

UNIVERSITY OF MISSOURI

COLLEGE OF AGRICULTURE

Agricultural Experiment Station

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CIRCULAR NO. 59.

MISSOURI FARM ADVISERS

Plan of Cooperation Between

University of Missouri, College of Agriculture, United States
Department of Agriculture and Missouri Counties.

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The Farm Adviser movement in Missouri has grown rapidly. Less than a year ago the first Adviser started his work and now (March 1st, 1913) nine counties have closed contracts with the College and Government for the cooperative employment of a man, and over thirty other counties have taken steps toward organizing for the same purpose.

The requests for information concerning cooperative terms, methods of organizing and general assistance have been so numerous that it has seemed best to give briefly, a plan, outlining the situation and the methods of procedure, to those counties taking up the work.

Unquestionably, many counties will apply for cooperative assistance during the next two years that cannot be helped. In some respects this will give the work a set back, in others it will prove beneficial. In only one place has the Farm Adviser work been tried for any length of time. One man in a poor, mountainous county in Pennsylvania has been working in his territory for five years and has been pre-eminently successful. He made for the county last year,

(1912) \$135,000,000. This one case, however, does not prove that the work will be equally successful all over the United States. A reasonable amount of time will be necessary in order to place the project on a sure footing and to secure well trained and *proven* men.

HISTORY AND CONDITIONS.

Early in June, 1906, the Office of Farm Management of the United States Department of Agriculture started the first Farm Management investigation in Missouri. For four years this work was continued. It consisted mainly of studying the results the farmers had worked out and found successful, and their failures and the reasons.

After careful consideration of these studies, it was decided to put them into practice; and so working in cooperation with the Agricultural College of the University of Missouri there was started the Farm Management Department from which came the cooperative and demonstration farms, of which there are now (1912) between fifty and sixty. The requests from farmers for assistance in the establishment of correct systems of farm management on their farms became more and more urgent and frequent. It was soon found that it was impossible to answer their many demands, and so some means of enlarging the force of trained men prepared to help farmers with their immediate and local problems, must be devised. The County Farm Adviser plan was deemed the solution to the problem. So has come about this great movement in Missouri. Its object is to carry to the farmers the best and latest information that the Agricultural College, Experiment Station and Federal Department of Agriculture can supply and the best results that farmers have worked out for themselves. Probably its most important function will be in helping farmers to put *their* known and proven principles of farming into practice.

The Missouri Agricultural College and the Government are now carrying on this work cooperatively. The first step has been to employ a man to take general charge of the work and be equally responsible to both institutions. This man is called the State Leader. Counties that are considering the employment of a Farm Adviser should first get in touch with the State Leader, for he can be of much assistance to new counties in helping them to avoid the mistakes of others and taking the most efficient steps in accomplishing the desired end. Under the present plan of cooperation a few of the essential points may be given.

1st. No work is started in any county for a term of less than three years.

2nd. The Government will pay one-fourth and the College will pay one-fourth of the total salary of an Adviser employed in cooperation with them.

3rd. There is a state law which makes it possible for the County Court of any county to furnish the county's part of this fund. (Article VIII, Sections 701 to 706 Revised Statutes of Missouri, 1909.)

4th. Those counties where the County Court assumes the county's obligations will find preference with the College and Government in going into cooperation because: (a) It is desired that every farmer in the county be represented in the county's part of the financial support of the Adviser. This is best accomplished through the County Court; (b) It is desired that the work be on a permanent basis. This cannot be done by yearly private subscription; it can be done through the County Court.

5th. The Farm Adviser is appointed and in general directed by the College and Government through their State Leader, but appointment and direction is in each case only upon the advice and approval of the local county represented.

6th. The College and Government will assume the responsibility for the Farm Adviser and in case he does not make good, quits, or for any cause is removed, they take the responsibility of replacing him.

