06
1928 ²	93367.31	71517.64	21849.67
1929	91601.45	64189.44	27412.01
1930	97980.71	69779.69	28201.02
1931	154871.01	123305.89	31565.12
1932 ³	258356.31	222394.68	35961.63

- 1 From 1909 to 1912 inclusive, figures were secured from the Annual Report of the Superintendent, 1917. pp. 3,4.
- 2 Figures from 1913 to 1928 inc. were secured from the annual reports of the Fed. of Jewish Phil. and its affiliated organizations.
- 3 Annual Report of the Superintendent. op. cit. Statistics, 1929-32.

From 1913 to 1932 the item, Total Expenditures, includes the amounts disbursed for relief and expended in administration. The disbursements for the three years of 1930, 1931 and 1932, include special unemployment funds administered by the Association. These funds were obtained from private, public, special private and special public sources. For 1930 the special unemployment funds disbursed by the Jewish Family Welfare Association was \$6500; for 1931, \$3521.87; and for 1932, \$86,000.

It is interesting to note that in the decade from 1920 to 1930 "Relief" increased about 250 per cent and then, in the next two years, in 1/5 the time, it increased more than 200 per cent again. In the meantime, the "Cost of Administration", from 1920 to 1930 increased almost 400 per cent, but in the next two years while "Relief" was almost tripled the "Cost of Administration" increased only 25 per cent.

The following table shows the amount of relief expended by the Jewish Family Welfare Association and the amount per capita Jewish population during four well separated periods.

TABLE V

Amount of Relief Expended by the Jewish Family Welfare Association and Amount per Capita Jewish Population from 1912 to 1930

<u>Year</u>	<u>Jewish Population¹</u>	<u>Relief²</u>	<u>Per Capita Jewish Population</u>
1912	35000	18500.00	.53
1917	50000	23328.34	.47
1918	60000	26571.10	.44
1930	53000	97980.71	1.85

1 Figures taken from Table I of this study.

2 Figures taken from Table IV of this study.

It is interesting to note that while there was a decrease of \$.05 in relief per capita population from 1912 to 1917 and a further decrease of \$.03 from 1917 to 1918, the relief per capita for 1930 had increased by \$1.41 per capita population. This was almost four times the relief load per capita Jewish population for 1912.

From the fact that in 1932 the Association expended almost twenty-seven times as much as in 1909, with proportionate increases during the intervening years, it would seem reasonable to infer that the work of the Association has become extended and its case load considerably increased. Examination of these phases of the Association's work in the following sections would seem to corroborate such conclusions.

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V SERVICE

A. Case Load

Having examined how money is collected and expended by the Association, the next logical step is to inquire into the manner in which it is spent; that is, to what uses it is applied and by what standards or measures the applications are determined.

There is no limitation upon the Association's acceptance of an application for relief, except that the recipients be Jewish and that the family's need for assistance be reasonably established. In the event of one parent being Jewish and the other non-Jewish, relief is given if the religious and cultural leanings of the family are Jewish. The following table shows the case load carried by the Association over a period of twenty years:

TABLE VI

Total Number of Cases Handled Annually by the United Hebrew Relief Association from 1913 to 1926 and by the Jewish Family Welfare Association from 1927 to 1932, Including Number of Cases Carried Over from Each Previous Year, and the Number of Intake, also Number of Cases Closed Annually¹

Year	Number carried from previous year	Number of Intake	Number Open	Number Closed
1913	308	338	646	342
1914	304	566	860	
1915			568	176
1916	392	316	708	469
1920	239	158	397	184
1921	213	323	536	352
1922	184	584	768	589
1923	179	484	663	484
1924	179	452	631	381
1925	250	454	704	403
1926	301	438	739	422
1927	317	467	784	
1928			593	169
1929	424	454	878	475
1930	403	520	923	457
1931	466	724	1190	446
1932	744	832	1576	539

¹ Annual Report of the Superintendent, op. cit. Statistics. 1913-32. Where figures are omitted, they were not available.

It is notable that in 1920, the second year after the World War, there was the lowest intake of cases and the lowest number of open cases between 1918 and 1932. The effect of the economic depression from 1929 to 1932 is immediately apparent. During these three years the number of new and open cases constantly increased. In 1932, the third year of the depression, more cases were carried over from the year before than in any of the preceding nineteen years. The marked drop of 100 cases in 1923 as compared with the number in 1922 was partly due to the fact that the Jewish Big Brother Club at that time assumed responsibility for the transient problems.

The table following shows the proportion of major and minor cases in the open case load from 1918 to 1932:

TABLE VII

Number of Major and Minor Cases Handled by the United Hebrew Relief Association from 1918 to 1926 and by the Jewish Family Welfare Association from 1927 to 1932:

Year	Number Open	Number Major	Number Minor
1918	708	633	75
1920	397	358	39
1921	536	463	73
1922	768	673	95
1923	663	590	73
1924	631	524	107
1925	704	567	137
1926	739	598	141
1927	784	650	134
1928	893	593	
1929	878	660	218
1930	923	709	214
1931	1190	1003	187
1932	1576	1338	238

1. Annual Report of the Superintendent. Statistics. 1918 to 1932.

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A major case is one which is mainly supported by the Association or one for which the Organization has assumed the fullest responsibility. Minor care cases are those involving relatively less of the Organization's responsibility and are usually active for a shorter period of time. The number of major and minor cases decreased in 1920 as did the open cases, and constantly increased from 1929 to 1932, during the economic depression.

It should be noted that statistics up to 1927 are applicable to the United Hebrew Relief Association, alone, and to the Jewish Family Welfare Association from 1927 to date. Thus, the figures on major and minor case loads from 1928 to 1932 are of the Jewish Family Welfare Association, alone.

The following two sections detail more fully the work to which the Association applies its efforts and its funds.

B. Problems

As indicated in previous chapters, the present study is limited to the history and organization of the Jewish Family Welfare Association. No effort has been made to study or evaluate the quality of service performed by the Association in its relations to its families.

It has been pointed out that as the Association felt the influence of the Charity Organization Movement and, later, the Family Welfare Movement, it began to individualize problems and later to introduce case work methods. It is assumed that, as the Association became a case work agency, the service it performed became that of case work. Little more need be said.

A discussion of the service rendered by a family welfare association even where, as here, there is no attempt at a detailed evaluation, elicits the question: "What causes dependency upon the Association and what are the major problems of dependency?" The scope of this study is too limited to permit any discussion of this complex question. Formerly, each case worker was requested to enumerate the causes of dependency for each of her families. It is now believed, however, that there is no one cause but a combination of causes which reduce a family to adversity and dependency; consequently, since 1930 statistics of problems have not been collected. While no conclusions are contemplated, the following table of some of the factors of

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Year Emp
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1913	24
1914	39
1915	33
1918	21
1920	12
1921	12
1922	11
1923	4
1924	3
1925	1
1927	1
1929	1
1930	2

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dependency from 1913 to 1930 should be of interest:

TABLE VIII

Problems presented and Number of Times Presented in Case Load of the United Hebrew Relief Association from 1913 to 1926 and of the Jewish Family Welfare Association from 1927 to 1930¹

Year	Employ- ment Problems*	Ill- ness **	Widows	Moral- ity ***	Old Age	Dom- estic Diff.	Legal Diff.	Child Prob.	Unmar- ried Mothers
1913	241	208	37			92	4		
1914	390	253	45	6	36	102	8		
1915	335	113	33	2	23	49	1		
1918	214	234	40	11	29	93	19	15	
1920	129	106	40	15	17	67		5	
1921	129	119	37	5	18	53	9	26	
1922	113	73	65	12	19	64	6	13	
1923	43	158	47	17	25	98		15	
1924	35	51	40	8	19	37		3	
1925	53	63	37	3	20	50		2	
1927	63	47	45	1	22	43			1
1929	64	84	26	4	26	39			
1930	235	115	28	18	26				

* Insufficient earnings, old age, under-employment, and unemployment

** Physical and Mental

*** Imprisonment, gambling, etc.

The continued appearance and continued prominence of Em-
ployment and Illness is interesting to note. Next in importance,
numerically, are Domestic Difficulties. Widow-hood, Old Age,
Morality, Child Problems and Legal Difficulties would seem to
predominate in the order named. As already indicated, these
factors are by no means exhaustive of the causes of dependency,
which are frequently combinations of some of the above and of
others which are not here set forth. The table merely sets
forth some of the available statistics.

1 Annual Report of the Superintendent. op. cit. Statistics.
1913 to 1930.

The transition of the Jewish Family Welfare Association from a "relief society" to a "family welfare society" was accomplished by emphasis on the case work approach to the problems of human maladjustment and by the appointment to the staff of trained and experienced case workers. Little more need be said in elaboration of the Agency's service to families. The functioning of the Jewish Family Welfare Association as a case work agency differs in no essential way from the function of non-Jewish family agencies. Social study, planning and treatment, included interviews carefully planned and recorded and the use of the standard budget,¹ the recognition of medical psychiatric and social factors in the family situation and cooperation with community agencies in the adjustment of problems of education, vocational training, employment, health, recreation, household management and many others.

