

JANUARY, 1944

CONTENTS	
	<i>Page</i>
<i>Health Education in Your Company, by A. D. Howie</i>	8-9
<i>This Winter's Training and Next Summer's Camps</i>	9
<i>Some Characteristics of the Brownie Age, by Dr. N. Jenkin</i>	10
<i>Orcadian Bread, by T. McLachlan</i>	11
<i>Lone Notice Board</i>	11-13
<i>Behind the Scenes at Headquarters, by H. K. Anderdon</i>	12
<i>What Happened Here? by Reginald Gammon</i>	13
<i>Where to Train</i>	13-14
<i>Headquarters Notices</i>	15
<i>Appointments and Registrations</i>	15-16

(Continued on page 3)

ON KEEPING ACCOUNTS

BY SIR PERCY EVERETT

Hon. Treasurer, Girl Guides Association

THE Girl Guides Association is legally bound to keep proper accounts. These are duly audited each year by a firm of accountants and are published in the Annual Report.

There are many important reasons why accounts should also be kept by Counties, Divisions, Districts, Local Associations and Companies, and made known to those who are likely to be interested.

Firstly, where money is received from the public, the public has a right to know how their money is spent.

Secondly, the public is much more likely to subscribe to an organisation which keeps proper accounts than to one whose financial position is wrapped in mystery.

Thirdly, the keeping of accounts is an excellent training in businesslike methods.

I would urge Guides not only to keep accounts for their Companies, but to explain them to their Guides. No girl can learn too early in life the value of money, and the importance of—

(1) Keeping a correct record of money spent and money received.

(2) Buying within her means and not running into debt.

What then, are proper accounts, and how should they be kept? Proper accounts consist essentially of an accurate record in writing of all financial transactions. And the simpler these records are, the better, because one cannot expect Commissioners and Captains to be trained in all the intricacies of the account-keeping which is necessary in a big business concern.

The simplest form of accounts will show on the one side the money which has been received, and on the other side the money which has been spent.

The three guiding principles for all account-keepers are:—

- (1) Make a record at once of every financial transaction.
- (2) Get a receipt for all money paid out.
- (3) Give a receipt for all money paid in.

and there are considerable transactions during the year, a more elaborate system of account-keeping will be necessary.

For County Secretaries and others who are responsible for large quantities of badges and other Guide equipment, and who have to keep a certain stock in hand in order to execute orders quickly, a more elaborate system of account-keeping is necessary.

In such circumstances I advise the keeping of a separate

TRADING ACCOUNT

to deal solely with those items which are bought and then sold again.

I advocate this course for two reasons:—

(1) It prevents the mixing up of two quite distinct types of accounts.

(2) It shows at the end of the year whether a profit or loss has been made on the actual trading.

But before opening your books of account for trading, you will have to decide whether you are going to work on a cash-in-advance basis or whether you will allow your customers to receive their goods before they pay for them.

If you adopt the latter course your accounts will be still further involved, and I therefore recommend most strongly the cash-in-advance system, and because I intend only to explain this system, I set out quite clearly the arguments (financial, practical and moral) in its favour. They are:—

(1) Business on a cash basis sets a splendid example to all those with whom you deal to be businesslike and not to buy goods until they can pay for them.

(2) If accounts are opened with Secretaries or others and they run into debt, your records will be still further involved by having to keep a ledger account with each Secretary.

RECEIPTS AND PAYMENTS ACCOUNT

For the Year Ended December 31st, 1943

Dr. RECEIPTS

To balance at beginning of year:—	£	s.	d.	£	s.	d.
Cash at bank	2	14	3			
Cash in hand			17	6		
				3	11	9
Donations (in detail if thought advisable)			10	10	0	
Subscriptions (in detail if thought advisable)			5	0	0	
Other receipts			4	6	6	
Interest on investments			6	0	0	

£29 8 3

PAYMENTS

	£	s.	d.	£	s.	d.
By Stationery				7	14	9
Postage				5	12	4
Telegrams						6
Insurance				1	10	0
Travelling expenses				2	11	0
Other payments (in detail if thought advisable)				4	14	6
Balance at end of year:—	£	s.	d.			
Cash at bank	6	9	8			
Cash in hand		9	6			
					6	19

6 19 2

£29 8 3

I might add a fourth: Open a banking account into which all money received is paid, and out of which all money required is issued by cheque.

To keep accounts in this way, the following books, etc., will be required (in addition, of course, to stationery, envelopes and letter files):—

(1) A Cash Book, in which is recorded on the one page all money received and on the opposite page all money spent.

(2) A Receipt Book with counterfoils, so that an acknowledgment can be given and a receipt kept of all money received.

(3) A Cheque Book and paying-in book, to be obtained from your bank. All accounts should be paid by cheque—thus providing an automatic record of money spent.

(4) A Petty Cash Book, in which will be noted all such small items as postage, telegrams, etc., which cannot be paid out by cheque.

(To start the Petty Cash Account, a cheque should be drawn to bearer for say, £2, and cashed by the bank. This money will be kept in a small box and used as necessary—entries being made in the Petty Cash Book of each sum when spent.)

(5) A Spike File for holding receipts.

At the end of the year, from these records, it will be easy to prepare a "Receipts and Payments Account," as shown in the centre of the page.

If you are fortunate enough to have any money invested, a note should accompany the Receipts and Payments Account, giving exact details of the investment.

It is advisable to have these accounts audited by an independent person. A friend who is an accountant, or in a bank, or a business man, will probably be only too willing to check them free of charge.

With the New Year, new pages should be started in the Cash and Petty Cash Books, showing, of course, at the top the balance in hand (or deficit if, unfortunately, there be one!).

This form of accounts is quite sufficient for all Counties, Divisions, Districts, Associations and Companies, except in cases where a trade is carried on in badges, equipment, tents, etc. If a big stock is held,

(3) If the Secretaries run into debt (and many of them inevitably will) you yourself will always be short of money.

To avoid all these troubles announce to your customers (Secretaries and others) that you will only deal with them on a strictly cash basis, plus postage. In other words, do not issue goods unless a remittance (with a generous postage allowance) is received.

If too much postage is received stamps are returned at once. If goods are not available, they are invoiced and you make a note in a separate book of the waiting order, and despatch goods as soon as you receive them.

To carry out this system you will require:—

(1) A Cash Book, in which all moneys received and spent will be entered.

(2) An Order Book, in which orders in which orders in detail for goods to be supplied to you will be made out in duplicate—one to keep, one to send to Headquarters.

(3) A Stock Book, in which items of stock received and issued are entered on separate sides or pages as the size of the stock demands, Brownie, Guide and Ranger Badges, and Equipment being allocated to different portions of the book, so that the pages for each run consecutively.

The headings should run in this manner:—

Badges. Total, Second Class, First Class, Proficiency, Stars, Captains, Lieutenants, etc.

It is advisable to allow for extra items by leaving a few blank columns at the end. Should you wish the Proficiency Badges to be listed separately, they would be enumerated in the same way. The pages would be ruled to allow a small first column for date, the second would be larger for the name of the purchaser or supplier together with the invoice number to be written, then would follow smaller columns, the headings to save space being written parallel to the rulings of the columns. Each invoice will be written on a separate line; all the columns will not necessarily be needed. There may be some blank spaces left.

- (4) *An Invoice Book*, in duplicate, in which you will enter orders in detail as executed for your customers.
 (5) *A Waiting Order Book*, in which goods are entered which are ordered by a customer and cannot at the time be supplied by you.
 (6) *A Spike File* for receipts.
 (7) *A Petty Cash Book* for odd expenses, such as stationery, etc.
 (8) *A Cheque Book* to be obtained from the bank.

The staff at Headquarters will be only too glad to give advice and help in account keeping.

At the end of each year stock will be taken and valued. If any stock is bad, it must be written off. Valuation of good stock should not be greater than the price paid by you for the goods.

Here is a sample Trading Account, which should, of course, be audited by some responsible and independent person:—

TRADING ACCOUNT FOR THE YEAR ENDED DECEMBER 31ST, 1943

LIABILITIES				ASSETS			
To Stock as at January 1st, 1943							
Purchases	...	...	55 2 0	By Sales	...	...	110 18 0
Incidental Expenses	...	...	107 1 0	Discount	...	...	18 10 0
Net profit	...	...	9 3 0	Stock as at December 31st, 1943	...	...	50 0 0
			8 2 0				
			£179 8 0				£179 8 0

REPORT OF CONFERENCE ON EDUCATIONAL RECONSTRUCTION

AN important Conference on Educational Reconstruction was held at Imperial Headquarters on Thursday, December 2nd, and was attended by members of the Headquarters Committees, County Commissioners and two delegates from each of the counties of England and Wales.