7th. A minimum consideration for the three years is \$6000.00. This amount is paid the Farm Adviser as salary and necessary traveling expenses in the county. Of this amount the county must raise half, \$3000.00. These figures express the least amount to be considered, and many counties are planning to pay more. It is a wise provision.

8th. In addition to the \$3000.00 for the three years, the county must also furnish the Adviser with office and equipment, such as desk, stationery, phone and necessary stenographic help. The Farm Adviser is required to attend a school of instruction at Columbia, Mo., especially prepared for his benefit that lasts for one to three weeks each year. The county is expected to pay his expenses while on this trip. Any working funds for such items as advertising, contests, displays in the office, etc., must be furnished by the county. In short the county should count on at least \$500.00 a year to cover all incidentals.

9th. To assist in raising and administering the incidental fund and to be of general help to the Farm Adviser, there should be formed

in every county a County Farm Bureau. It is this organization that is the actual head of the Farm Adviser project in the county. It is the members of this bureau that the Adviser works with and through, and from this group of men comes the spirit for better agriculture that ultimately makes for the success of the movement.

It is not advisable for the organizers of the bureau to complete its organization, appoint permanent officers, or adopt a constitution until the Adviser has started his work. Its officers and directors should aid, council and encourage him and he should have a hand in selecting those who can best act in this capacity.

10th. In raising the incidental fund, getting members to the Farm Bureau, obtaining subscription for the work from the business men, and the general plan as outlined later might well be followed.

It should be emphasized in all cases that under no circumstances will a membership to the bureau, a donation or a subscription in any form *entitle any one* to the services of a Farm Adviser. He must be free at all times to carry on the work as directed by those in charge, and cannot under any conditions or circumstances be at the beck and call of those who have given a dollar or five hundred dollars. It can be generally understood, however, that the Adviser will work with those who want him to work with them, of course never bothering those who do not want him; and a good way for a farmer to be sure that the Adviser understands his wants is to pay his dollar and join the Farm Bureau. After he has answered all the calls and requests from the bureau members, then he will naturally turn to those who desire his services but who have not seen fit to support the work with the bureau membership fee.

THE PRESENT SITUATION.

The counties that have availed themselves of the funds now available are Cape Girardeau, Pettis, Audrain, Buchanan, Marion, Jackson, Dade, Johnson and Cass. The last county closed terms the latter part of January. Not until the State and Government funds, for which request is now being made, become available, can more assistance be given. The Legislature is considering an appropriation of \$25,000.00 to cover the next two year's work. This is less than half enough to supply the present demand. If the full appropriation is allowed it will enable the college to give its fourth to only half the counties now requesting assistance—for over thirty in addition to the nine are now asking for cooperation.

On the basis of an average of \$650.00 per county, the \$25,000.00 (\$12,500.00 per year) would allow the addition of but seven or eight counties to the nine already organized. In other words, if the proposed appropriation for the farm adviser project is granted in full the College will be able to cooperate with but sixteen or seventeen counties during the next two years. The National Department of Agriculture will in all probability base its apportionment of its funds for this work on what the State appropriates. It is expected that the Government will meet the State appropriation dollar for dollar.

WHAT THE COUNTY SHOULD DO.

It seems very evident that even though the legislature appropriates \$25,000 for the work, more counties will apply than can receive help, and for that reason it has been deemed best to set forth conditions under which applications for assistance will be considered. The following points will receive the greatest weight in the final decision of the committee.

1. The Judges of the County Court should agree to appropriate from the county's funds sufficient to pay the county's part of the salary of the Farm Adviser. This will in no case be less than \$1000.00 per year, and in many cases more.

2. A fund of at least \$500.00 per year—more is often required—must be raised in addition to the salary of the Adviser for the incidental expenses of running and maintaining the Farm Bureau.

3. The Incidental or Farm Bureau Fund should be raised by obtaining pledges from resident farmers of \$1.00 per year for three years. This pledge will eventually be the necessary membership fee to the Farm Bureau that will be formed. The larger the pledge list of actual farmers the better.