It is not necessary to elaborate here on methods used. Attention, however, is called to an especial phase of the Agency's service which goes somewhat beyond the scope of case work. A visiting housekeeper was added to the staff in 1928. Although without technical training in the field, Miss Anna Schnurrer, the first and present visiting housekeeper and a woman of unusual understanding and sympathy, has brought a fine practical knowledge of home economics to bear on the problems of home management. Besides her work with the families in which poor housekeeping is the basic cause of the family difficulties, she has charge of the Association's clothing and household furnishing

¹ See p. 77 of this study.

department. The following interview with Miss Schmurrer affords a more vivid account of the scope of her work:

"Fundamentally, my work is that of teaching the care of the home to the housewives of our family clients. This consists of budgeting the income and conservation of time and energy in housework. Next, I teach care of health, this includes problems of feeding, sanitation, personal hygiene and mental health. I encounter definite obstacles. My time, and therefore, my contacts are limited and teaching is a slow and subtle procedure. Then the clients themselves present certain difficulties. A large portion of those I am dealing with now are illiterate and constitutional inferiors. Nearly all are stubborn and reactionary. They have an inborn dislike to interference from the outside. It is very difficult to combat and often requires the utmost skill and delicacy in handling. This is facilitated by the fact that I speak Yiddish thoroughly and understand European customs and the background to which these people are accustomed. My age, too, is a distinct asset since it creates a feeling of confidence in me on the part of the client.

I stress the value of appropriateness in dress and the necessity of dressing in accordance with position and age. Whenever I can, I try to combat the tendency of fond mothers to overdress their children and thereby accustom them to false standards. I encourage remodeling of old clothes when possible. My scissors and pin-box are always a part of my equipment. When one of the department stores, for example, sent to the Association mismatched bathing suits and ill-fitting jerseys, and otherwise useless batch, we succeeded in making forty bathing suits so that forty youngsters could have a healthy time at the Emma Farm Camp. On another occasion, we made numerous dish towels from unwearable linen.

A specific example of the work done by the visiting housekeeper is given by the following case:

"The X family came to the Organization for material relief made necessary by unemployment of the husband. Case worker found the family to consist of the man, woman, man's mother and nine children. The house was found to be maintained on low standards of living. It was in an unclean condition, and the sleeping arrangements were crowded. The woman and some of the

1 Interview with Miss Anna Schmurrer, visiting housekeeper of the Jewish Family Welfare Association. April 8, 1933

children were in poor health. The woman had a sense of inferiority brought about by the man's domineering tendency and the superior intelligence of the mother-in-law. The Visiting Housekeeper was asked to assist in making home adjustments. She secured a woman to assist in the cleaning of the house. She rearranged the sleeping quarters and had sufficient number of beds furnished. The woman and children were instructed in the necessity of keeping clothes and body clean. Correct diets were outlined for the family. Favorable attempts were made to instill a sense of self reliance and self responsibility in the woman. Instruction was given in regulating eating, sleeping and habits of cleanliness of the children. The Visiting Housekeeper reported that favorable results were noticeable after the first month.

Through this Household Furnishing Department, "work relief" is provided for a small number of individuals. This work relief is placed on a wage payment basis.

From the foregoing section, it is apparent that the Association has always handled a substantial number of cases, of which a considerable portion have been of "major" significance. At the same time, in the execution of its program as a social service agency it has disbursed considerable sums of money. The following section deals with the budgets under which funds are distributed for relief and in the course of social service.

1 Interview with Miss Anna Schmurrer. op. cit. April 8, 1933.

C. Family Budgets

The onset of the depression and the increased number of family cases in which unemployment emerged as the important if not the only factor, occasioned the development of emergency policies by the Jewish Family Welfare Association. As the agency came to be subsidized through the Allegheny County Emergency Association for unemployment cases, it became necessary for the Agency to conform to broad policies adopted by the Allegheny County Emergency Association and conformed to by the beneficiary agencies.¹ The major change in the policy of the Jewish Family Welfare Association was the separation of family cases into two groups: first, those in which unemployment was the major, if not the only problem; and second, those in which many problems appeared and which would constitute the case load of the Agency in normal times. The second group came to be known as the "problem cases."

A picture of the policies laid down by the Allegheny County Emergency Association in determining the administration of unemployment relief to the first group is given in a recent report of the Committee on Public and Private Relief of the Pittsburgh Chapter of the American Association for Social Workers at a meeting held April 25, 1933, from which the following excerpt is taken:

"A family selected for illustration is composed of the mother, father, a baby under two years of age, a child in grade school and a child in high school.

1 Salvation Army, Conference of Catholic Charities, Jewish Family Welfare Association, Lutheran Inner Mission, Family Welfare Association, American Improvement of the Poor and the American Red Cross Association.

While the ages of the children probably are spaced too widely for the usual or average family normally known to relief agencies, this family was chosen to illustrate best the complex channels through which items of relief enter the family.

1. Food a. Food orders, averaging \$4.50 per week are provided to the family who can choose the items of food at the grocery store of their own selection. The food orders are drawn on funds encumbered through the County Emergency Relief Board and are paid by the State Emergency Relief Board from state and federal funds, in the ratio of 1 to 2.

b. Flour is supplied from the federal government through the National Red Cross received by the Allegheny County Emergency Association and distributed through family agencies to clients.

c. Milk (1) for the Baby (Pre-school child) is received (a) at milk stations of Bureau of Child Welfare, City Department of Health--child receiving inspection at intervals from doctors. Milk is called for in about half the cases and is delivered on doorstep for others. (b) On special order written by the agencies on the basis of need, milk is delivered on doorsteps by the dairy companies. Funds supplied through the County Emergency Relief Board from one million dollar fund allocated to State Department of Health. Medical care is provided through the Public Health Nursing Association. (c) Or the Milk and Ice Association may provide milk--the latter providing doorstep delivery and medical supervision.

(2) Milk for the school children only is provided at the public or parochial school five days a week from the special State Department of Health milk fund as a health measure.

(3) Milk canned and bottled for the family may also be purchased by the family on their grocery order.

(4) School lunches for the two school children, one in a public school and one in a parochial school is provided in the school or in a nearby day nursery.

2. Shoes and Shoe Repair. If the family needs shoes, it will find that two appropriations by the City Council were made and shoe orders written by private agencies to be filled at stores in 15 zones selected on the basis of bids. Funds were exhausted on March 1, 1933. Some shoes were provided by the State Emergency Relief Board allocated to the County Emergency Relief Board. First center opened March 21, 1933. Many sizes were exhausted and few shoes were supplied so that the family may have had a long wait before receiving shoes.

3. Clothing. The federal government provided bales of cotton, which were turned over to the National Red Cross, which organization in turn arranged for the converting

them or trading them for cotton yard goods, made garments--dresses, sweaters, trousers, socks, and later sheets and cotton bedding were provided. Layettes, children's dresses, coats, aprons, etc., were made by groups of women sewing on the cut out garments. Some families made their own. New and used clothing also is donated to agencies for distribution or new garments in cases of need are purchased by them.

4. Shelter. In eviction cases and in other situations under well defined restrictions laid down by the Allegheny County Emergency Association, rent is advanced by the private agency to the client family and the Allegheny County Emergency Association reimburses the agency. No public money is available for rent except through Pennsylvania Veterans' Commission or Mothers' Assistance Fund.

5. When Coal and Oil for heating and lamps is needed, it is paid from Special Bond Issue Funds of the City of Pittsburgh encumbered through the Allegheny County Emergency Association on requisitions written by the family agencies who select the dealer but prices are fixed for all agencies.

6. Gas and Electricity. If final notice has been received, the current bills are paid in the City from Special Bond Issue funds encumbered through the Allegheny County Emergency Association. Requisitions are written by private family agencies.

7. Water. The family is fortunate to live in the City of Pittsburgh which does not discontinue water service for failure to pay water bills if evidence of inability to pay is given, usually adjusted upon recommendation of the family agency.

8. Household Equipment such as coal stoves, is paid for from the City Special Bond Issue funds encumbered through the Allegheny County Emergency Association. Private agencies advance the payment and are reimbursed. Private agencies and the Allegheny County Emergency Association from their own budgets also provide household equipment for which they do not receive reimbursements.

9. If the family needs Medicine and Medical Supplies, they are paid for from the Special Bond Issue funds encumbered through Allegheny County Emergency Association and charged against the Department of Public Welfare. The patient is under the care of City physicians. The private agencies also pay for medicines to clients and are reimbursed from Allegheny County Emergency Association private funds.

10. Cod Liver Oil for the baby and other members of the family is considered a medicine and is supplied through the funds of the Department of Public Welfare upon application to the City Physician by the Public Health Nursing Association or family agencies. Cod Liver Oil is stored at dispensing centers throughout the City.

11. Other needs not met as a rule. Some insurance is paid from private agencies funds. Recreation, educational supplies, etc., are not a regular part of the unemployment relief budgets. Transportation for clients is paid in cases by the private agency who is reimbursed by the Allegheny County Emergency Association in the case of transportation costs of moving, and not reimbursed if costs are for car fare to clients, etc.

With the complexity of City relief clearly demonstrated, we will follow our family when they move outside the City of Pittsburgh to some other section of Allegheny County. Many of their relief needs will be filled in a different way and from different funds. If they move to Tarentum, they find a commissary plan. For other sections of the County, the plan of supervision by private agencies or the Directors of the Poor is maintained.

1. Food a. Grocery orders are written in the same manner and from State and Federal funds as in Pittsburgh.

b. Flour. From federal government on same plan as in Pittsburgh.

c. Milk for pre-school children and for school children is delivered at the public or parochial schools 7 days a week, from funds supplied by special million dollar fund of State Department of Health. Bills are forwarded by County nurse to Harrisburg for payment. No exact data as to amount provided or total monthly cost is available in Allegheny County.

2. Shoes and Shoe Repairs. The school children can be supplied with shoes, one pair every three months by the Allegheny County Directors of the Poor, who have a staff of investigators separate from the family agency. Orders are written on local stores. Some men on work relief projects also can secure shoes. State shoes also were available in the County.