In order to derive the greatest benefit from the Conference, delegates had been requested to read certain recent Board of Education Circulars and the White Paper on "Educational Reconstruction" and the report from the Youth Advisory Council "The Youth Service after the War."

The keen interest shown by the Conference left no doubt that the Movement is very much alive to the issues raised in the White Paper and the Youth Advisory Council's report and to their bearing on the work of all Youth Organisations.

The Chairman of the Public Relations Committee, Lady Cochrane, warmly welcomed the delegates and explained that the aim of the Conference was twofold, firstly, "that delegates be made aware of the present proposals in the White Paper, 'Educational Reconstruction,' and, secondly, 'to view the Guide Policy, present and future, in the light of the new situation.'"

Mrs. Mair, M.A., who is a member of the Imperial Executive Committee and of the Headquarters Advisory Committee for Guiding in Colleges and Schools, gave an absorbingly interesting talk on the seemingly dreary subject "Recent Statutory Documents." She briefly summarised the main points from each circular affecting the Voluntary Organisations in general and our Movement in particular.

Circular 1486 (November, 1939) stated that the Board of Education, for the first time in history, assumed responsibility for the 14-20 age group. A Youth Department of the Board was set up; a National Youth Committee was formed to advise the Board; Local Education Authorities were asked to form local Youth Committees; and provision was made for Grant Aid to the Voluntary Organisations, not only through the L.E.A., but also direct from the Board. "In the Youth Committee the individual traditions and special experience of Youth possessed by the Voluntary Organisations will be joined with the prestige and resources of the local education authority. It was pointed out that in practice the number of representatives of voluntary organisations often varies according to local arrangement.

Mrs. Mair put the question "Are we in danger of holding on just too long to an excellent principle of independence in the matter of finance and so depriving ourselves of the opportunity to enlarge the influence of our work to the fullest possible extent?"

Circular 1516 (June, 1940), dwelt on the physical and social training of Youth and on the importance of the development of the whole personality of each individual boy or girl.

Circular 1529 (November, 1940) dealt with the recreation and service of youth and exhorted Voluntary Organisations to raise their standard of physical instruction. The last circular, 1630 (May, 1943), alluded to the training of girls from 14 to 16 years.

"The Youth Service after the War" (August, 1943) is a report from the Youth Advisory Council, which took the place of the National Youth Committee and has now been given the task of reporting on the content and purpose of the work of the Youth Service after the war. Finally, the White Paper on "Educational Reconstruction" (July, 1943) foreshadowed the far-reaching educational reforms which are at present before Parliament.

Mrs. Mair concluded her masterly talk by stressing the fact that now is the time for a comprehensive statement of the present and future policy of the Association to be put forward for the consideration of the Youth Advisory Council.

The Conference very much appreciated the visit of Sir Robert Wood, Deputy Secretary of the Board of Education, and followed his exhilarating talk with much interest. Sir Robert outlined some historical points in the development of education since 1918, which had led up to the present situation when the principal has been established that up to 48, young people are in the field of education even if they are employed. The work of young people in their leisure time, until recently carried on only by the Voluntary Organisations, has been recognised as an educational service of its own.

The speaker pointed out that the proposed Young People's Colleges will be very fine recruiting centres for all the Voluntary Organisations. These organisations must be prepared to meet the higher demands of interest, training and leadership which should result from the increased educational opportunities which young people are to have. He laid emphasis on the important point that "education is the business of the nation" and that Guiders and Commissioners should take a more prominent part in local government.

Sir Robert concluded his interesting talk by stressing the importance of the Founder's advice to "look wide," and asked:—"Aren't you sometimes concerned more in thinking about your own piece of work? It is essential to think of all these larger things—such as an Industrial Charter, married with the Educational Charter. All these measures have to be brought to life and it is the ordinary citizens who have to do this. In the words of Nehemiah: 'So build we the walls: for the people had a mind to work.'"

The afternoon's programme was opened by Mr. Haworth, M.A., who spoke from his experience as Headquarters Commissioner for Education, Boy Scouts Association. The Chair was taken by Mrs. Griffith, Chief's Diploma, who also chaired the Conference when it later divided into Discussion Groups to consider the forward policy of the Association. The various aspects of the training were discussed under the following headings: Spiritual Influence; Homecraft; Health; Training towards Careers; Recreation and Leisure—cultural and artistic aspect; Recreation and Leisure—practical and out-of-door aspect. A further question was considered by all Groups: "Is Guiding a training for a Democracy or for an Aristocracy?" The findings of the groups produced a number of interesting points which will be published in the February GUIDER.

The following resolutions were unanimously passed by the Conference and have been forwarded to the Board of Education:—

1. "THAT this Conference supports wholeheartedly the Government's proposals for raising the school-leaving age, the widening of the school curriculum, and for continued education. It urges that these reforms be implemented as soon as may be possible and that the selection and training of the necessary number of teachers should proceed with the utmost speed.
2. "THAT the Guide Movement is anxious to continue to play its full part in the Service of Youth by promoting a training in citizenship through the leisure-time activities of girls between the ages of 7-21."

FROM THE EDITOR'S BIT BOOK—(Continued from page 1)

which could not use its new wing for lack of cleaners. The Matron will be henceforth a firm friend to Guiding, for some North-West London Guides, hearing of the hospital's need, armed themselves with buckets and brooms and scrubbing brushes and got down to the job. The staff is delighted with the regularity and the standard of the Guides' work, and the new wards, ruined by smoke and all the chaotic mess caused by raids, are rapidly beginning to look new again.

Not long ago some very small Guides knocked on a front door and greeted a startled householder with: "Well, good afternoon, have you any jobs you want done? It doesn't matter what, we'll do anything that needs doing. We're earning money for the starving children of Europe."

They got the jobs—a variety of them—they were done with remarkable thoroughness, considering the size of the workers, and the neighbourhood is still chuckling. But the Guides are not, they have serious work on hand and they mean to see it through. They will, too. It is faith that counts when things are difficult, and they have plenty of that.

Some GUIDER readers have written lately, asking for news of Guiding. I have tried to give you a cross section of the news that has reached me in a month. You will see, I think, why, if somebody asks me in ten years' time how I spent this war, I shall probably reply—"Enjoying myself."

GUIDING AND WAYFARING IN SOUTHERN RHODESIA

FOR the purpose of this note it must be remembered that there are two distinct Rhodesias, Northern and Southern. Northern Rhodesia resembles more closely the other East African Colonies and comes directly under Colonial Office rule. Southern Rhodesia approximates in some ways to conditions in the Union of South Africa. But, of course, there is a wide difference not only in conditions, and degrees of civilisation among the African populations of the various colonies and dependencies, but also in the social outlook of the European populations towards the native (i.e., the full-blooded Africans). Southern Rhodesia differs, too, in having achieved a status, which, but for some reserved legislation on behalf of the native people, approximates very nearly to Dominion status. She also has a very much larger white population than any of the other African colonies, and as she is the Union's nearest neighbour, it is natural that she has many similar problems.

Guiding was first established in Southern Rhodesia nearly 25 years ago—exclusively for European children. Education for the African was still in its infancy, and much more was done for the boys—girls came a very bad second. Some years later a form of Guiding, called Wayfaring, was started among the Mission schools for the African in the Union and spread to Rhodesia. Then came the problem in the Union of how to unite Guiding and Wayfaring and a compromise was arrived at by which the non-Europeans became Wayfarer Guides. To what extent Guiding and Wayfarer Guiding find it possible to co-operate must remain very much at the discretion of the leaders and calls for much tact and patience on their part. That this social distinction between white and colour does exist must unhappily be accepted, but there is no reason why things should not improve with advancing education, with a widening moral and spiritual outlook, and on the part of the white people, a fuller recognition of the fundamental rights of the black man.

Southern Rhodesia did not feel able to accept the Wayfarer Guides, though public opinion was most sympathetic towards Wayfaring, which, because of its identity with the language and customs of a still very primitive people, was coming to mean something very important in the drab and superstition-ridden lives of an ever-increasing number of young women. So it was decided to keep to the simple word Wayfaring and to make the movement as African as possible, so that it should be real and significant as well as of practical value to the Africans, in their homes and family life.

