

others did the same, for a remarkable harmony and unanimity of feeling seemed to prevail among the delegates as to the principles on which an Association should be founded. None of those appointed failed to appear, though several were unable to attend more than one meeting, and two came over a thousand miles to be present.

A pleasanter place for such conferences could hardly be found than the Manhattan Beach Hotel. Approachable both by land and water; some of the delegates went by boat and some by train. The summer rush was past, and a delicious quiet prevailed. The ocean was hardly a stone's throw away, with the broad walk running alongside; and the wash of the surf mixed delightfully with the music of the band which played twice a day in the big pavilion. Charming little out-of-door dining rooms were arranged on the balconies overlooking the ocean and open to the salt air, where, in little parties of four, the delegates refreshed themselves.

Among the great number of practical working Nurses the first question arising as to the purposes of organisation is the practical question: "Is it going to do us any good?" And the most looked-for or wished-for is protection against the competition of the untrained or partially-trained class of women. Nurses in all large cities feel this competition severely, and are beginning to understand that there is no direction in which they can look for help save that of their own systematized effort at self-protection. They cannot look to the public, whose knowledge of what constitutes real training is but hazy; nor to their schools, which can but restrict the bestowal of their own diplomas to the most worthy, but can in no wise interfere with the issue of diplomas from small schools of all grades. Beside, it is no one else's business, and it is best they should look to themselves for solutions of their own special problems. It is human nature for one to expect more than is reasonable when all is done for one without trouble or effort on one's own part. It will be a valuable education for many women in branches, now too much uncultivated by them, to study the different sides of the question of untrained competition, to learn what may be done in self-protection, and how it may be done, and, best of all, to arrive at a comprehension of all the courses operating as the beginning and foundation of the whole trouble. It is most often the case that an absolutely worthy benevolence, combined with much shortsightedness and an unfortunate lack of money, will be found behind the small and inferior Training Schools, which annually send forth their pupils to fare as they may in a work for which they are not fully equipped. The benevolence founds a hospital in a small place. This is humane and right. The small place needs a hospital. The lack of money is usually the argument for the foundation of a small Training School, and the shortsightedness is shown in the adoption of this plan, when thought and a wider outlook might suggest other and better methods. If Nurses organise strongly and in numbers they will learn that under State laws they may some day hope to secure some sort of restrictive conditions which may make it undesirable for candidates to enter schools below the standard, and then little by little the present individualistic policy of such schools will give way to co-operative methods.

As to the question of benefit work as a branch of a National Association, there seems to be great unanimity of opinion among graduates at large against it.

The Pension Fund idea has never been popular in this country, or gained any hold among Nurses of the better class. Our reason for this undoubtedly is that the various Alumnae Associations in existence, both large and small, have put their best thought and most devoted work into plans for the aid of sick members, and those among themselves who are temporarily disabled. Some of them contemplate, in the future, their homes for aged and retired Nurses (so far that class is not with us in any number). They have a pride in thus caring for their own members, and a commendable jealousy of having this work interfered with and taken out of their hands, all of which tends to a dislike among them of a large insurance "machine" or Pension Bureau. To be sure, Sick Benefit funds do not provide for old age, but, as a rule, Nurses who have any business bumps do not see any advantage in the creation of a Pension Fund for Nurses, necessitating the payment of officials' salaries and a certain amount of publicity, when safe and excellent methods of private investment abound on every hand.

By the way, it may not be out of place here to mention that a National Pension Fund for Nurses has been established in Philadelphia. It is to be managed somewhat on the plan of the English Pension Fund. Its charter contains many good names among the medical profession and philanthropic women of the city. Their purposes and motives are doubtless most sincere and commendable, yet it is significant that Philadelphia, of all cities in the country, is one most overburdened with Nurses of nondescript qualifications. Training schools of all grades are established there; Nurses of all grades abound, and find it hard to get on, and it is hardly strange that it should be the city where most has been said about lowering the general rate of a Nurse's earnings at private duty. Probably these conditions will always be found to exist where Pension Funds are popular.

To return to the Nurses' Association, as planned, it will include Canada. So far as Nursing matters are concerned the two countries are practically one. The largest and most influential Canadian schools have been organised and conducted by graduates of Bellevue, who carried back with them the system generally as established in Bellevue by Sister Helen and continued by Miss Perkins. As their graduates go out into other schools they take with them the methods learned in Alma Mater. In the same way in the States nearly all the schools of any importance have been either directly organised by graduates from Bellevue, "Mother of Training Schools," or indirectly influenced by her system.

The Canadian schools have not progressed as well in the matter of organising their graduates as have those on the other side of the line. Alumnae Associations in Canada are still unformed, owing largely to the present laws which exact a heavy tax from Associations undertaking any beneficiary work. But, as the compact and well-organised local body is of the first importance in constructing a National or International Association, no doubt Canadian graduates will find ways of overcoming all difficulties.

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 Deliciously Luscious and Fragrant.

[previous page](#)

[next page](#)