3. Clothing--Same plan as in Pittsburgh.

4. Shelter--Same plan as in Pittsburgh.

5. Coal and Oil for heating and for lamps supplied by Directors of the Poor upon recommendation of their investigators. Families can apply directly or are referred by family agencies.

6. Gas and Electricity. There is no provision outside Pittsburgh for the payment of these current bills from public funds, (except in a few cases of veterans and Mothers' Assistance Fund families). Limited private funds are available only in exceptional cases.

7. Water. Responsibility for the maintaining of water service is left with the individual municipality since no public or private funds are available in the County for water bills.

8. Household Equipment occasionally is furnished from public funds by the Directors of the Poor to families. Private agencies may request such aid from the Directors. Household equipment from private funds is furnished under the same plan as in Pittsburgh.

9. Medicines and Medical Supplies are paid for from public funds of the Directors of the Poor (limitations are set on the kind of medicines) upon signature of the County Doctor who writes prescriptions or orders upon local drugstores. Private funds for medicine are supplied in similar manner as in Pittsburgh.

10. Cod Liver Oil, considered a food, is purchased from private funds of the Allegheny County Emergency Association distributed to families by private agencies with cases outside the City of Pittsburgh allotted to agencies in proportion to case loads.

11. Other:--Same plan as in Pittsburgh.¹

The Jewish Family Welfare Association food budget, insofar as prices are concerned, is based on an estimate of food prices in the different neighborhood stores. To determine the quantity of food to be allowed adults and children of different ages, statistics of the New York Nutritional Council and the Public Health Nursing Association have been used since about 1914. The budgets of the Federation of Social Agencies have, also, been consulted on the matter of quantity. In making up the

¹ Summary Report of the Committee on Public and Private Relief of the American Association of Social Workers. April 25, 1933. pp. 10-13.

budget, the Association must take into consideration Jewish customs pertaining to Kosher foods and food habits. In cases of clothing, a budget established on the statistics prepared by the Clothing Section of the New York Budget Committee is used. The public food order is supplemented by the Jewish Family Welfare Association with small amounts from its private funds in order to maintain adequate food allowances that take into consideration dietary laws.

In the second group, in which are classed the "problem families", intensive programs of social case work are carried out. Relief to these cases is furnished wholly by the private funds of the Jewish Family Welfare Association. The standards of relief have been cut considerably, partially because of the increased number requiring relief and partly because of the added difficulty of raising funds. Referring to the increased number of those requiring relief from the Association, Mrs. Victor, in her Annual Report of 1932, said:

"In 1932, 1576 cases came under the care of the agency. This is approximately 6500 individuals. It is a considerable increase over any number that have ever been known to the agency in any previous year. It is a 50% increase over the number known to the agency in 1931, and a considerably large increase over any more nearly normal year as we have indicated in the statistical report wherein comparative figures for 1930 were given. The number of actual cases in which relief was expended was 985. This number of families includes approximately 4000 individuals, almost 10% of the Jewish community. It is interesting to note that 2/3 of the entire number of people who came to the notice of the agency during the year received relief as well as service, whereas, in more nearly normal years, the proportion was the opposite; usually only 1/3 received relief and service. There is no doubt that revolutionary changes have come about within the last two years in family welfare agencies because of the unemployment crisis."¹

¹ Annual Report of the Superintendent. op. cit. 1932. p. 1.

Nevertheless, every effort has been made to continue service to these families on a pre-depression basis.

Referring to the difficulty of maintaining minimum standards under such a complicated and changing system, the Superintendent commented thus, in her 1932 report:

"While the relief given has been inadequate, nevertheless, not a single family known to the Jewish Family Welfare Association has actually suffered eviction; no medical apparatus or special diets have ever been withheld; no child has been permitted to be separated from its parents because of lack of a decent home; and children have not been taken from school in order to add to the family income."

1. Annual Report of the Superintendent. op. cit. 1932. pp. 1,2.

D. Relations to Other Agencies

1. Inter-Agency Relationship

The Jewish Family Welfare Association is not isolated in the course of its work, but cooperates with kindred organizations, both local and national. However, the ties connecting the various agencies are so numerous and their mutual interests so intermingled that only enough to support the general assertion of inter-agency cooperation can be given here.

For example, of the local organizations with which the Jewish Family Welfare Association is connected there is an especially close relationship between it and those which are members of the Federation of Jewish Philanthropies.¹ Particularly desirable cooperation is received by the Association from the Jewish Big Brother Club, Girls Welfare League, Montefiore Hospital, United Business Service, Pittsburgh Bureau for Jewish Children and the Immigrant Aid Department. It is interesting to note that in receiving assistance in its work from one, at least, of these groups, the Association is in effect reaping the benefits of its foresighted labors. Thus the United Business Service² owes its existence directly to the Association. It was established May, 1927, for the purpose of assisting the Association in finding employment for its clients. The first and present Superintendent

1 Jewish Family Welfare Association; Hebrew Free Loan Association; United Business Service; J. M. Gusky, Hebrew Orphanage and Home; Pittsburgh Bureau for Jewish Children; The Montefiore Hospital Association of Western Pennsylvania; Emma Farm Association; Ladies Hospital Aid Society; Irene Kaufmann Settlement; Pittsburgh Section, National Council of Jewish Women--Girls Bureau--Department of Service for Foreign Born; Jewish Big Brother Club; Jewish Home for the Aged; Pittsburgh House of Shelter; Free Burial Association; Bureau of Jewish Social Research--New York; The Training School of Jewish Social Work--New York.

2 Interview with Dr. Ludwig L. Bernstein. op. cit. April 14, 1933.

of the Bureau, Miss Rella Greenberg, was taken from the staff of the Jewish Family Welfare Association with which she had been connected along with its predecessor, the United Hebrew Relief Association, for two years. In the course of the development of the Bureau, however, it enlarged its scope so that now it affords gratuitous assistance in finding a job for any unemployed member of the Jewish community.¹

Another group which contributes to the Association's efficacy is the Housing Corporation, a department of the Federation, which was founded about 1918 for the purpose of securing good living conditions for Jewish families. Through the Corporation, several buildings were erected and one remodeled in a section of the Oakland District. At present there are sixteen Jewish Family Welfare Association families housed in these dwellings.² The Association also cooperates with the Irene Kaufmann Settlement House, which has a personal service department under the supervision of Miss Anna Heldman.

Just as the Organization is connected with local organizations, so is it related with national ones. It is a member of the National Conference of Social Work and of the National Conference of Jewish Social Work.³ There exists a close feeling of cooperation between the Jewish Family Welfare Association of Pittsburgh, and the Family Welfare Association of America, although the local group is not yet a member of the National Organization. The Association

¹ Interview with Miss Rella Greenberg, Superintendent of the United Business Service. February 8, 1933.
² Interview with Mr. A. L. Koch. op. cit. February 22, 1933.
³ Minutes of the Board of Directors Meetings. March 12, 1922.

also cooperates with the Bureau of Social Research of Pittsburgh in reporting social statistics in the family welfare field to the United States Childrens Bureau. It also assists in a compilation of social statistics by the Jewish Bureau of Social Research in New York.

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2. Community Relationship

In addition to cooperating with local and national agencies in the promotion of their programs, the Association has been cooperative in interpreting social service to the community.

"Interpretation," according to Francis McLean, "is that process by which social case work as a movement is made a living, growing force in a community, and becomes organically a part of a community."¹ It is not something foreign to the real work of the society, but is a close-knit part of all its activities. In order to be effective, interpretation must be of a varied nature and as constantly renewed and freshened by information of the daily work of the society. It must be dependent not upon any one channel but on many. There must be personal contacts as well as varied printed material.

The first extensive attempts to interpret the work of the United Hebrew Relief Association were made between 1923 and 1927. They took the form of monthly meetings by a group known as the Family Welfare Bureau. The Bureau was created by the United Hebrew Relief Association and was presided over by Mrs. Victor, Superintendent of the Association. Those persons, who were known to have some interest in welfare work, and women interested in small "Yiddish" societies of all sorts were invited to attend the meetings of the Bureau. Invitations were also extended to members of the Boards of various Jewish agencies. At the meetings, troublesome cases were presented and discussed. The visitors were urged to refer cases to the Association and all who attended the meetings were encouraged to take part in the discussion and to assist² toward solutions. Thus, the United Hebrew Relief Association

¹ McLean, Francis. op. cit. p. 94.

² Interview with Mrs. Victor. op. cit. April 7, 1933.

tried to gain the confidence of the general Jewish public and to make known the manner, method and purpose of case work. When it was believed that the Bureau had served these purposes to a fair extent it was discontinued.

At present, the major method of interpreting the Jewish Family Welfare Association's work is through its directors and committee members, who attend the case conferences and serve on committees. The work is presented to them and they, in turn, are expected to be ready to discuss the work with groups outside of the Association.¹ The principle applied is in effect the same as that suggested by Miss Tousley: "One member may belong to a church club and be asked to arrange for a speaking date; another may be a high school teacher and be asked to secure an assembly talk. So it goes, including social clubs, advertising groups, a doctor's conference, private schools, and so forth--not a financial drive but a plain, informal educational campaign which we hope to keep on indefinitely."²

When, in 1930, the Federation of Jewish Philanthropies became a member of the Welfare Fund of Pittsburgh, a greater field for interpretation was afforded the Jewish Family Welfare Association.³ Every month, the Welfare Fund of Pittsburgh distributes posters throughout the city. It sends informative pamphlets each year, at campaigning time, to contributors and prospective members of the Fund. It also distributes, monthly, The Welfarian, a bulletin.