The fact that Wayfaring is a simplified form of Guiding is never lost sight of, and it is hoped that in time both Europeans and Africans will be able to make a full contribution to the ideals of mutual service and sisterhood which lie at the heart of Guiding.

Another difficulty in the way of accepting full Guiding for Africans is that Wayfarers are Christians, or at least within the influence of Christianity. The African has no real religion in his primitive state, and if a heathen child were accepted as a Wayfarer, there would be no basis for principles and no understanding on which to work. Happily, the people are fast becoming converted to Christianity, and in Southern Rhodesia there are no rival faiths to complicate the issue, though there are, of course, the bewildering variety of Christian denominations, which one finds spread over every Mission field.

The fact that Wayfaring has this Christian foundation makes a great appeal, as the people are emotional and responsive to religious teaching and enjoy their religion, and now that Wayfaring is largely carried on through native leaders in the vernacular (under careful European supervision), and is closely related to their own customs, songs, games and dances, and their traditional handicraft and folklore, it has opened up a great field for the girls and younger women who otherwise had very little to fill their lives.

One result of this Africanisation of Wayfaring was to make the coloured people (those of mixed blood) feel a little out of place. The coloured person is a quite distinct problem from the native. His aspirations are towards a European way of life, and he always wants to get away from his native antecedents.

In Southern Rhodesia the problem is not very serious as there are relatively few coloured people, though, unhappily, a large number are "first generation" and very difficult to handle. The problem of Guides and Wayfarers was solved by taking them into the Guide movement, though they are in separate companies and wear a green uniform—exactly the same as the Guides' blue. This compromise had to be made as European opinion was very hostile at first, and wanted the coloured girls to be Wayfarers or nothing. However, opinion has changed. The coloured Guides are smiled upon and the coloured community is happy and proud of its Guides.

There is increased co-operation, and though mixed Companies are not likely to be approved of, at least the coloured children have the benefits of Guiding and are happy and self-respecting instead of being forced into the company of Africans who don't welcome them in Wayfaring and with whom they have nothing in common except what they wish to forget.

The present rather complicated system of European Guides,

Coloured and Indian Guides and African Wayfarers works very well, though, of course, it is not ideal. But, at least, all sections of the community are getting much practical good from the principles of Guiding and gradually learning to understand and appreciate each other. The authorities do all they can to keep the three sections working in close co-operation. There are no jealousies or rivalries. There is a joint Advisory Board which helps them all impartially, and Guide and Wayfarer leaders are represented on each other. In Executive Committees already, after a very few years, a deeper sympathy and understanding is noticeable.

Colour prejudice is indefensible, but it is a real factor to be reckoned with when trying to establish the principles of Guiding in a country where there are different races of very different degrees of civilisation. Still more is it difficult when there is a deep-rooted fear instinct of a small group of white people struggling to maintain themselves and their standards against an overwhelmingly larger and stronger people, who are yet undeveloped mentally, morally and spiritually, and of a much lower degree of civilisation, and it is specially difficult in a country tainted by the dreadful heritage of slavery, and where native wars and risings are within the memory of the people still living. Under these circumstances, colour prejudice becomes easier to understand—not to defend—but one can realise how it came about and how necessary it is to take a wide and sympathetic view.

With regard to Guiding among the African races, I think each Colony should be allowed to work out its own salvation, but the end should be the same—a breaking down of unworthy prejudice on the part of Europeans to the natives—a careful sifting out and using what is good and worthwhile in the African tradition and an uncompromising stand for the ideals of Guiding. And I think these are quite simply putting service to God first, and through that working for the awakening of man's sense of responsibility towards his neighbour.

RENIERA STANLEY.

NOTE

We hope that the above article will help our readers to understand the difficulties of Guiding in Africa.—Editor.

TICKETS, PLEASE!—(Continued from page 5)

A new year has begun and perhaps a new world. The new world needs citizens, young citizens who will grow up and build on new foundations for the old have largely been swept away. These citizens must be strong and secure with keen minds unblunted by fear and want. They must have something to build for and stone with which to build. Many of them are now bitterly deprived of everything they need to make them physically, mentally and morally integrated. Where the spirit has not been crushed, the body and mind can be restored. Where the spirit has been crushed, it must be delicately rebuilt. Our Brownies and Guides have taught us about children and we believe in children.

Do you ask "Is your journey really necessary"? If you think it is, the train has to be built with true and honest workmanship; it has to be loaded with service of every kind; it needs a good engine fit for the driver to handle. And in addition, it does need oil.

NOTICES AND FIXTURES

G.I.S. Leaflets are free, but if they are given or displayed to the general public, the last paragraph on the last page must be deleted owing to the Government ban. Owing to paper restrictions, we cannot send out an unlimited supply of these leaflets, so will be grateful if Guiders will only order the smallest number required.

BRITISH GUIDE INTERNATIONAL SERVICE

A series of lectures for G.I.S. Volunteers will be held at Imperial Headquarters, 17, Buckingham Palace Road, S.W.1, during the winter months. Each lecture will be complete in itself, and it is hoped to repeat the series in one week-end, February 19th-20th.

Fee: 6d. per lecture. Payable at the time.

Time: 6.45 p.m.

SYLLABUS

4. January 10th Dr. Munro
 "Results of Bad Food and Drink."
5. January 17th Dr. Munro
 "Care of Volunteers' Personal Health."
6. January 24th Miss Fox
 "Practical Relief Work."

WEEK-END—

FEBRUARY 19th-20th.

TICKETS, PLEASE!

ONE of the Founder's ambitions in life was to be an engine driver. Quite a lot of people have had this ambition: perhaps there is something deeply satisfying in having power in one's hands, strong trucks behind one, carrying valuable goods or precious lives and a clear line before one. The shining metals, narrowing to the distance, mark a path, an aim and a discipline. Above all, an engine driver knows where he is going, how to get there and is aware of his responsibilities towards his train. He cannot jump the tracks and he cannot uncouple his engine and go off on his own. He has a discipline, freely accepted and he knows his job is to reach his destination with his freight in sound condition. He is honest and strong and imbued with a sense of purpose, direction.

It seems a good idea to begin a journey in a new year, and perhaps the frontier will be reached before the year is over. In war-time no railway company guarantees that its trains will run to time, but one buys a ticket all the same, hoping to reach one's destination reasonably punctually. One trusts the engine driver.

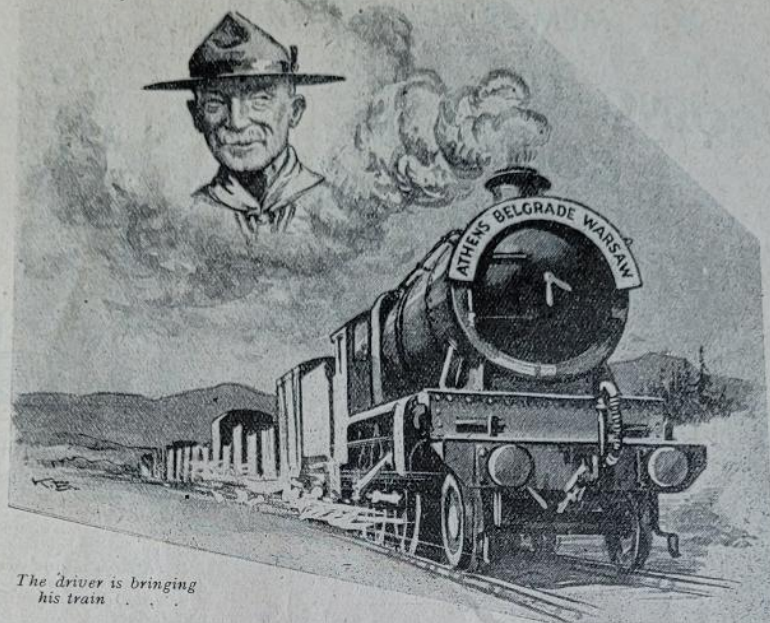
The train that is in our minds to-day is the Guide International Service. The Founder would have loved to have been the driver—and he is. His is the inspiration and the hand on the controls. He is on the footplate and behind him come the trucks of Guiding and Scouting, the cargo of service and the passengers who also serve. The train travels over Britain and passes through many stations. There are stationmasters and porters, linesmen and signallers, level-crossing keepers and cleaners. There are upholsterers and engineers, wheel-tappers and shunters, greasers and boiler-makers, brass-polishers and sweepers. Without them there would be no train. Without the miners and the men in the iron-foundries there would be no lines and without the lumberjacks there would be no sleepers for the lines to run on. It takes a lot to make a train and a lot to keep it going. Even when it is running smoothly over the tracks between one station and the next, full of passengers and freight, with the driver at the controls, the fireman stoking and the guard in the van, it needs something else—the people who wave from the houses and the fields and wish them luck. There's more in a train journey than getting in at one station and out at another.