4. The organization of the Farm Bureau should *not* be started until the Farm Adviser has been in the county long enough to become acquainted with the conditions and the people and then have a part in its organization. The working up of the interest, circulating petitions, and pledges, can be handled by a temporary organization or committee.

5. Applications and guarantees from the different counties, to be considered under the present anticipated appropriation, must be in the hands of the State Leader on or before May 15th, 1913.

6. The committee passing on the applications will consist of the President of the University of Missouri, the Director of the Experiment Station, a representative of the United States Department of Agriculture and the State Leader.

7. College and Government funds for cooperation with the counties will not be available until July 1st, 1913. For this reason it will be impossible to officially place an Adviser in any county before that date. This action is necessary because the two co-operating institutions cannot obligate themselves ahead of the anticipated appropriation and on account of the fact that some time is necessary for securing able men as Farm Advisers.

HOW TO ORGANIZE A COUNTY FOR A FARM ADVISER.

The first question that naturally comes to those interested in organizing their county is "What shall we do first." In answering this question a few suggestions might be made.

In all cases the idea of establishing the work in any given county will originate with some individual. His first step should be to get in touch with the State Leader at Columbia, and ask for all literature and information on the subject that will in any way be of help in organizing the work. Next, endeavor to interest some worker, or group of workers, who are willing to work for this project. This group, or organization, should understand thoroughly all phases of the work and contemplated plan, so that each individual will be able to explain every point in detail and under all conditions.

From this group appoint, or elect, a temporary committee or officers, whose duties it will be to arrange for meetings, speakers, temporary finances, and be responsible for the completion of the work and the pushing of it to a successful end. This committee should be non-partisan, representative of a variety of interests, and above all, workers; they should have the power to appoint sub-committees, do all necessary business and handle all matters until the arrival of the Farm Adviser and the permanent organization of the Farm Bureau.

At about this stage the county press should be asked to take a hand and publish explanations, plans and results that may be expected and have been obtained in other counties. After it is reasonably certain that the farmers have had an opportunity to know and understand the plans fully one or two big meetings at the Court House, or in some place where a banquet can be given in conjunction, should be held and an effort made to get the representative farmers from every neighborhood in the county in attendance. At this meeting, or meetings, full explanation of all the plans should be made and opportunity given for free discussion. At the close petitions (Form No. 1) should be presented to the farmers for their signatures, and blank petitions placed in the hands of every farmer present who is willing to circulate it among his neighbors and friends. Petitions (Form No. 2) for

the signature of the bankers, business men, professional men and merchants, should be started at the same time and circulated among the men of the towns in the county.

It should be planned to have these petitions returned at a date set by the County Court, at which time the Judges of the Court will agree to hear the presentation of the plan. Upon this occasion the petitions may be presented either by a committee or a monster mass meeting, depending on the plan those behind the movement deem best. The petitions should be presented, and the committee in charge should be prepared to answer any questions the Court may wish to ask. If the Judges grant the petitions and agree to support the movement, they should be asked to sign Form No. 3. As soon as this step is taken the committee in charge should then fill out Form No. 4 and forward it and the original petitions, or true copies of same, with the names of all signers, to the State Leader.

These petitions and statements must reach the State Leader not later than May 15th, 1913. They will then be passed upon by the committee named, and as soon as possible each county will be notified as to the results of the committee's findings. Every county presenting their petitions according to the outlines given will receive consideration, and assistance will be rendered every county that the funds for the purpose will permit.

It will probably be found that suggestions given here will not fit all cases, but they will form a basis or outline of procedure, which it is hoped will be helpful to those who are carrying on the work.

FORMS TO BE USED IN ORGANIZING A COUNTY.

FORM No. 1.

For the signature of Farmers, to the County Court, Missouri College of Agriculture and United States Department of Agriculture.

