

likeness between them all as to form. All pattern more or less closely after national outlines, according to the country in which they flourish. With us, this general structure may be diagrammatically represented as a tree, of which the national or Central Body forms the trunk, the State associations the branches, and the city, town or country associations the twigs. The Women's Christian Temperance Union, one of the most thoroughly organised bodies in the world, follows State lines in every country with minute exactness, while its national or world's union is formed of the chief officers of each nation. Thus organised it is in the best position to exert influence and bring pressure to bear at any given point.

Of the labour unions may be taken the International Brotherhood of Locomotive Engineers as a good example of dignity and conservatism as well as of compact organisation. This union covers Canada and the United States, with an exceedingly strong and close network, and has "Legislative Board in every State Territory and Dominion which shall have power to take charge of all matters coming before the legislature wherein the interests of the Brotherhood of Locomotive Engineers are involved," and also its committees duly appointed to confer and arbitrate all questions arising between the railroad officials and their employés.

The Association of Collegiate Alumnae has a director in each State. The American Medical Association is composed of national, state, county, town and city societies, all bound together by the code of ethics. Here and there, especially in the older States minor variations exist which do not materially alter the general scheme. Later on, we shall need to consider more fully the organisation of the American Medical Association.

In these different bodies the unit of representation varies somewhat. In the State, it is the township. In the Women's Christian Temperance Union, the small local union—the nucleus of which will be a Church congregation. With the Brotherhood of Locomotive Engineers, it is the railroad division. With the Association of Collegiate Alumnae, it is the Associated Alumnae of certain specific colleges. In the conventions of the Church, the parish is the unit of representation, and with us it would be, indeed, could only be, the Incorporated Alumnae Associations of such Training Schools as we recognise for this purpose by the General Association.

We may now conclude our brief survey of surrounding bodies by observing how the machinery (which we have found to be so nearly alike in all cases) works. The most striking characteristic of all alike may be said to be without doubt a systematic division and sub-

division of work and responsibility. The central bodies having limited legal or extrinsic powers, find their chief strength and security in moral force. They lay down principles, keep an outlook over the whole country, support ideal standards, deliver messages embodying the objects and purposes to be worked for, and the reforms to be undertaken. The State organisations take up each one its share of the actual burden of the whole. They are working bodies. Each one conducts, according to its best ability, its separate part of the whole campaign. If a closer network of organisation is to be built up in the whole State; if State laws are to be invoked; if State schools (of course, I mean schools within the State) are to be brought into line, or standards worked up, it is the business of the State Association, while in the small component parts, the twigs, be they railroad divisions, parishes, alumnae associations, country societies or what not, all the close individual work is done, which is of all the most important. Here must be carried on the small, fine work, often trivial or petty, often wearisome and discouraging, always laborious and painstaking, seldom appreciated, never realised outside, the work of keeping high individual standards, of applying individual discipline, and of encouraging individual enthusiasm and strong purpose. Not long ago a well-known man said at a public dinner that the essence of sound government is held to be that "the nation should devolve all that it can upon the State, the State all that it can upon the county, the county all it can upon the township, and the township all that it can upon the individual." And in the articles of a labour organisation, already referred to, we find these words: "It is to be hoped that every precaution will be taken to ascertain beyond a doubt the merits of each individual, as regards *ability* and *character*, remembering that upon these two rest the honour and universal acknowledgment of our organisation." In those examples is laid down the principle which must be the motive power of every kind of co-operative work, if it be successful, namely, the supreme ultimate importance of the individual; and with us if we become an organised body, the primary source of strength must lie in the associated alumnae of our schools. Their work will be to keep watch over the professional standing and general character of future candidates for membership in our organisation.

(To be continued.)

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