But this train is going beyond our borders and that makes it an adventurous journey—perhaps a risky one. The metals converge in strange countries over the horizon. There is a destination in Poland where the trucks of Scouting and Guiding are needed, where the service of the passengers is required and where the driver has friends. From the stricken fields and the torn cities, from ghetto, concentration camp and factory the driver's friends look to the signal on the line. That the driver is bringing his train they have no doubt and they are ready to help unload the freight.

There is a destination in Greece where the children of the Athenians and the Spartans fight and die for our culture which springs from their ancient glories. Their heritage is ours and they look for the signal from their hills and woods and islands where they fight. They, too, have no doubt that the train is coming and that they will again be able to live and eat and sleep in peace.

In the troubled hills and valleys of Yugoslavia and along the beautiful Dalmatian coast where men have fought for liberty from time immemorial, the coming of the driver with his train is awaited. Men and women and children will remember that they, too, are hungry and worn, that the harsh years have scarred the fabric of their lives. Friendliness and the knowledge that others have watched and admired their struggle and wish to serve them will help to heal the scars. The train, with its driver and its freight, its passengers and the work that has made the journey possible will mean much to them.

The British Guide International Service is a train that belongs to the whole Movement. It is not the private venture of a few with a board of directors and a limited number of shareholders. It is not a vested interest with a few principals and some workers. It is only one of the Founder's interests and it is a small part of the Movement



*The driver is bringing
his train . . .*

but it belongs to and is owned and managed by everyone in the Movement. Sometimes it is difficult for the boy who sweeps up the iron filings in an engineering shop to think of himself as the maker of a train. Sometimes it is hard for the wife of a signalman packing up her husband's lunch to think of herself as a really important person in the railway system of her country. Yet when you have sat on a stile and waved at a train, have not you felt part of it?

The passengers in this train are the volunteers. They are not private persons travelling on their own business; they are your emissaries doing your work. You buy their tickets and you provide their luggage. They wear your livery—a uniform that is as much part of the Guide Movement as the Brownie's overall or the Ranger's jersey and skirt. You have told them what they are to do and you have told them to make themselves fit to do it. You have made them train themselves in mind, body and spirit and you have demanded a great deal of them: fortitude and unselfishness, patience and ability, faith and service.

But passengers are by no means everything. The train itself has to be well built and strong, proof against stress and weather, able to climb gradients and run downhill without running away. Everyone who plays the smallest part in making the trucks must do that part well and truly—the driver depends on it. The freight cannot be selected carefully from a heap of samples: it must be the service of everyone in the Movement, not only the volunteers. The British Guide International Service is all Guiding. The engine—could that be the Law and Promise, which gives the motive power and the whole purpose to the train? Engines need stoking; they have to get up a good head of steam to pull a heavily laden train up a stiff climb. Fire and water. You can work that one out for yourself.

Money, and of material things only money, is required. The wheels need oiling, if you like to think of it that way. Engines, trucks and freight are not made out of nothing. Passengers who have work to do need food and clothing. Perhaps the customs-house of a foreign country might exact duties in the shape of sickness. From your job as ganger or greaser, pitboy or sawmill hand, stationmaster, inspector, fitter's mate or handkerchief waver from the back garden fence will come the oil for the wheels. It is your train.

Some might ask, like the placards on railway stations, "Is your journey really necessary?" That is for you to answer. There are certainly other societies going abroad who are doing the work anyway and you might feel that they can do it all. There is rather a lot to do. You might say: Why should the Guide Movement undertake this new kind of travel? And the answer might well be that the Guide Movement has to Be Prepared for Service, that the Ranger Branch renders service by taking the Promise into the wider world and that a Guide is a friend to all and a Brownie has important Good Turns to do. These are all good answers but there is, perhaps, a still better one.

(Continued on page 4)

[January, 1944

THE GUIDER

FUND NEWS

B.-P. MEMORIAL FUND

GOING UP
GOING UP
IT'S £92,103
NOW!!

FURTHER GIFTS SINCE NOVEMBER 15

	£	s.	d.	£	s.	d.
England	320	15	0			
Scotland	67	9	0			
Wales	37	15	0			
Ulster	5	0	0			
TOTAL	£430	19	0	430	19	0
<i>Dominions and Colonies:</i>						
Northern Rhodesia	50	0	0			
Southern Rhodesia	10	0	0			
TOTAL	£50	10	0	50	10	0
TOTAL				481	9	0
TOTAL up to November 15th				£91,621	12	4
GRAND TOTAL of Fund to date (Dec. 15)				£92,103	1	4

Northern Rhodesia. We have just received a magnificent gift of £50 from the Government of Northern Rhodesia, which we greatly appreciate.
A small Company and Pack evacuated from Sussex to South Africa, have sent us a further gift of £15, bringing their total contribution to date to £21.
A Guide Company in Hertfordshire, another in Yorkshire North Riding and a Sea Ranger Ship in Bedfordshire have each brought their contributions up to £100 during the last month. Congratulations, Guides and Seas, on such stupendous efforts!



LIBRARY LABOURS

To have a splendid Library at Headquarters which we can all enjoy is a great joy—to be a Librarian of the Headquarters Library not a joy at all!

There are a few simple rules which, if they were followed, would brighten her life quite a lot. Here they are:—

1. Always return your book by the time shown on the stamped date.
2. Always put the returned book on the table and never in the bookshelves.
3. Always enter the returned book in the Record Book.
4. Never take out a book without entering it in the Record Book.
5. Books must always be returned by the taker in her own name.

Not very hard rules and surely possible for those who make use of the Library. Just add these to your New Year Resolutions and give the Librarian a Happy New Year.

CENSUS - 1941 and 1943

	ENGLAND.		WALES.		SCOTLAND.		ULSTER.		GRAND TOTALS.	
	1941.	1943.	1941.	1943.	1941.	1943.	1941.	1943.	1941.	1943.
Local Associations ...	1,086	1,097	132	146	—	—	—	—	1,218	1,243
Cadet Companies ...	155	153	6	12	10	15	5	3	176	183
Ranger Companies ...	1,761	1,876	64	102	228	269	52	23	2,105	2,270
Sea Ranger Companies ...	135	257	3	12	10	31	2	1	150	301
Guide Companies ...	8,436	8,928	457	513	1,426	1,441	198	199	10,517	11,081
Packs ...	6,041	6,657	294	326	1,205	1,179	162	160	7,702	8,322
Lone Companies ...	104	98	3	3	23	22	—	—	130	123
Extension Companies ...	366	324	14	12	63	64	1	2	444	402
Commissioners ...	2,045	1,989	163	182	517	552	61	55	2,786	2,778
Secretaries ...	2,294	2,250	171	206	230	239	42	41	2,737	2,736
Guiders ...	23,877	22,800	1,144	1,235	5,151	5,351	699	599	30,871	29,985
Cadets ...	1,934	1,919	103	140	90	210	68	63	2,195	2,332
Rangers ...	16,402	20,066	873	1,351	2,534	3,640	756	366	20,565	25,423
Sea Rangers ...	1,414	4,195	45	239	118	547	23	16	1,600	4,997
Guides ...	154,733	204,589	9,803	11,987	29,199	36,088	4,758	5,290	198,493	257,954
Brownies ...	102,023	129,185	5,344	6,568	22,481	26,411	3,439	3,412	133,287	165,576
Lone Guides ...	1,433	1,048	16	19	254	233	6	—	1,709	1,300
Extension Guides ...	4,790	3,963	409	110	787	662	7	17	5,993	4,752
* Members temporarily absent on National Service.	No separate figures	5,452	No separate figures	136	No separate figures	No separate figures	No separate figures	No separate figures	No separate figures	5,588
TOTALS	310,945	397,456	18,071	22,173	61,361	73,933	9,859	9,859	400,236	503,421
AGE GROUPS										
Under 14 ...	224,427	295,379	12,623	15,961	44,302	55,639				
14-20 ...	55,026	69,388	3,942	4,438	9,314†	11,601†				
Over 20 ...	31,492	32,689	1,506	1,774	7,745†	6,693†				

* These figures are very approximate and are likely to be considerably below the true total.
† 14-18. ‡ Over 18.