We, the undersigned, tax-paying farmers of
 County, hereby respectfully petition the Honorable County Court of
 County to appropriate from the
 county's funds dollars
 per year for at least three years, to pay one-half of the salary of a
 Farm Adviser for County. The
 employment of said Adviser to be in cooperation with the United

States Department of Agriculture and the Missouri College of Agriculture, and that these institutions pay the remaining half of the Adviser's salary.

As evidence of our faith in, and willingness to support this movement for County, we hereby pledge \$1.00 per year for at least three years. This money is to make up the necessary incidental fund for carrying on the work of the Farm Adviser in the county, and it shall pay our annual membership fees to the County Farm Bureau, to be formed after the Farm Adviser begins his work in the county.

NAME	ADDRESS	OCCUPATION
1		
2		
3		

FORM No. 2.

For the signatures of business men or any resident of the County, not a farmer, to the County Court of the County and the United States Department of Agriculture and the Missouri College of Agriculture.

We, the undersigned, residents of County, hereby respectfully petition the Honorable County Court of County to appropriate from the county's funds dollars per year for at least three years to pay one-half of the salary of a Farm Adviser forCounty. The employment of said Adviser to be in cooperation with the United States Department of Agriculture and the Missouri College of Agriculture, and that these institutions pay the remaining half of the Adviser's salary.

As evidence of our interest in this movement and our faith that it will materially benefit not only our farmers but every citizen in our county, and as further evidence of our desire to not only have our County Court help in the support of the movement but to show our willingness to aid, we hereby pledge the amount set opposite our names to be paid to the Treasurer of the County Farm Bureau in three yearly installments. The first payment is to be made upon the completion of the organization of the Farm

Bureau. This money is to be used as may be deemed best by the officers of said organization.

NAME	ADDRESS	OCCUPATION	AMT OF PLEDGE
1			
2			
3			

FORM No. 3.

Statement of support by the judges of the County Court for a Farm Adviser for the County.

We, the undersigned, Judges of the County Court of..... County, being duly petitioned by the tax-payers of said County, do hereby signify our willingness and desire to pay dollars per year, for one-half the salary and expenses of a Farm Adviser for County in cooperation with the United States Department of Agriculture and the Missouri College of Agriculture.

Signed
 Presiding Judge.

.....
, Missouri.
 19...

FORM No. 4.

Final statement of Farm Adviser Committee to the State Leader.

We, the undersigned Committee duly appointed to inaugurate and carry out the plans for the establishment of a Farm Adviser in County, hereby transmit and deliver to the State Leader the attached petitions and pledges, which are the originals—true copies—of said petitions and pledges; also the original statements of the Judges of the..... County Court signifying their willingness and desire to use the county's funds for paying one-half (\$..... per year) of the salary of a Farm Adviser.

As evidence of the good faith of the citizens and officials of County, we can summarize the

part our county is willing to do by saying:

- (a) Our County Court has pledged..... dollars per year for three years, or one-half of the salary of a Farm Adviser.
- (b) of our farmers have pledged one dollar per year for three years, total \$..... per year, for the incidental expenses of a Farm Bureau, and have also signified their desire to join the County Farm Bureau—which has not yet been organized but will be after the Farm Adviser starts his work in the County—for the purpose of assisting the Farm Adviser and broadening the scope of his work.
- (c) of our business men living in the towns of this county have pledged a total of \$..... to be paid in three yearly installments for the support and extension of the work of the County Farm Bureau.
- (d) In all, our County has pledged a total of \$..... for the Farm Adviser work for the next three years.
- (e) *We have received no aid, financially or otherwise, from outside our county for this work.
- (f) *In addition to what has been pledged from the residents of our County, we have received, or expect to receive, \$..... (which is not included in the total under (d). This money was given by We have planned to use it for
- (g) We fully understand the conditions under which this application is received by the representatives of the College and Government and are willing to abide by their plans for co-operation, provided the necessary funds for carrying on the work in this county are available.

Respectfully submitted,

for County

By Chairman.

.....
.....
.....

*Cross out (e) or (f).

**OUTLINE OF CONSTITUTION AND BY-LAWS FOR A COUNTY
FARM BUREAU.**

Preamble.