1 Interview with Mrs. Doris L. Victor. op. cit. April 7, 1933.

2 Tousley, Claire "Roots". The Family. July, 1922. p. 124.

3 Interview with Mrs. Doris L. Victor. op. cit. April 7, 1933.

The Bulletin is published for circulation among contributors of \$10 or more to the Fund. It interprets the work and accomplishments of all its members.¹ With respect to the Jewish Family Welfare Association, there may be found in the March, 1933 number, for example, an article entitled "Jewish Social Service" in which there is discussed at some length the Association's influence² against Jewish juvenile delinquency.

Through these channels of interpretation the Jewish Family Welfare Association attempts to secure the increased confidence and support of the community which it seeks to serve. Towards this end it has cooperated with Jewish and non-Jewish agencies alike. Likewise, in effecting its social service program, it has, since its inception, cooperated with local and national agencies, irrespective of sect. When the Association became affiliated with the Welfare Fund of Pittsburgh, through the Federation of Jewish Philanthropies, in 1931, the relation between it and the other agencies has been extended and emphasized.

¹ Interview with Mr. Faber Stevenson, Manager of Publications of the Welfare Fund. April 14, 1933.

² "Jewish Social Service". The Welfarian. March, 1933.

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VI SUMMARY AND CONCLUSIONS

Although the Jewish Family Welfare Association dates from 1927, it actually began its existence in 1881 as the United Hebrew Relief Association, which was a confederation of the Hebrew Benevolent Society and Hebrew Ladies Aid Society. These organizations grew out of the desire of the Jews in Pittsburgh to assist their less fortunate co-religionists. While, in the beginning, the primary aim of these volunteer charitable workers was to provide material relief, as the field of social service became systemized and became developed upon scientific principles, paid workers with special learning or training were retained. The program of work was changed in great measure from the giving of material relief to the giving of social service for the restoration, reclamation and rehabilitation of the delinquent or distressed. From a few volunteer workers the staff has been increased to sixteen case workers and one visiting housekeeper, all of whom are compensated. From meagre headquarters, the center of operations has been transferred to a group of sixteen well equipped rooms. The supervision of the work has been transferred from a President and a Board of Directors, who presided over the earlier organizations, to a Superintendent who is assisted by two supervisors, a Board of Directors and numerous committees.

From the very beginning, when the Hebrew Ladies Aid Society functioned in conjunction with the Sanitary Commission, the predecessors of the Jewish Family Welfare Association and the Association itself have always cooperated with kindred community organizations. Today, the cooperative endeavors extend through

mutual sources of finances, public interpretation, exchange of information, joint social service projects and access to statistics.

In the early history of the Organization's predecessors, funds to conduct the work were obtained by various sporadic methods from private sources. This was changed by the creation of the Federation of Jewish Philanthropies which systematized the appeal for financial support and pro-rated the proceeds among its members, including the Jewish Family Welfare Association. Since 1930, the Association along with six other Family Agencies in Allegheny County have received subsidies for unemployment relief from City, County, State and Federal Governments.

The method of the study lends itself to a few conclusions, among which are the following:

(1) Throughout the history of the Association, there has been a constant trend toward broadening the scope of the work. From a Red Cross adjunct and a Relief Agency for Russian refugees, it has developed into a Family Welfare Agency with an individualized approach to the needs of Jewish families in Allegheny County.

(2) The trend in financing the Association has been from private sources to private funds supplemented by public contributions. Now, the major portion of the income is derived from the State and Federal Governments. What the future holds for the Jewish Family Welfare Association is hard to predict.

(3) The amount of money received and expended by the Association has been increasing annually. In the last few years, this has been due, in a great measure, to the necessities of the depression.

(4) The scope of the work has changed from the mere granting

of material relief to the study of and service to families that require social readjustment and rehabilitation.

(5) The staff of workers has been increased in number and in competence. In the beginning the workers were untrained volunteers. They were followed by a few workers, some of whom were paid, others not, performing service under supervisors. Today, a college degree is a pre-requisite for becoming a student worker of the staff, which is now composed of sixteen workers and two supervisors. Preference in staff appointments is given to those who have had professional training in schools of social work. Student workers are appointed with the understanding that plans will be made for professional training.

(6) The members of the Board of Directors are becoming a more active part of the Agency through their service on various valuable committees and by their cooperation in case conferences.

(7) A number of committees have been created which add to the efficacy and efficiency of the Association.

(8) The Association has always cooperated with kindred organizations, local and national. Since 1931, when it became associated with the Welfare Fund of Pittsburgh through the Federation of Jewish Philanthropies, the relationship between it and the other agencies has been extended and emphasized.

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APPENDIX

APPENDIX I

MEMBERS OF THE HEBREW LADIES' AID SOCIETY WHO SAT UP

1

WITH THE DEAD
(1865-1882)?

Mina Aarons — M
Mary Aaronson
Sophie Aaronson
Bertha Abrahams
Dinah Abrams
Emma Adler
Matilda Adler — M
Kate Affelder
★ Marianna Appelbaum
Bertha Arnfeld
Rosa Arnheim
✓ Pet Arnsthal
★ Grace Arnsthal
Mina Aronschild — M
Zetta Arnold
Caroline Baum

• Yetta Bear
• Sophie Bear
Nannie Bearman
Hannchen Benndict
• Bertha Benswanger — M
Babette Bierman
Regina Bierman
Augusta Bickart
Henrietta Bickart
Yetta Bickart
Mathilda Bickart
Laura Bonn — M
Rosalie Burkhardt
• Louise Bower
Amelia Buka

Carrie Cohen
Hannchen Cohen
Clara Crone
Celia Crone — ✓
Nanette Crown

Nanny De Roy
Sarah De Roy
Rebecca Danzinger

Henrietta Ehrman
Flora Eisner
Louise Fleishman — M
Ettie Frank
★ Fanny Frank
• Pauline Frank

Caroline Goldstein
Sophie Goldstein
Bertha Goldschmidt
• Charlotte Grafner—
• Hannah Greenwald
Mina Greenwald
Tina Greenwald
Ida Guggerheim
Esther Gusky

• Henrietta Hanauer
Ellen Herzog — M
Malchen Herzog
Tillie Herzog
Sophie Hulbroun
• Hannah Hirsch
Celia Herman
Babette Hirsh
• Sandre Hirsh — M
Hattie Hirsh
Sophie Hirsh
Yetta Hollander

Lottie Jacobs

• Sibille Kaufman
Henrietta Kaufman
Lizzie Kaufman — M
Nettie Kaufman
Rosa Klee
Helena Klinoordlinger
Sophie Kingsbacher

Amanda Lehman
Gertrude Lowenstein

Pauline Morganstern — M
Amanda Oppenheimer
Carrie Oppenheimer
Bertha Oppenheimer

Sidonia Rosenbaum

• Pauline Stein
Sophie Stadtfeld
Babet Silverman — M

Sophie Wertheimer
Tilly Wertheimer
Caroline Weinhaus

Esther Zugschmidt
Lena Zugschmidt
Mary Zugschmidt
Fanny Zigler — M

APPENDIX II

COMPLETE KWANGCHEN COMMITTEE OF THE HEBREW LADIES'

1
AID SOCIETY
(1885-1882)¹

Jeannette Trauerman, Sr. — M	Jeannette Trauerman, Jr.
Babette Gut	Yetta Pickhart — M
Bertha Oppenheimer	Frau Dr. Mayer
Bertha Levy	Hannchen Hahn
Babette Hirsch	Louise Fleishman
Hannchen Hirsch	Rosa Schwed
Annie Pichel — M	Carrie Cohen
Hannchen Kann	Yetta Morganstern
Frederica Hannach	Nanny DeRoy — M
Julia Steinacher	Charlotte Grafner
Eva Fink	Rachel Maier
Marianne Appelbaum	Babette Silverman

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¹ Journals. op. cit.

Shapiro

APPENDIX III

OFFICERS AND TRUSTEES OF THE NEW YORK LADIES' AID SOCIETY
(1865-1910)

1865

- o Fany Rosenbeck, Presidentin
- o Henrietta Berkowitz, Vice Presidentin
- Regina Bierman, Secretarin
- o Louise Strasburger, Schatzmeisterin

Trustees

- | | |
|--------------------|---------------------|
| Jeanette Trauerman | Jeanette Trauenfeld |
| Rosalie Buckhard | o Babette Silverman |
| o Rachel Maiers | o Henrietta Hanauer |

Julie

1866

- o Fany Rosenback, Presidentin
- Babette Hirsh, Vice Presidentin
- Regina Bierman, Secretarin
- Jeanette Trauenfeld, Schatzmeisterin

Trustees

- | | |
|------------------|---------------------|
| Rosalie Buckhard | o Babette Silverman |
| o Rachel Maiers | o Henrietta Hanauer |
| Nanette Bearman | Henrietta Berkowitz |
| Cicillie Hegman | Jeanette Trauerman |

Julie

1867

- o Fany Rosenback, Presidentin
- Rosalie Buckhard, Vice Presidentin
- Regina Bierman, Nanette Bearman, Secretarins
- Henrietta Berkowitz, Schatzmeisterin

Trustees

- | | |
|--------------------|---------------------|
| Bertha Abrahams | Eva Oppenheimer |
| o Rachel Maiers | o Babette Silverman |
| Bertha Oppenheimer | Emilie Stein |
| o Elise Ehrlich | Rachel Goldman |

Stein

Julie 1
1868

Fany Rosenback, Presidentin
Rosalie Buckhard, Vic Presidentin
Regina Bierman, Nanette Bearman, Secretarins
Henrietta Berkowitz, Schatzmeisterin