TRAINING SUPPLEMENT

IT is the ambition of THE GUIDER to cater for all Guiders and Commissioners in the Empire, and each has her individual outlook on life. Perhaps, therefore, it is natural that someone should always be asking for something different! These requests are at least balanced by those who write in expressing their appreciation. In this Department has collaborated with the Editor to produce a Training Supplement. This Supplement, which will be a monthly feature of THE GUIDER for the time being, is arranged in such a way that those Guiders who wish, can remove it, file it and keep it for reference. There will be articles for the experienced and inexperienced, for Brownie, Guide and Ranger Guiders. This month Miss Newnham, Warrant. Her article this time deals with Warrants for Owls and Guide Captains and Lieutenants, but the articles in the series will include training for Ranger Guiders also.

Two Commissioners for Camping have taken a Patrol Leader's Camp Permit as their theme and set out to explain what was in the minds of those who framed the test and give ideas for the training and testing of P.L.s. Miss G. Clayton, County Camp Adviser for S.W. Lancs, contributes an article on winter camp training in the Company and gives many thought-provoking suggestions. If her article is read carefully and her ideas are worked out to suit individual Companies, it provides material for many weeks' programmes.

Future plans include, amongst other things, a series of articles for Ranger Guiders on the Campercraft Certificate and articles on the Second Class Test.

We are anxious, with the limited amount of paper at our disposal, to give you what you most need. Will you, therefore, send in your requests and suggestions and we will do our best to make the Training Supplement useful.

It is everyone's hope that 1944 will bring us victory and an end of the war. However that may be, the days of reconstruction which lie ahead will make demands on the very best that Guiding is able to give. The Government's interest in the Service of Youth makes one thing clear—that whereas the field for the voluntary worker is as wide as ever, there is no room for inefficient amateurs. The work of providing for the leisure time needs of young people has been recognised as an educational service on its own, and, if we can fit ourselves to seize the opportunities which are opening up before us, the Guide Movement has a great part to play. It contains two elements of priceless value, the enthusiasm and joy of a voluntary Movement and the serious training and careful planning which are necessary to any sound contribution to education.

MARJORY SHANKS,

Commissioner for Training.

TO THE UNWARRANTED GUIDER

THERE must be many of you who are new Guiders starting off now who would be glad of help as you prepare to take your Warrants. To meet your need there is going to be a series of articles in THE GUIDER which you will find useful.

Have you thought what your Warrant will mean and why every Guider has to work for one? A Warrant is a symbol of trust. It expresses the belief that the Guider in question is a right and fit person to be helping the particular Pack or Company with which she is working, and that she has proved herself worthy of the trust. The District Commissioner and the Guider both sign the application for the Warrant. In this way it is the adult expression of "I promise on my honour" and "I trust you." It is interesting to recall what lies behind that trust—the District Commissioner signs because she has been warranted by the Division Commissioner, who, in turn, has been warranted by the County Commissioner, behind whom is the Chief Commissioner—so, new Guiders, your Warrant is an important document and is only held by you while you are using it and justifying it.

What has to be done to get a Warrant and what standard is required?

There are three parts to the test, and there will be detailed articles to help you with each section.

First and most important is the part of the test in which you prove the kind of person you are. This is the part that makes necessary the clause that says you must work with the Pack or Company for three months before you can be warranted. I expect some of you are pleased at the idea of starting as an "officer" and appearing as such for the first time. I hope you are; this is quite natural. It is for you to prove that you can take an equal pleasure and interest in the Brownies or Guides even when they seem to fail to respond to your carefully thought-out plans. You will discover that, sometimes, being a Guider can be a lonely job. Are you going to stick to it? Are you steadfast of purpose?

Next, how much trouble are you prepared to take for the sake of the Brownies or Guides? You are a Guide, as they are, or will be, and you must know and know thoroughly the basic work of Tenderfoot and Second Class. That takes some doing, whether it is new to you or almost too familiar from the time when you were a Guide yourself. It will be tested on a teaching basis, your Commissioner watching you teach parts of it,

but the point is you must learn it all. Also, you must find out about this Movement in which you are now a Leader; you must steep yourself in its tradition, and so you find it laid down that you must read *Scouting for Boys* and *Girl Guiding*. In this period of preparation you must get some practical help, either by going to Guiders' Trainings or by visiting another Pack or Company on the advice of your Commissioner.

Everyone is very busy these days, and this is a great deal to ask—but it is the test of you as a person—and if you think the job is a worthwhile one (and you wouldn't be reading this if you didn't), you will know that only your best will do.

The next part of the test is direct and to the point. Can you, in fact, do what your Warrant will say you can? Can you take your share in running the Pack or Company meeting? Your Commissioner will come and see a whole Meeting. Details of the things she will like to see will be given in later articles. The visit is a searching part of the test and will have to be prepared for very carefully, but, remember your Commissioner would not have asked you to be a Guider if she had not had faith in your ability.

Lastly will come the written paper, or some questions in a talk with your Commissioner. The reason for this is that every Guider must be a thinking person, and this is one of the easiest ways of proving that you really do think out the whys and wherefores of what you are doing and that you are reading to deepen and extend your knowledge.

If you have read as far as this, you may be thinking there is a great deal required of you. Yes, there is, and would you have it otherwise?

Which of these two points of view do you honestly like the better? "It is extraordinarily good of you to come and help; you needn't worry about anything; just come along once a week; you'll find you'll be able to manage quite well; anything will please the Guides." Or, "How nice that you, too, are going to help—the Guides are very keen; they'll demand a lot of you—the very best of all you've got to give."

There's no doubt, is there? So, good luck to your work for your Warrant. Write to THE GUIDER if you want any special help that not in the articles or if you don't understand anything. J. M. NEWNHAM.

SIGNALLING FLAGS

It is permissible to use signalling flags that are smaller than the regulation size where there is difficulty in obtaining the correct size owing to the shortage of material. For the same reason the official colour of blue and white need not be adhered to at the present time.

WHERE TO TRAIN—See pages 13 and 14

TRAINING



PATROL LEADER'S CAMP PERMIT

Permit Holder

District Commissioner

County Camp Adviser

Date

AND

TESTING

THE Patrol Leader's Camp Permit was perhaps long overdue. The need for it became apparent when war was declared and many Licensed Guiders left their companies to join the various Services. Many people thought that the war would put a stop to camping, but Headquarters decided to encourage camping wherever possible and to leave it to the County Commissioner and County Camp Adviser in consultation with the County Police to make the decision that seemed best for each county. Where camping was to continue there remained the problem of the company with no licensed Guider.

Not a few people think that the Patrol Leader's Permit has more potential value for character training than almost anything else in the Movement, for it encourages to the full all those characteristics which are so desirable: initiative, courage, dependability, adaptability and, above all, thought for others. If P.L.s show that they have the beginnings of these qualities they prove that the Patrol System is working in the companies to which they belong and in that way, the test is the "proof of the pudding." We will turn now to the qualifications that are necessary before entering for the test and the conditions under which Permit-holders may run camps. (See page 113 of the new P.O.R.)

Recommendations.—The P.L. must be recommended for the test by the Court of Honour of her company. Here the Patrol System is put into operation at once and her fellow P.L.s, as well as her Captain and Lieutenant, are made to feel responsible for the recommendation. This recommendation by the Court of Honour is a very important part of the whole P.L. Permit scheme. For one thing the Court of Honour should know better than anyone whether the candidate has those qualities of leadership which will ensure her running successful camps; and, secondly, if the responsibility of recommending her is assumed after thoughtful consideration, the best kind of training in citizenship has been given. The would-be Permit-holder must also have the recommendation of a Licensed Guider with whom she has camped recently; this can, of course, be her Captain, if, as in the ideal Company, she holds a Licence and the P.L. has camped with her. At the same time the test is so worded that it allows the keen, camping P.L. to get a recommendation from a District or Division Camp which she may have attended, supposing her Captain for some good or bad reason is not a camper or has not yet been able to take the Licence test.