In order to further and promote the agricultural interests of this county and all its enterprises dependent upon agriculture, we, the undersigned, do hereby form a permanent organization under the following Constitution and By-Laws.

Article I—Name.

The name of this organization shall be the
County Farm Bureau.

Article II.—Object.

The object of this organization shall be to assist the Farm Adviser in his work in the county and to aid him in the development of agriculture and such allied industries that may properly come within his province, including the betterment of social, home, school and church conditions in the county.

Article III—Membership.

Any person a resident of County or an owner of farm land in the county interested in and willing to aid in the development of the agriculture of the county may become a member of this bureau by signing this Constitution and paying an annual membership fee of \$1.00 and such other dues as may be regularly assessed.

Article IV—Officers and Duties.

Section 1. The administration of the affairs of County Farm Bureau shall be vested in the following officers: a President, a Vice President, a Secretary-Treasurer, four Directors at Large and one Director for each members enrolled from any one township, provided that no township shall have more than three Directors.

Section 2. The Directors at Large shall be elected by the whole Bureau, the Township Directors by the members of the Bureau living in the township concerned. The Secretary-Treasurer shall be elected by the officers.

Section 3. The term of office of all officers shall be one year.

Section 4. All officers excepting the Secretary-Treasurer shall be elected at the regular annual meeting.

Section 5. All elections shall be by ballot, a majority of votes cast being necessary to elect.

Section 6. Each officer shall be entitled to one vote.

Section 7. The President shall preside at all the meetings of the officers or of the Bureau, appoint all standing committees and perform all other duties not otherwise provided for.

Section 8. The Vice-President shall perform the duties of the President in his absence.

Section 9. The Secretary-Treasurer shall keep a record of the proceedings of the Bureau, receive the membership fees and assessments; have custody of all funds of the Bureau and shall make full report at each annual meeting, or at such time as the Bureau may direct. He shall pay out money only on orders signed by the President and countersigned by himself.

Article V—Vacancies.

The officers shall have power to fill all vacancies.

Article VI—Meetings.

Section 1. The Bureau shall hold a regular annual meeting at a date and place set by the officers and announced at least two weeks prior to the time of meeting.

Section 2. The officers shall hold a regular monthly meeting at the office of the Farm Adviser; or—Section 2.—The officers shall meet on call of the President.

Section 3. It shall be the duty of the President to call special meetings of the Bureau at the request of a majority of the officers, and notice of same must be given at least two weeks in advance.

Article VII.—Committees.

The committees to be appointed shall be made up of persons suggested by the Farm Adviser and approved by the officers. The number of committees and number of persons on each committee to be regulated by the nature and character of the work to be done. Committee men shall serve for a term of one year, or for the length of time specified at the time of their appointment. Their duties shall be outlined at the time of their appointment.

Article VIII—Order of Business.

The following shall be the order of business at all the regular meetings of the Bureau and officers:

1. Call to order by the President;

2. Reading of the minutes of the last meeting;
3. Reports of committees;
4. Unfinished business;
5. Communications from State Leader;
6. Communications from Farm Adviser;
7. Reports of officers;
8. New business;
9. Adjournment.

Article IX—Amendment.

This constitution may be amended by a two-thirds vote of the members present at any regular or special meeting. Notice of such amendment must be given at least two weeks in advance.

Article X—Enacting Clause.

Section 1. This constitution shall be in effect on and after its adoption.

Section 2. All officers elected at the time this constitution is adopted shall hold office only until the next annual meeting.

BY-LAWS.

No. 1. A member shall be considered to have been properly notified of any proposed action of the Bureau, or of its Officers, whenever such notice shall have been mailed to each member or published in two consecutive issues of such county papers as may be designated by the Officers.

No. 2. Whenever any township shall attain a membership in the Bureau, which shall entitle it to a Director, or to an additional Director, the township concerned may immediately elect such Director, who shall hold office until the next annual meeting.