Trustees

Bertha Abrahams	Eva Oppenheimer
Rachel Maiera	Dabette Silverman
Bertha Oppenheimer	Emilie Stein
Elisa Ehrlich	Rachel Goldman

Januar ✓
1869

Regina Bierman, Presidentin
Elisa Ehrlich, Vic Presidentin
Nanette Bearman, Secretarin
Henrietta Berkowitz, Schatzmeisterin

Trustees

Bertha Oppenheimer	Fany Rosenback
Sophie Hilbrun	Rachel Goldman
Angeline Simons	• Sophie Baer
Matilda Adler	Madlane Morganstern

Januar
1870

Regina Bierman, Presidentin
Elisa Ehrlich, Vic Presidentin
Nanette Bearman, Secretarin
Henrietta Berkowitz, Schatzmeisterin

Trustees

Bertha Oppenheimer	Fany rosenback
Sophie Hilbrun	Rachel Goldman
Angeline Simons	Sophie Baer
Matilda Adler	Madlane Morganstern
Sibille Kaufman	

Januar
1871

Regina Bierman, Presidentin
Phiane Jonas, Vic Presidentin
Hannehen Myers, Schatzmeisterin
Nanette Bearman, Pauline Floersheim, Secretarins

Januar
1871

Trustees

Sibille Kaufman	Marianne Kann
Henrietta Berkowitz	Bertha Benswanger
Mrs. Debrun	Bertha Oppenheimer
Elisa Ehrlich	Hannchen Cohn

Januar
1872

Regina Bierman, Presidentin
Phiane Jonas, Vic Presidentin
Hannchen Myers, Schatzmeisterin
Madlane Morganstern, Pauline Morganstern, Secretarins

Trustees

Sibille Kaufman	Pauline Frank
Bertha Oppenheimer	Hannchen Cohn
Mrs. Debrun	Babette Silverman
Carrie Cohen	Jeanette Trauerman

Januar
1873

Regina Bierman, Presidentin
Phiane Jonas, Vic Presidentin
Hannchen Myers, Schatzmeisterin
Ettie Frank, Madlane Morganstern, Secretarins

Trustees

Pauline Frank	Hannchen Cohn
Babette Silverman	Jeanette Trauerman
Sibille Kaufman	Babette Greenwald
Bertha Oppenheimer	Pauline Floersheim

Januar
1874

Regina Bierman, Presidentin
Bertha Oppenheimer, Vic Presidentin
Hannchen Myers, Schatzmeisterin
Madlane Morganstern, Carrie Cohen, Secretarins

Trustees

Louise Fleishman	Pauline Frank
Babette Silverman	Babette Greenwald
Mariane Anfelbaum	Nanette Bearman
Sarah Rothschild	Hannchen Kann

Januar
1875

Regina Bierman, Presidentin
Bertha Oppenheimer, Vic Presidentin
Hannchen Myers, Schatzmeisterin
Madlane Morganstern, Carrie Cohen, Secretarins

Trustees

Pauline Frank	Nanny DeRoy
Louise Fleishman	Mariane Anfelbaum
Gette Morganstern	Tina Nannach
Helena Klineordlinger	Rosa Shived

Januar
1876

Regina Bierman, Presidentin
Bertha Oppenheimer, Vic Presidentin
Hannchen Myers, Schatzmeisterin
Carrie Cohen, Henrietta Rosenberg, Secretarins

Trustees

Pauline Frank	Betty Stern
Louise Fleishman	Rosa Klee
Madlane Morganstern	Matilda Joseph
Helena Klineordlinger	Angeline Hyman
Rachel Goldman	

Januar
1877

Regina Bierman, Presidentin
Bertha Oppenheimer, Vic Presidentin
Hannchen Myers, Schatzmeisterin
Pauline Morganstern, Sidonia Rosenbaum, Secretarins

Trustees

Pauline Frank	Amenda Lehman
Matilda Adler	Hetty Stramp
Fanny Asheim	Hannah Barn
Marie Zugschmidt	Fannie Klein

Januar
1878

Regina Bierman, Presidentin
Bertha Oppenheimer, Vic Presidentin
Carrie Cohen, Schatzmeisterin
Pauline Morganstern, Sidonia Rosenbaum, Secretarins

Januar
1878

Trustees

Pauline Frank	Hetty Strang
Marie Zugschmidt	Amanda Lehman
Henrietta Hanauer	Matilda Einstein
Rosalie Rauh	Tina Abrams

Januar
1879

Regina Beirman, Presidentin
Bertha Oppenheimer, Vic Presidentin
Carrie Cohen, Schatzmeisterin
Sidonia Rosenbaum, Fanny Morganstern, Secretarins

Trustees

Henrietta Hanauer	Matilda Einstein
Rosalie Rauh	Tina Abrams
Babette Gut	Helena Klineordlinger
Louise Fleishman	Esther Gusk

Januar
1880

Rosalie Rauh, Presidentin
Babette Silverman, Vic Presidentin
Carrie Cohen, Schatzmeisterin
Sidonia Rosenbaum, Fanny Morganstern, Secretarins

Trustees

Babette Gut	Helena Klineordlinger
Louise Fleishman	Esther Gusk
Hannchen Hirsch	Clara Crone
Pauline Weiler	Fannie Klineordlinger

Januar
1881

Rosalie Rauh, Presidentin
Fanny Klineordlinger, Vic Presidentin
Carrie Cohen, Schatzmeisterin
Sidonia Rosenbaum, Fanny Morganstern, Secretarins

Trustees

Clara Crone	Pauline Weiler
Sarah Gallinger, Sr.	Sarah Gallinger, Jr.
Julia Oppenheimer	Bertha Bachman
Melchen Herkog	Millie Pink

Januar
1882

Rosalie Rauh, Presidentin
Esther Gusk, Vic Presidentin
Carrie Cohen, Schatzmeisterin
Sidonia Rosenbaum, Fanny Morganstern, Secretarins

Trustees

Sarah Gallinger, Sr.	Sarah Gallinger, Jr.
Bertha Bachman	Malchen Herzog
Millie Fink	Jeanette Trauerman
Gette Morganstern	Julia Oppenheimer

Januar
1883

Rosalie Rauh, Presidentin
Carrie Cohen, Vic Presidentin
Sidonia Rosenbaum, Schatzmeisterin
Fanny Morganstern, Secretarin

Trustees

Julia Oppenheimer	Sarah Gallinger, Sr.
Jeanette Trauerman	Bertha Bachman
Rachel Maier	Amanda Lehman
Bertha Berswanger	

NOMEN DER KRAKENCOMMITTEE

Lehna Trauerman	Tina Goldberg
o Hannah Hirsch	Bertha Goldsmith
o Ettie Frank	o Kattie Affelder
o Pauline Diamond	o Eva Fink

Januar
1884

English

Jeanette Trauerman, Presidentin
o Bertha Benswanger, Vic Presidentin
o Carrie Cohen, Treasurer
Fanny Klincoerdlinger, Secretarin
Sidonia Rosenbaum, Corresponding Secretarin

Investigating Committee (Allegheny)

o Carolina Goldstien
o *ms* Schweizer

Investigating Committee (Pittsburgh)

Pauline Diamond
Brawoskey

Trustees and Members of the Board

Rosa Klee	Hannehen Myers
Sibille Kaufmann	Amanda Lehman
Augusta Ware	Blumberg — Mrs DV
Clara Fleishman	Carolina Goldstein

Sick Visiting Committee

Hannah Hirsch	Bertha Goldsmith
Fannie Lehman	Rosa Wolf
Bertha Oppenheimer	Babet Good
Ettie Frank	Pauline Diamond
Babette Greenwald	Elisa Ehrlich

January
1885

Jeanette Trauerman, Presidentin
Bertha Benswanger, Vic Presidentin
Carrie Cohen, Treasurer
Fanny Klinerdlinger, Secretarin
Sidonia Rosenbaum, Corresponding Secretarin

Trustees and Members of the Board

Fannie Hamburger	Angeline Hyman
Hannah Hirsch	Bertha Goldsmith

Trustees (alone)

Rosa Klee	Sibille Kaufman
Clara Fleishman	Carolina Goldstein

Sick Visiting Committee

Bertha Oppenheimer	Ettie Frank
Clara Fleishman	Babet Good
Babet Weil	Theresa Tausig
Pauline Frank	Sibille Kaufman
Pauline Diamond	Mrs. Levy

January
1886

Jeanette Trauerman, Presidentin
Fannie Hammach, Vic Presidentin
Henrietta Hanauer, Treasurer
Fannie Lehman, Secretarin
Fleishman, Corresponding Secretarin

Trustees and Members of the Board

Jeanette Hollander	Tina Goldberg
Hannah Eiseman	Angeline Hyman

Trustees (alone)

Hannah Hirsch
Bertha Goldsmith

Fannie Katz
Mrs. Jacobs

Januar
1897

Rosalie Rauh, Presidentin
Dinah Hannach, Vice Presidentin
Henrietta Hanauer, Secretarin
Carrie Cohen, Treasurer

Trustees (Active)

Louise Fleishman Francis Blumberg
Fannie Klinckerdinger Julia Oppenheimer

Trustees (Passive)

Fanny Katz Jette Hollander
Angeline Hyman

Sick Visiting Committee

Ettie Frank Fannie Hamburger
Jeannette Trauerman Hannah Hirsch
Millie Fink Amanda Lehman
Fannie Labman Clara Crone
Henrietta Klein Helen Himmelrich