This outside recommendation in no way detracts from the importance of that given by the Court of Honour, it is simply allowed in order to cater for the camping P.L. in a non-camping company or one whose Captain has the misfortune not to be a Licence-holder. It may well prove that many keen P.L.s will become the pioneers of camping in their companies and that this clause will enable them to turn the majority opinion of their companies over to camping, with all the fun and happiness that camping involves. These two recommendations are forwarded to the District Commissioner and Camp Adviser, who will know and advise about preparing for the test.

Responsibility.—When considering whether to recommend a candidate, clause "g" of the test syllabus should be borne in mind. This clause, about responsibility, perhaps needs some explanation. It is obvious that final responsibility for the welfare of others cannot be put on anyone under age, and therefore the choice of site must be limited by the availability of a grown-up who is willing to help during an immediate emergency such as an accident or illness, a flood or collapse of the camp in a wind. The "qualified camper," can be an experienced Licence-holder or a C.A. Although she may live a few miles from the site she must be at home during the camp so that she could go over if needed. The grown-up near the site will know how to get in touch with her. The P.L. will know also, in case she should need her help or advice on a matter not vital.

Pioneer Badge.—The Pioneer Badge is an essential part of the test and the idea is that usually the P.L. will get it one season in preparation for taking the Permit test the next. This may not always be possible and in some cases she may have passed part of the Pioneer test and, having got the necessary recommendations, she may finish it off and take the Permit test at the same time. The syllabus for the Pioneer Badge is so planned as to prove the candidate to be a practical camper. The test is nearly always carried out in camp, and although the tester

may not be present the whole time she will be there enough to notice the way the candidate tackles the patrol jobs, for it is this, coupled with her knowledge of what should be done in each piece of orderly work, that counts most towards her gaining the badge. In training a Leader for the Pioneer Badge the Guider should make sure that she knows why it is necessary to do certain things and to avoid others. If she has a real understanding of campcraft she will be far more likely to do the right thing in an emergency. Besides, the preparation for the badge offers splendid opportunities for practical health training, such things as the proper storage of food and cleanliness in preparing it, orderly and proper washing up, sanitary latrines and grease traps; all these things and many others provide practical training in the Rules of Health.

We are told on excellent authority that every private soldier carries a Field Marshal's baton in his haversack, or whatever the correct receptacle is. Many a Guide who takes her Pioneer Badge test may eventually become a Leader and a Permit-holder; it is essential therefore that the training and testing for this badge should be thorough. It would be criminal to send a Leader to camp in charge of Guides if she had scraped through an inadequate test and had not enough knowledge or experience to make her a sound camper. The Pioneer Badge demands the standard of training and testing that should be given for every test and badge. There is no greater satisfaction than the knowledge that a Guide has done well through her own hard work and her Guider's careful preparation.

(To be continued.)

P. J. and A. A. T.



HEALTH EDUCATION IN YOUR COMPANY

LAST month I set out a scheme for your Anatomy talks. We divided the body up into systems and dealt with the first two, the Skeletal and Muscular Systems. To continue from there:—
(c) *The Circulatory System.* (If you can, get a sheep's heart from the butcher and take it to your meeting.)

Explain, with the use of a chart or diagram, the position, size and shape of the heart.

Show the sheep's heart, indicating the fibrous bag which covers it. Cut it up and point out the divisions of the heart, the wall which divides the right side from the left, the two auricles, the two ventricles and the valves which divide the auricles from the ventricles on the right and left sides.

Show the thickness of the heart muscle.

Describe the vessels (arteries, veins and capillaries) which convey blood all over the body.

Examine the heart and find the openings into the large arteries and veins. Name them.

Show from your diagrams the systematic, pulmonary and portal systems.

Explain the interchange of gases in the lungs.

Name the principal constituents of blood and explain their function. Listen to a heart beating and feel a pulse.

(d) *The Respiratory System.* (If you can, get a piece of lung from the butcher.)

Show the colour and structure of lung tissue.

(Continued on page 9)



THIS WINTER'S TRAINING AND NEXT SUMMER'S CAMPS

HAVE you tried relating the winter's training in your Company to camp? If you do, new interest will be aroused and you thorough. In addition, your Guides, even if they have not camped before, will be prepared for next summer's camp, and the camp will be much more fun for everyone.

Here are a few suggestions for relating tests to camp. You will be able to think of others, and it is important that you should, for variety is essential if interest is to be maintained, and one never knows what may happen in camp!

Fire-lighting. Now that we have to cook on the Second Class fire it is a good introduction to camping, but be sure that the Guides can collect, chop, stack and cover suitable wood to keep a fire going. Perhaps a few meals could be cooked out of doors this winter to practise cooking and stoking. The Blitz Cookery Demonstrations proved to us how many unlikely spots could be used for this purpose.

Woodcraft. Let the Second Class Test be a real introduction to "being at home in the open"; able to recognise the trees that provide good firewood and to know when wood is dry enough for burning; perhaps able to erect a simple shelter (knots come in here). Shelters can be made even in a back-yard, given some old ground-sheets or other material for a roof, some rope and string, and plenty of resourcefulness and ingenuity. Knowledge of the ways of birds, animals and insects will add much to the joy of camp, and the Guide will be interested, rather than afraid, when she sees a beetle or a wasp.

Weather-lore is well worth studying, and the camper who can foretell rain is invaluable. Personal observation and keeping of weather charts is very interesting, and *Elementary Meteorology for Aviators* (Part I), published by Longmans for 1s., gives photos of clouds and information about wind and weather.

Stalking and tracking can be practised in the winter, even in city streets in modified form, and the Guides can know they are preparing for the wide games in camp.

Knotting. Could your Guides put up the Union Jack in camp? If they know their Second Class knots they could improvise guy-lines for the flagstaff, last on the cleft and hoist the flag, using clove hitch and sheet bend. Would your Guides be able to deal with a guy-line that was too long, or would they be like two Guides last summer who said: "We can do a sheepshank with string, but rope on a tent is different?" These knots, and others, can be made really interesting and practical if related to camp, for instance: really dragging wood with a timber hitch; packing bedding securely in a ground-sheet, using packer's knot and round turn and two half-hitches. The bundle should be able to withstand being thrown about as if being handled on the railway. Square lashing can be practised on gadgets, such as wash-up tables, and in making stretchers which can be used. If your Guides can also learn a tripod lashing they will find it invaluable in camp.

Health. Health rules can be related to camp as well as to home life (see *The Health Handbook*), and practical knowledge of their camp application will do much to ensure that the Guides get the maximum benefit from camp. Such things as washing-up properly, clean hands for meals, disposal of refuse and not sleeping in a hermetically sealed tent, will all be taken for granted by the time the Guides are in camp. Camp can also be the opportunity for the Guide whose home conditions make keeping the health rules exceedingly difficult. Planning camp menus is fun for the Guides, and gives an opportunity for valuable training in food values and balanced diet. What to do with possible "left-overs" both as regards storage and use will provide other points for discussion.

Compass and Mapping takes on a new interest when related to camp. Will the Guides know the aspect of the site and be able to pitch the store tent in a cool place and see that the wet, south-west wind does not blow directly into their tent door? Maps of sites, real or imaginary, can be made, and descriptions of the surrounding country, with position and distance of church, village and post office, and possible places for excursions, can be worked out on an Ordnance Survey map (one inch to a mile).

First Aid. Try one day if your Guides could cope with an accident which occurred when the Patrol was out wooding without a Guider. See if they could do the necessary first aid and bring the patient back to camp. All that is needed for this practice is a little red water-colour paint and some imagination. Guides who learn in the winter to do simple dressings really well will get practical opportunity of

using their ability in helping the camp first aider to deal with scratches and blisters, and will get considerable satisfaction in having used the knowledge for the benefit of a real patient.

Law and Promise. In discussing the Law and Promise with the Guides, camp life gives many useful openings and examples. How many of the Company are sufficiently self-disciplined to be able to keep the silence rule at night? This is difficult, but not impossible. Ideas can be discussed on the place of courtesy in camp, including behaviour in the village and at meals, and remembering to write "Thank-you" letters after camp. The courage and cheerfulness of such pioneers as Scott and Wilson in the Antarctic make a ready appeal to Guides, and will check tendencies to grumble when wet weather may make camp life difficult. Thrift, in saving up for camp and in improvising and caring for equipment, becomes exciting. Preparing a camp Prayer Book appeals to the Guides, and means that Prayers and Guides' Own in camp will really be the Guides' own, and so of lasting value.

