

CONSIDERATIONS IN DETERMINING THE PROGRAM OF THE INTERNATIONAL
RELIEF COMMITTEE 22 May 14, 1938.

Introduction:

Camp program to be sharply modified for the following reasons:

1. After five months, there is danger of developing habits of dependence.
2. Management or direction of large numbers by foreigners is questionable.
3. Staffs and costs of all work have tended recently to be high in relation to actual relief given, at least in comparison with Shanghai.
4. Tendency to use almost all resources for existing camps, though the refugees now in them are not necessarily the most needy -- and to ignore the needs for the country areas and for the future.

PROGRAM OF WORK:

1. Effort to conserve resources for later needs, especially the winter; the next few months are a relatively favorable season.
2. Provision of grain for about 10,000 carefully selected people for two or three months; economical distribution.
3. Care for widows with dependents, and certain other needy persons, through assistance to a volunteer committee of local Chinese.
4. Temporary care for a limited number of young women whose homes are in dangerous places, inside or outside the city.
5. Aid to farmers in food, seeds, implements, credit, according to our resources and abilities.

ORGANIZATION:

1. General Affairs Committee, including Dr. Hsu, Mr. Han, Mr. Liu, Pastor Shen.
2. Simple office and small continuing staff in a new location more stable and convenient.
3. More attention to personal needs of families, on lines of case work.

SPECIAL EFFORTS OF THE INTERNATIONAL COMMITTEE:

1. Securing of funds, particularly for later needs.
2. Food supplies.
3. Audit and public report.
4. Surveys.

Tentative Reorganization Plans

I. Building

Give up present Headquarters as of May 31st. Move probably to Girls' Dormitory, University of Nanking.

II. Staff

1. Building: 2 servants, 2 policemen.
2. Office: 1 business, 1 typist and Treasurer's assistant. Possibly 1 temporary extra. 1 Chinese writer.
3. Food: 1 supervisor, 1 godown manager, 2 coolies.
4. Special \$15,000.00 Fund:-
3 distributors and coolies as needed.
5. Family Case Workers:
6 including Head Worker (4 for food distribution, 2 for special applications.)
6. Farm Relief:
1 credit supervisor.

<u>Main Staff</u>	<u>Godown & Writer</u>	<u>Servants</u>	<u>Police</u>	<u>Total</u>
10 (1 temp.)	2	2	2	16 (17)
<u>Distributors</u>	<u>Coolies</u>			
3	as needed (3?) (Red swastika perhaps also 3 each)			

III. Special Project

June Crop Survey. \$500.00 estimated for this purpose.

IV. Transportation

Cars: Retire Bishop's car as of May 31st.
" Durdin's car as of June 30th.
Keep Fitch's car.
Truck: Continue on present basis till June 30th.

V. General Affairs (or Policy) Committee

Exact name and personnel of this committee to be announced later.