Januar
1898

Rosalie Rauh, Presidentin
Dinah Hannach, Vice Presidentin
Henrietta Hanauer, Secretarin
Carrie Cohen, Treasurer

Trustees (Active)

Ettie Frank Angeline Hyman
Esther Guskay Bertha Benswanger

Sick Visiting Committee

Fannie Labman Clara Crone
Jette Hollander Bertha Goldsmith
E. Zugsmith Sibille Kaufman
Rosa Klee Tina Goldberg
Jeannette Trauerman Henrietta Klein
Fanny Lehman Hannah Hirsch

Januar
1891

Rosalie Raub, Presidentin
Esther Gusky, Vic Presidentin
Bertha Benswanger, Secretarin
Carrie Cohen, Treasurer
Francis Blumberg, Assistant Secretarin

Active Trustees

Jeannette Trauerman	Lina Kingsbacher
Amanda Lehman	E. Zugemith

Januar
1892

Rosalie Raub, Presidentin
Esther Gusky, Vic Presidentin
Bertha Benswanger, Secretarin
Carrie Cohen, Treasurer
Pauline Morgenstern, Assistant Secretarin

Active Trustees

Augusta Kaufman	Augusta Ware
Hannah Saller	Fannie Weiler

Januar
1893

Rosalie Raub, Presidentin
Esther Gusky, Vic Presidentin
Bertha Benswanger, Secretarin
Carrie Cohen, Treasurer
Pauline Morgenstern, Assistant Secretarin

Active Trustees

Jeannette Trauerman	Alice Herzog
Regina Feuchtwanger	L. Baer

Januar
1894

Rosalie Raub, Presidentin
Esther Gusky, Vic Presidentin
Bertha Benswanger, Secretarin
Carrie Cohen, Treasurer
Augusta Ware, Assistant Secretarin

Active Trustees

Tillie Israel	Sidonia Rosenbaum
Lina Kingsbacher	Hannah Saller

Januar
1895

Rosalie Rauh, Presidentin
Esther Gusky, Vice Presidentin
Bertha Penswanger, Secretarin
Carrie Cohen, Treasurer
Augusta Ware, Assistant Secretarin

Active Trustees

Herman Hirsh	Lina Kingsbacher
Helen Himmelfrich	Rosa Sunstein

Januar
1896

Rosalie Rauh, Presidentin
Esther Gusky, Vice Presidentin
Bertha Penswanger, Secretarin
Carrie Cohen, Treasurer
Augusta Ware, Assistant Secretarin

Active Trustees

Herman Hirsh	Rosa Sunstein
Hannah Saller	Minna Weil

Januar
1897

Rosalie Rauh, Presidentin
Esther Gusky, Vice Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Active Trustees

Herman Hirsh	Minna Weil
Hannah Saller	C. Sunstein

Januar
1898

Rosalie Rauh, Presidentin
Esther Gusky, Vice Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer
Weinhaus, Assistant Secretary

Active Trustees

Herman Hirsh	Minna Weil
Hannah Saller	C. Sunstein

Januar
1899

Rosalie Rauh, Presidentin
Esther Gusky, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer
Weinhaus, Assistant Secretary

Active Trustees

J. Kaufman	Francis Blumberg
I. Frank	M. Weller

Januar
1900

Rosalie Rauh, Presidentin
Esther Gusky, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer
Weinhaus, Assistant Secretary

Active Trustees

J. Kaufman	I. Frank
Henry Jackson	Herman Hirsh

Januar
1901

Rosalie Rauh, Presidentin
Esther Gusky, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Active Trustees

I. Frank	Henry Jackson
J. Weil	Herman Hirsh

Januar
1902

Rosalie Rauh, Presidentin
Esther Gusky, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Active Trustees

I. Frank	Henry Jackson
J. Weil	Herman Hirsh

Januar
1903

Rosalie Raub, Presidentin
Esther Gusky, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Active Trustees

J. Weil	Herman Hirsh
Hugo Rosenberg	Bill Kann

Visiting Committee

C. Weinhaus	Fanny Weiler
Sally Bachman	

Januar
1904

Rosalie Raub, Presidentin
Esther Gusky, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Active Trustees

J. Weil	William Kann
Herman Hirsh	Solomon Fleishman

Januar
1905

Rosalie Raub, Presidentin
Esther Gusky, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Active Trustees

J. Weil	William Kann
Herman Hirsh	Solomon Fleishman

Januar
1906

Rosalie Raub, Presidentin
Esther Gusky, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Active Trustees

J. Weil	William Kann
Herman Hirsh	Solomon Fleishman

January
1907

Rosalie Rauh, Presidentin
C. Sunstein, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Honorary Vice President--Esther Gusky

Active Trustees

J. Weil	William Kann
Herman Hirsch	Solomon Fleishman

January
1908

Rosalie Rauh, Presidentin
C. Sunstein, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Honorary Vice President--Esther Gusky

Active Trustees.

J. Weil	William Kann
Herman Hirsch	Solomon Fleishman

January
1909

Rosalie Rauh, Presidentin
C. Sunstein, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Honorary Vice President--Esther Gusky

Active Trustees

J. Weil	William Kann
Herman Hirsch	Solomon Fleishman

January
1910

Rosalie Rauh, Presidentin
C. Sunstein, Vic Presidentin
M. Fink, Secretarin
Carrie Cohen, Treasurer

Honorary Vice President--Father Gusky

Active Trustees

J. Weil
Herman Birsh

William Mann
Solomon Fleishman

APPENDIX IV

ROSTER OF HEBREW LADIES' AID SOCIETY
(1865-1982)?

Abenheim, Fanny
 Appelbaum, Marianne
 Arnsheim, Mathilde
 Aronson, Sophie
 Aron, Mina
 Asthal, Grace
 Ams, Dinah
 Aler, Emma
 Arnshtal, Pet.
 Aronschild, Mina
 Aler, Marie
 Ahero, Jette
 Aler, Matilde
 Aelder, Kate
 Abenheim, Rosa
 Amsfeld, Bertha
 Aelf, Mrs.
 Arnold, Zetta

Arkhart, Rosalie
 Am, Caroline
 Arkhart, Yetta
 Arwasky, Rachel
 Ang, Maggie
 Arnstein, Jenny
 Arbler, Henrietta
 Awer, Louisa
 Aka, Emilie
 Am, Laura
 Aumberg, Francis
 Aelman, Bertha
 Amswanger, Bertha
 Aerman, Regina
 Akart, Mathilde
 Akart, Auguste
 Argauer, Therese
 Aelman, Lena
 Ar, Jette
 Aka, Beppi
 Amedict, Hannchen
 Allis, Caroline

Aown, Nanette
 Aone, Clara
 Achen, Hannchen
 Aro, Tinie
 Achen, Carrie
 Aone, Celia
 Achen, Gussie
 Achen, Bertha R.

Deroy, Julianne
 Diamond, Pauline
 DeRoy, Lanny
 DeRoy, Sarah
 Danziger, Rebecca
 DeHaan, Flora

Einstein, Mathilde
 Ehrman, Henriette
 Eiseman, Hannchen
 Ehrlich, Elise
 Erdman, Rosa
 Eisner, Flora
 Eckstein, Fannie

Frank, Tina
 Fink, Cedra
 Fruchtswanger, Regina
 Fleischman, Louise
 Frank, Mina
 Fox, Elisa
 Frank, Bertha
 Frank, Fanny
 Frank, Ettie
 Fink, Eva
 Fink, Williw
 Fleishman, Clara
 Fleishman, Mamie
 Friedman, Clara
 Frank, Pauline

Goldman, Rachel
 Gut, Babette
 Grienewald, Hanna
 Grafner, Charlotte
 Greenewald, Babette
 Goldstein, Caroline
 Green, Johanne
 Goldstein, Sophie
 Gusk, Esther
 Gallinger, Sarah
 Goldberg, Tena
 Gallinger, Sarah, Sr.
 Gutman, Clara
 Goldshmidt, Bertha
 Gattlieb,
 Goldsmith, Nettie

Hanauer, Henriette
 Haas, Hannchen
 Hirschberg, Malke
 Heilbronn, Sophie
 Harris, Pauline
 Heymanu, Angeline
 Hannach, Dina
 Hirsch, Nanna
 Herzog, Malchen
 Heidelberg, Getta
 Hollander, Yetta
 Hirsh, Jeanette
 Hirsh, Sophie
 Herzog, Ellen
 Hirsh, Sarah
 Hamburger, Fannie
 Hirsh, Hannchen
 Hirsh, Hattie
 Himmelrich, Helen
 Herzog, Tillie

Israel, Adelheide
 Isaacs, Betty

Joseph, Tena
 Jonas, Eva
 Java, Amelia
 Joseph, Fanny
 Joseph, Lena
 Jonas, Phiane
 Joseph, Matilde
 Jacobs, Lottie
 Jackson, Lottie
 Joseph, Betty

Kaufman, Helene
 Kahn, Marianne
 Klinordlinger, Helen
 Kahn, Hannchen
 Klinordlinger, Fanny
 Koch, Sophie
 Katz, Fanny
 Klein, Henrietta
 Krous, Mina
 Kaufman, Auguste
 Kaufman, Emma
 Kaufman, Henrietta
 Kaufman, Lizzie
 Kaufman, Sibille
 Kaufman, Bettie
 Kaufman, Nettie

anchen
 ina
 osa
 annchen
 mer, Sophie
 m Hannah
 arianne
 cher, Sophie
 Bertha
 ertha
 anette
 , Amanda
 ertha
 , Fanny
 ara
 ger, Adelheide
 , Fanny
 ebecca
 ella
 stone, Dora
 ein, Gertrude
 rs. George