Patrol System. Throughout the year the Company will be running on the Patrol System. Relate this to camp, also training the P.L.s to take and carry out instructions and to think for themselves and the Patrol to think of itself as a team. Patrol hikes and activities will take on a new value if you remember that the Patrol is training to be an efficient unit in camp. Training the P.L.s in practical campcraft will give them something of great interest to pass on to their Patrols, and means that in camp the Patrols know what is expected. If you are not able to give this instruction yourself ask your C.A. to help you.

Use the Patrol-in-Council and the Court of Honour in making all plans for camp, so that each Guide knows that the camp will be the Guide's camp and that, in some measure, its success depends on her. Only a few suggestions are given in this article. Think over all the Guide training in relation to camp, and you will find that your training this winter becomes more practical and more fun, and that your Guides, whether they have ever camped before or not, will appear in camp next summer as real campers and real Guides, of whom you may be proud.

GWEN, CLAYTON.

HEALTH EDUCATION IN YOUR COMPANY—(Continued from page 8)

Describe the nose, trachea or wind pipe and its branches, and the lungs.

Explain the blood supply to the lungs, emphasising the function of the capillaries in the interchange of gases.

Demonstrate inspiration and expiration, pointing out the value of deep breathing. Teach the composition of air.

Show the value of nose breathing and the danger of mouth breathing. Give training in the correct use of the handkerchief.

(e) *The Digestive System.* (Take a piece of liver and sweetbread to meeting.)

Explain, with the use of charts or diagrams, the digestive tract, and its position with regard to other organs and the rest of the body.

Show a piece of liver and pancreas and explain their function. Teach the composition of food.

Choose a meal, find out the composition of the food chosen and follow its journey from the mouth to the bowel.

(f) *The Nervous System.*

Describe, with the help of a diagram, the brain and the nerves. Show how the skull bones and the vertebral column protect the brain and the spinal cord.

Compare the nervous system with a telephone exchange and explain how messages are received and sent out.

(g) *The Excretory System.* (Take a piece of kidney to your meeting.)

Show on your chart the position of the bowel, kidneys, lungs and skin and explain the function of each in the excretory system.

Teach how waste matter is produced. Explain the dangers of accumulated matter and the importance of its regular expulsion.

If your Guides work through this scheme they will have at the end of the course an elementary idea of the formation and function of their own bodies.

They will probably begin to be really interested, and this course could be followed by First Aid and Nursing lectures.

There will now be some real knowledge behind their health practice, and they will begin to understand the reason for their Guider's high standard for her Company.

SOME CHARACTERISTICS OF THE BROWNIE AGE

by
DR. N. JENKIN

THE Guide Movement is essentially a training of individuals. For this reason, all Companies and Packs are limited in numbers. The Brownie Pack, especially, must be kept small, if the Brownies are to receive the training they need. Each Brownie must be considered as an individual, and will show individual characteristics and interests. This means that Brownies, leaving a Pack for the Guide Company, will not all have covered the same ground nor acquired the same skills. But all should have started on the development of a worthwhile personality.

Yet Brownie training is made possible by the fact that, individual as these young people are, the ways in which they vary, infinitely more than the ways in which they are alike.

Firstly, let us consider the physical characteristics of the Brownie. Each girl is different in appearance, one being taller than the others, one having the curliest hair, another the bluest eyes. These individual characteristics are so marked that we never confuse Jean with Betty, nor Mary with Margaret, and after a few weeks in the Pack, we know every child by sight, in or out of uniform. Yet the physical ways in which these children are alike are considerably more than the ways in which they differ. Their height and weight only vary within certain limits; they all have two legs, two arms, two eyes, one nose and so on. They can all do the same things physically; for instance, they can all run, walk, talk and laugh. This is presuming that the Pack is a normal one and not an Extension one. In planning our games, we arrange that the jumps will be of a suitable height and the walk a suitable length, and thus we meet the physical needs of the children. It is easy to see that the games and activities must be governed by the physical structure of the children, i.e., we know what is the average eye-level of the children, there is a psychological foundation on which we may also build. The children have the same senses, on which we may also build. To take a simple example, with approximately the same range. To take a simple example, children of this age will have taste buds not only on their tongues, but on the inside of their mouths as well. The pleasure to be got from putting two large boiled sweets into the mouth at once is one that is quite lost to the Brown Owl or Tawny, for the taste buds on the inside of their cheeks are no longer functioning!

Now, naturally their powers of sense discrimination are of fascinating interest to these children and through their senses their powers of observation may be trained. Brown Owls will find that a little quiet thought on what we hope to train by this game, or whether it is possible or worth while to train along these lines will be time profitably spent. Few people, except such exceptional ones as Grey Owl, use their senses to the fullest extent and, by training, most of us could see more, hear more and smell more. All Brownies have the same senses and as these can be trained, they can observe more through eyes and ears and fingers.

Then there are the instincts, with their accompanying emotions, which again are common to all the Brownies. No normal Brownie will completely lack any of these, although the Brownies will possess various ones in greater or lesser strength, so that the instinctive and emotional make-up of any Brownies is an important part of her individual personality. Now, although all human beings have all the instincts in some degree, at different periods of life one or other may assume greater importance. At the Brownie age the sexual instinct is of relatively little importance while the gregarious or herd instinct is strong. Opportunities, therefore, should be provided for Brownie to do things together and the Six is the means by which they can compete in friendly rivalry within the Pack. This herd instinct is just developing and will reach its height during the Guide training and so, if the Six is a young one, it will not be as stable a group as the Guide Patrol. Other groups will form, and some activities, the Pack, as a whole, should carry out. This learning to do things together, to await their turn and to be patient with the slower members of the Six is excellent social training for Brownies.

Another important instinct to the fore at this age is the acquisitive instinct. This, as all innate modes of behaviour, is a valuable asset, if used aright, but may take undesirable forms, such as petty pilfering, if not given a legitimate outlet. Brownies, because of this instinct, will be excellent salvagers and collectors. They will be enthusiastic collectors of ship halfpennies or waste paper, and the wise Brown Owl will make this the basis of training in service. The main fact to be borne in mind is that some children of this age will have this instinct in such strong measure that they will, if given no opportunity for collecting something worth-while, still collect either useless rubbish or other people's property!

Their curiosity is strong in most of these children and their attention can be held by something new to look at or to hear. Again, if children with strong curiosity have nothing on which to exercise this power, they may develop prying habits. Curiosity is closely allied to awe and wonder and, because it is possessed by all Brownies in some degree, the love of Nature can be fostered, and the foundation of true worship of God encouraged.

Imagination is also important at this age. When a child enters Brownies she should already know when she is romancing and when she is recounting facts. A small child of two or three years may believe in her fancies but the Brownie, while delighting in fairy tales and in exciting exploits should be able to keep this distinction clear in her mind. Brown Owl will have to listen to many "embroidered" stories, but must, by pretending to enter into the joke, make the Brownies realise that she knows that it is an elaborated account. As Brown Owl gets to know her Brownies, she will be able to give much help in these matters, and will not be caught unawares as I once was by a small nephew, who burst into the room and said, "I saw an elephant in the Clapham Road." "And I saw a tiger at the foot of the garden," I replied. At this the boy turned and walked out scornfully. He had seen a travelling circus!

Mental growth is analogous to physical growth. The child's intelligence quotient is a constant ratio, so that each child has a mental age as well as a chronological age. Now here, there may be considerable variation between members of a Pack, some children being considerably deficient, even if high grade, should be in the normal range, while others are innately dull. No child, who is certainly defective, is often brought forward that these children Pack. The argument is often brought forward that these children do profit by being with brighter children and this is undoubtedly true, but the price paid seems to me too high. The effect on the other Brownies is often unfortunate. They tend to accept too low a standard or even more frequently, to play at games that are too childish for them. If there are some highly intelligent children in the Pack, the wrong done to them will be relatively greater. Another important point seems to me to be the need to satisfy the intellectual needs of the brightest children. Intelligence is a normal distribution, just as height or weight is. The average Intelligence Quotient is 100 and there are as many children, who are abnormally high as abnormally low. There are special schools and classes for the abnormally low children, but very few for children of Brownie age, who are just as abnormal but in the other direction. The Brownie Movement may do a special service to the nation by giving these children a supplementary education, which will satisfy their intellectual needs, and by encouraging them to make full use of their abilities. The Brownie Badge system seems to me to meet these special needs and therefore, a high standard should be demanded.