Rachel
 erger, Caroline
 Caroline
 stein, Pauline
 stein, Emilie
 ohn, Emilie
 stein, Fanny
 Hanna
 , Jette
 ns, Rachel
 Adelaide
 stein, Gette
 , Hannchen
 , Clementine
 Minnie
 mer, Carrie

, Rosa
 , Helene
 , Sarah
 , Fanny
 eimer, Julie
 eimer, Helene
 eimer, Amanda
 eimer, Flora
 eimer, Bertha
 eimer, Eva
 eimer, Carrie
 orf, Matilde

Pachter, Henrietta
 Pretzfeld, Emma
 Pretzfeld, Louisa
 Plato, Jette
 Pflam, Caroline
 Roedelheim, Rebecca
 Roth, Jette
 Rothschild, Sarah
 Rosenbaum, Sidonie
 Reizenstein, Rosa
 Roedelheim, Rosa
 Rosenberg, Philippine
 Rothschild, Jette
 Rosenthal, Rachel
 Raub, Rosalie
 Rosenbaum, Sabini
 Rosenberg, Sallie
 Rosenzweig, Rachel
 Roedelheim, Ida
 Rothschild, Phoebe
 Ruben, Carrie

Stern, Adelheide
 Stadtfeld, Sophie
 Schloss, Mina
 Streng, Rosalie
 Stern, Matilde
 Sternacher, Julie
 Schamberg, Rosa
 Silverman, Sarah
 Schnitzer, Hannah
 Schweizer, Rosalie
 Schwed, Rosa
 Stern, Betty
 Strauss, Sarah
 Strause, Nettie
 Shomberg, Lina
 Strafsburger, Julie
 Sunstein, Tillie
 Solomon, Rebecca
 Strauf, Sophie
 Sunstein, Rosa
 Silverman, Babet
 Strause, Harriet
 Strause, Betty
 Shanegood, Rosa
 Strasburger, Rosa
 Shamberg, Rosa
 Spitz, Lizzie
 Schloss, Sadie
 Schoenthal, Hannah
 Saller, Hannah

Trauerman, Jeannette
 Tutern, Babette
 Trauerman, Jeannette
 Trauerman, Lina
 Thalheimer, Cornelia
 Trauerman, Julia
 Tausig, Theresa

Ungar, Bertha

Weil, Henrietta
 Weiss, Fanny
 Weiler, Pauline
 Wattenberg, Julia
 Weir, Guste
 Weinhaus, Caroline
 Wertheimer, Sophie
 Wolf, Ada
 Wolfsheimer, Ida
 Wolf, Theresa
 Weil, Ida
 Wisharski, Theresa
 Weiler, Fannie

Zugsmith, Marie
 Zugschmidt, Esther
 Zugschmidt, Esther
 Zugschmidt, Mary
 Zugschmidt, Lena
 Zeigler, Fanny

APPENDIX V

CHANGES IN THE CONSTITUTION OF THE UNITED HEBREW
RELIEF ASSOCIATION MADE IN 1927

Article I, which read:

"The name of this association shall be "The United Hebrew Relief Association of Pittsburgh"

shall be changed to read:

"The name of this association shall be "The Jewish Family Welfare Association of Pittsburgh"

Article III, which read:

"The power to manage, govern and control the affairs of this association, shall be vested in a Board of Trustees, composed of 18 members, of which the President, V. President Secretary and Treasurer shall by virtue of their offices, be members."

shall be changed to read:

"The power to manage, govern and control the affairs of this association, shall be vested in a Board of Directors, composed of 30 members, inclusive of the President, V. President Secretary and Treasurer, and Trustees elected and qualified as provided in Article VI of the Constitution, subject to the right to elect a non-member of the Board Secretary."

Article VI, which read:

"The Officers and Trustees of this association shall hold their respective positions till the meeting of the association in January, 1913, at which time there shall be an election of officers and trustees who shall hold their offices for one year or until their successors are elected and qualify. Annually thereafter the officers and trustees shall be elected at the regular meeting of the Association in January."

shall be changed to read:

Section I. At the annual meeting to be held in January, 1927, the members shall be elected from their own membership a Board of Directors of thirty members, and thereafter at each annual meeting the number herein after specified.

Section II. The officers of the corporation shall be a President, a V. President, and a Treasurer, who shall be elected by the Board of Directors from their own number, and a Secretary, who may or may not be elected from the members of the Board.

Section III. The term of the office of the President, V. President, Secretary and Treasurer shall be but one year, and the term of office of the thirty Directors, beginning with the year 1927, shall be as follows:

"Ten (10) to serve until the next annual meeting in January, 1928.

"Ten (10) to serve until the annual meeting in January, 1929.

"Ten (10) to serve until the next annual meeting in January, 1930.

"Thereafter the term of each Director shall be for three years from the annual meeting at which he may be elected.

"Vacancies occurring on the Board shall be filled by the Board until the next annual meeting, at which time the association shall elect a Director for the unexpired term.

Section IV. Beginning with the election of Directors at the annual meeting of the association in January, 1927, there shall be two classes of membership on the board, one class to be known as Directors and the other as Trustees. Each hold-over and newly elected member of the Board shall be known as a Director and shall not serve more than three years consecutively. Those elected in 1927 for the one and two year terms shall, however, be entitled to succeed themselves, but for one term only. After a lapse of not less than one year, each Director may be re-elected for another term of three years, and in like manner thereafter, it being intended that no Director (with the exceptions herein provided for) shall be eligible to succeed himself or herself. Any Director having served at least three terms of three years each shall, ipso facto, become a Trustee of the association. Likewise a Director who has since the organization of the association served consecutively on the Board for at least ten years shall, when his present term expires, ipso facto, become a Trustee of the Association. The office of Trustee shall carry with it the same right of voice and vote, eligibility to any office and to membership on all Committee, as vested in the Directors, and shall be for life.

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OFFICER

Section V. An exception to the prohibition against electing a Director for a succeeding term shall exist with respect to the President, Vice President, Secretary, and Treasurer of the association. Such officer or officers shall if his or their terms expire during a period while one such is serving as an officer, be eligible to election as a Director for the next succeeding term. A person appointed a member of the Board for an unexpired term of less than three years shall be eligible to re-election at the expiration of such term."

Article XII, which read:

"The Constitution or any part thereof may be enlarged, altered or amended on motion made at any regular or special meeting of this Association, provided that such alterations or amendments are presented in writing, but no amendment, change or addition shall be finally adopted until the next regular or special meeting, and then only by a 2/3 vote of all the members present--excepting, however, any amendment alteration or addition to Article XI of this Constitution, pertaining to the permanent sinking fund, which can be amended only by and with the consent of over 90% of the members present, at a special meeting to be called for the purpose of considering such amendment.

"All provisions in former constitutions of this association which in any manner or form are inconsistent or conflict with this amended constitution be and are hereby repealed."

shall be changed to read:

"The Constitution or any part thereof may be enlarged, altered or amended on motion made at any regular or special meeting of the members of this Association, provided that such alterations or amendments have first been presented in writing to and approved by the Board, and the call for the meeting to pass upon same have embodied therein notice of the proposed changes as approved by the Board, but no amendment, change or addition shall be finally adopted unless it receive a 2/3 vote of all the members present--excepting, however, any amendment, alteration or addition to Article XI of this Constitution, pertaining to the permanent sinking fund, which can be amended only by and with the consent of over 90% of the members present."

"All provisions in former constitutions of this association which in any manner or form are inconsistent or conflict with this amended constitution be and are hereby repealed."

APPENDIX VI

OFFICERS AND DIRECTORS OF THE UNITED HEBREW RELIEF ASSOCIATION (1922-1926)

1922

Mrs. Eva R. Weil, Acting Superintendent

Aaron Cohen, President

Irving F. Lehman, Vice President

Mrs. Josiah Cohen, Vice President

Robert Lewin, Treasurer

Abe J. DeRoy, Secretary

Honorary Directors

Judge Josiah Cohen

Herman Hirsh

Isaac Kaufman

Philip Hamburger

Mrs. Herman Hirsh

K. Solomon

Directors

Maurice L. Avner

Lee B. Foster

Herschel Benedict

Stanley J. Kann

Mrs. Saul Lavine

Mrs. A. C. Lehman

A. L. Rauh

S. Leo Ruslander

H. Sidenberg

Mrs. Sol Rosenbloom

Eugene B. Strassburger

Mrs. C. Sunstein

Elias Sunstein

Mrs. William Wolk

Dr. Ludwig B. Bernstein, Ex-officio

1923

Officers

Aaron Cohen, President

Irving F. Lehman, Vice President

Mrs. Josiah Cohen, Vice President

Robert Lewin, Treasurer

Abe J. DeRoy, Secretary

Directors

Maurice L. Avner

Herschel Benedict

Lee B. Foster

Eugene Herzog

Mrs. Joseph M. Jackson

Stanley J. Kann

Mrs. Saul Lavine

A. L. Rauh

S. Leo Ruslander

Elias Sunstein

H. Sidenberg

Mrs. C. Sunstein

Eugene B. Strassburger

1924

Officers

Aaron Cohen, President
Mrs. Josiah Cohen, Vice President
H. Sidenberg, Vice President
Robert Lewin, Treasurer
A. J. DeRoy, Secretary

Directors

Maurice L. Avner	Mrs. Saul Lavine
Herschel Benedict	Mrs. Friedman
Max Blum	A. L. Koch
Lee B. Foster	A. Oseroff
Edward Rauh	Joseph Broido
Louis Pallay	A. L. Rauh
Eugene Herzog	S. Leo Ruslander
Mrs. Joseph M. Jackson	E. Sunstein
Stanley J. Kann	Mrs. C. Sunstein
Eugene B. Strassburger	

1925

Officers

Aaron Cohen, President
Mrs. Josiah Cohen, Vice President
H. Sidenberg, Vice President
Robert Lewin, Treasurer
A. J. DeRoy, Secretary

Directors

S. Leo Ruslander	Mrs. Friedman
Eugene B. Strassburger	E. Sunstein
C. Sunstein	Joseph Broido
Lee B. Foster	Joseph Oseroff
Eugene Herzog	Louis Jordan
Stanley J. Kann	Louis Pallay
Mrs. Joseph M. Jackson	A. J. Jacobs
Mrs. Saul Lavine	Merville Strauss
Herschel Benedict	Dr. Max Weinberg
Max Blum	Harry Diamond
J. Adler	Mrs. Vixman
Mrs. William Wolk	

1926Officers

Aaron Cohen, President
Mrs. Josiah Cohen, Vice President
H. Sidenberg, Vice President
Robert Lewin, Treasurer
A. J. DeRoy, Secretary

Directors

S. Leo Ruslander
Eugene B. Strassburger
Lee B. Foster
Eugene Herzog
Mrs. Joseph M. Jackson
Stanley J. Kann
Mrs. Saul Lavine
Herschel Benedict
J. Adler
Edwin Rauh
A. L. Koch
Mrs. Friedman
E. Sunstein

Joseph Broido
Louis Pallay
A. J. Jacobs
Merville Strauss
Dr. Max Weinberg
Harry Diamond
Mrs. William Wolk
Mrs. Aaron Cohen
Mrs. Charles Joseph
Mr. Chester Kaufman
Mr. Mandel Goff
Mr. Joseph Reuben
Joseph Oseroff

APPENDIX VII

OFFICERS AND DIRECTORS OF THE JEWISH FAMILY WELFARE ASSOCIATION¹ (1927-1933)

1927

Officers

Aaron Cohen, President
Mrs. Josiah Cohen, Vice President
H. Sidenberg, Vice President
Robert Lewin, Treasurer
Stanley J. Kann, Secretary

Honorary Directors

I. H. Lehman Mrs. Herman Hirsh
Judge Josiah Cohen

Trustees

(Former Directors who Served Ten years)

Aaron Cohen	Mrs. William Wolk
Robert Lewin	A. J. DeRoy
Mrs. Josiah Cohen	H. Sidenberg
Mrs. Saul Lavine	Eugene B. Strassburger
E. Sunstein	

Directors

Three Years

Herschel Benedict
Lee B. Foster
Stanley J. Kann
J. Adler
Mrs. Friedman
Eugene Herzog
Mrs. Jos. M. Jackson
A. L. Koch
Joseph Oseroff
S. Leo Ruslander

Two Years

Mrs. Aaron Cohen
Harry Diamond
Mandel Goff
A. J. Jacobs
Mrs. Chas. Joseph
Mr. Chester Kaufman
Mrs. Bennie Nieman
Oscar Oppenheimer
Isidor Rothstein
Merville Strauss

One Year

Morris Balter
Dr. George Feldstein
Karl J. Kaufman
Mrs. Chester Lehman
Mrs. Louis Caplan
Ralph Schugar
M. B. Speer
C. Sunstein
Mrs. J. Williams

1928

Officers

Aaron Cohen, President
Mrs. Josiah Cohen, Vice President
H. Sidenberg, Vice President
Robert Lewin, Treasurer
Stanley J. Kann, Secretary

¹ Board of Directors Meetings. Minutes. 1927-1933.

1928New Board Members

Mrs. Luis Caplan
 Mrs. Ludwig Kauman
 Mrs. Chester Lehman
 Mrs. J. Williams
 E. B. Speer

Mark Nolan
 Ben Kann
 I. Leonard Aronson
 Edgar R. Lewin
 Max Blum

1929Officers

Aaron Cohen, President
 Mrs. Josiah Cohen, Vice President
 H. Sidenberg, Vice President
 Robert Lewin, Treasurer
 A. L. Koch, Secretary

Directors

I. Rothstein
 Ben Giffen
 Leo Winkler
 Frank Loeb
 Leon Falk, Jr.

L. Leo Weil, Jr.
 Philip Caplan
 Morris Arnfeld, (2 yrs.)
 Morris Balter
 Walter Cohen

1930Officers

Aaron Cohen, Honorary President for life

Eugene Herzog, President
 H. Sidenberg, Vice President
 Mrs. J. Williams, Vice President
 J. Adler, Treasurer
 A. L. Koch, Secretary

1931Officers

Eugene Herzog, President
 H. Sidenberg, Vice President
 Mrs. J. Williams, Vice President
 J. Adler, Treasurer
 A. L. Koch, Secretary

Directors

Mrs. Joseph M. Jackson
 Mrs. Morris Spear
 A. Oseroff
 S. I. Kamin

Mrs. I. Williams
 Mr. S. J. Kann
 Ben Lencher
 H. I. Neaman

Eric Moses

1932

Officers

Eugene Herzog, President
H. Sidenberg, Vice President
Mrs. J. Williams, Vice President
Louis J. Adler, Treasurer
A. L. Koch, Secretary

Mrs. Josiah Cohen, Honorary Vice President

1933

Officers

Eugene Herzog, President
H. Sidenberg, Vice President
Mrs. J. Williams, Vice President
Louis J. Adler, Treasurer
A. L. Koch, Secretary

Additional Trustees

Mrs. Josiah Cohen
Stanley J. Kann
H. Sidenberg
E. Sunstein

Eugene Herzog
Mrs. Saul Lavine
Eugene B. Strassburger
Mrs. William Wolk

Directors

Three Years

Louis J. Adler
Mrs. Aaron Cohen
Norman DeRoy
Ben H. Giffen
Dr. Daniel Jackson
A. L. Koch
Isidore Rothstein
Joseph H. Reuben
Sidney A. Teller
A. Leo Weil, Jr.

Two Years

Maurice Arnfeld
I. Leonard Aronson
Mrs. Sidney A.
Bachman
Mrs. Leon Falk, Jr.
Jacques S. Freund
Edward M. Meyer
Samuel Osgood
Charles Rosenbloom
Mrs. Samuel B.
Weiler
Irwin D. Wolf

One Year

Rudolph S. Hal
Irwin Kamin
Oliver Kaufman
Herman, Levine
Abraham Osero
Mrs. Maurice
Spear
Mrs. Harry M.
Stein
Mrs. I. Willi

APPENDIX VIII

FORM OF THE JEWISH FAMILY WELFARE ASSOCIATION

Application No.

Date How Made

Source (Name) Phone No.

Address

Family's Name

Rent per Mo.

No. of Rooms

Address

Church

Previous Address

How long in City

How Long in Country

Nationality

Where From

First Name		Age	Occupation, Whereabouts, Conditions, Employed at.	Remarks
1	M			
2	W			
Maiden Name				
3				
4				
5				
6				
7				
8				
9				

APPLICATION BLANK OF THE
JEWISH FAMILY WELFARE ASSOCIATION.

Relatives, Employers, Helpers and Other References
Name Address

Remarks:

MAIDEN NAME

DISTRICT

ADDRESS**LOCATION**

RMS.

RENT

LANDLORD OR AGT.

ADDRESS

FROM DATES

1997

cher

Supple
mented

FIRST NAME

Ver'f'd
(✓)

EXACT DATE

BIRTH

DEATH

OCCUPATION OR SCHOOL

WAGES

INSURANCE

DIAGNOSES & TESTS

HABITS

FACE SHEET
OF THE

JEWSH FAMILY WELFARE ASSOCIATION

OTHERS IN HOUSEHOLD

KINSHIP

AMOUNT PAID IN

UNIONS, LODGES, BENEFIT SOCIETIES

COURT RECORD	DATE	OF WHO
--------------	------	--------

PREVIOUS ADDRESS

HOW LONG

DATE
OF LEAVING

PREVIOUS ADDRESS

HOW LONG

DATE
LEAVI

BIRTHPLACE

RACE OR NAT.
OF PARENTS

RELIGION

DATE CAME TO

NATURALIZED
1ST RA | 2D RA

**READ &
WRITE**

**SPEAK
ENG.**

DATE _____

MARRIAGE
PLACE

BY WHO

HUSBAND (NAME)

NAME (NAME)

SS FROM DATE

OF

MATERIAL RELIEF RECORD

Worker -
Adults -
Children -

her

No. _____

Supple- mented	JFWA	PURPOSE	Sup's. O.K.	DATE	ACEA	Supple- mented	JFWA	PURPOSE	Sup's. O.K.
-------------------	------	---------	----------------	------	------	-------------------	------	---------	----------------

HABIT

MATERIAL RELIEF RECORD
OF THE
JEWISH FAMILY WELFARE ASSOCIATION

OF WHO

HOW
LONGDATE
LEAVING

BY WHOM

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Mr. Marcus Rauh

Mr. Hugo Sidenberg

Mr. A. L. Koch

Mrs. Carrie Naumberg Cohen

Mrs. Lena Bachman

Dr. Edward Mayer

Mr. C. G. Burson

Mr. Faber Stevenson

Mr. Chester Bandman

Mr. Charles Joseph

Dr. I. Abrams

Dr. Ludwig L. Bernstein

Attorney B. H. Giffen

Miss Anna Schnurrer

Miss Rella Greenberg

Miss Minnie Affelder

Miss Geannette Brinn

Mrs. Edith M. Tufts