If emphasis is laid on the desirable character qualities, and if these bright children can be brought to realise that intelligence is a gift, for the right use of which they are responsible, such tendencies as being boastful or "uppish" can be checked. It serves no useful purpose to deny their ability. If a Brownie says, "I can do this quicker and better than any of the others," it is no use saying "Nonsense, the others are just as good as you are," if that is not the truth. Anyway, the Brownie, if well in advance of the others, will not believe you! A far better approach, it seems to me, is to admit frankly that this is so, and could she now help the new recruit, who seems to be in difficulty, or could she work for a stiff badge. There is normally something at which even the brightest Brownie is not very good, and using this, perhaps her lack of manual dexterity or her poor ear for music, may be a salutary check on an undesirable attitude. The Guider, by a wise selection of activities can arrange that other children get an opportunity to do better than that particular Brownie. But I still think a frank recognition of ability is always necessary. "Yes, Joan, you are good at it, aren't you? You must aim at being the first to win your Golden Hand. You will have to hurry up as Mary is working very hard for hers." If you can add, "She is much better than you at X," so much the better, but do not say it, unless it is a fact. If Joan is far and away the best at everything, just admit the fact and expect a high standard from her.

Then on the moral side, the Brownies have reached a certain degree of development. They know the difference between right and wrong. They will be interested in playing a game fairly. The strict keeping of the rules should be insisted on. "No marks this time for the Fairy Six, Pauline didn't keep her eyes shut." The Brownies will come to rely on Brown Owl's sense of justice and will base their standards on what they meet in the Pack. Self-control should be encouraged but children of this age will not have the power to resist temptations for more than a short period of time. If you do not want a certain thing touched, put it where the Brownies cannot touch it, after they have had time to have a good look. If the fascinating new doll that is going to the Children's Hospital is left within reach for a whole meeting, the self-control will almost certainly break down and someone will take it up. Therefore, do not try the children beyond their endurance.

The Brownie Guiders will find that getting to know the children and their characteristics will not only help to make the training profitable, but will in itself prove a fascinating study.

ORCADIAN BREAD

I NEVER saw my mother doing any baking except perhaps a few dropped scones. She had no need to do this work for my father was a baker by trade, and his perquisites included all the bread and fancies that he or his family could eat.

He had six sons, and he did not want any of them to follow his calling, but we used to help him in the bakehouse when we were young, and every one of us could mould a loaf of bread before we left school. Eventually he apprenticed one of the boys to the baking, and, as he was only two years older than I, this brother gave me a good insight into the trade by getting me to help him on Sunday mornings with the setting of the "quarter" and other operations in baking bread by hand in a country bakehouse somewhere in the Orkneys.

The only piece of machinery, called the "brake," was operated by hand. It was very like a mangle, but the rollers were of steel instead of wood, so that the finished bread could be correctly termed hand-made. There was a treadle attached to the fly-wheel of the brake, and one man could drive it as well as brake the dough passing through the rollers. The facetious might say that bread was partly made by foot, which was true, and truer still of biscuit-making, but I would like to describe the whole process of baking a loaf as it was done in my father's time up to the year nineteen fourteen.

The business was a wholesale one doing about five batches a week, each of two hundred and fifty loaves in winter, and in the summer months when the fishing season was on, about twenty batches per week in addition to fancies or sma' breid, and plain biscuit. The bread was sold to the local merchants, but every Monday and Wednesday a batch of bread was sent by boat to the town of Kirkwall where the owner of the business had a wholesale and retail grocery establishment as well.

To get the bread baked and sufficiently cooled for packing into boxes, the batch had to be out of the oven about six in the morning. The boat usually arrived at the pier about nine or ten, according to the tide.

My father made his own barm. This was made from malt, hops and flour. The hops, tied up in a muslin bag, were boiled in a large pot, and the resulting brew was poured, scalding hot, into a wooden keg. The malt was added to this liquid and flour stirred into it until it became a sticky mass that smelt exactly like hot home-brewed ale. The barm was allowed to cool before being used, and the longer it stood the more tartish tasted it became. It was rather good to the taste, like beer, with a slightly effervescent kick in it. It had very strong adhesive qualities, and we often got a spoonful or two to gum the edges of our paper kites. It also came in useful when the seams of the wooden steam-press opened with the heat and required pasting over with paper.

The "quarter" was made or set about eleven o'clock on Sunday morning. Enough barm (about a gallon) to do a batch of bread was mixed with flour and salt and warm water into a moist consistency. The mixture was maintained at an even temperature (about blood-heat) by the keg containing it being covered with sacks and placed in a recess under the oven door.

By three in the afternoon the quarter had risen to four times its original bulk. It was now emptied into a large wooden trough. More water, salt and flour were added until the trough was half full, the mixture again being kept very moist. This setting of the sponge was very hard work, and I felt sorry for Dave, the journeyman, and my brother when they began to drip with sweat. They could not very well wipe their brows, for their arms were covered with wet, sticky dough up to their elbows, so I often wiped the sweat away for them.

The sponge was allowed to stand until one-thirty or two o'clock on Monday morning. The doughing-in process now began, and this was a stiffer job in every sense of the word than setting the sponge. This time only flour was added to the sponge until the dough could be conveniently handled. It was now cut up into large lumps and brought to the table to be weighed and chafed. For a two-pound loaf, a piece of dough weighing two pounds one ounce was required. The loaf lost about one ounce weight in the firing process.

The chafing of the dough was done by the bakers taking a lump of dough in each hand, and by a kind of chafing, curling movement towards them on the flour-sprinkled table, the unshapely lumps were transformed into nicely rounded shapes like large snowballs. At this stage these were placed in wooden trays and stacked one above the other near the oven wall and covered with sacking to keep them warm. While they were warming there the sma' breid, such as cookies, soda-scones and muffins were made and put into the steam-press to rise before putting them in the oven.

This done, the chafed dough was put through the brake, which flattened each ball out into oblong shape measuring about sixteen by eight inches and an inch thick. The flat slabs of dough were brought once more to the table, the end folded to the middle and folded again. The four folds were now pressed together by the forefingers of the baker's, and now at last the loaf was moulded.

The loaves were now taking shape, and placed in greased, steel pans holding sixteen two-pound loaves each. A brush dipped in melted lard smeared the sides of every pair of loaves where they touched each other. This was done because the loaves were always delivered in pairs to the merchants. The pans of bread were now

put in the steam-press, when it had been emptied of the sma' breid, which had by this time been put in the oven.

The steam in the press was raised in a very effective but primitive way. In the bottom of the press was a large pot of clean water. Into this were put pieces of red-hot iron, and the airtight door was closed quickly to retain the hissing clouds of steam. Here the bread remained the best part of an hour until the bread rose to half its finished height.

The last and most important process of all was the firing of bread. It was a ticklish job in an oven which had as many moods as the stormy climate of the Orkney winters. With a north-easter blowing there was as much heat blew out through the oven door as remained inside, and with the wind in the opposite air, the heat was like to go up the chimney in spite of closed dampers.

The lighting inside the oven was even more primitive, but as effective, as the steam supply of the press. Briefly, it was a cruise or rush-lamp, which had melted lard for illuminant and a piece of sacking for a wick. This particular lamp, not unlike Aladdin's in shape, was over one hundred years old. It differed from the cruise by having a stand, whereas the former is usually made for hanging to a hook or beam.

Despite the simple devices and the dour oven, the bread was invariably good, and I liked the smell of the loaves as they came out of the oven and were laid upside down on the table and bunker-tops to cool. Before being turned out of the pans I often had the job of brushing the top crusts of the loaves with water to give them the familiar shiny finish. The cookies, or teacakes, were brushed over with a syrup made from brown sugar and water.

Eighteen hours had passed between setting the quarter and turning the finished bread out on the table. After they had cooled down, which did not take long in winter, I used to give a hand at packing them into strong wooden boxes and wheeling them down to the pier for shipment. This happened on stormy, rainy days, when, in the opinion of our parents, it was not fit weather to go to school, which was two and a half miles distant from the village.

I have referred to sacks being used for covering up the dough while it was rising. Those were of the jute variety. Sometimes the flour came in cotton bags which were not returnable, and many boys in the village were unaware that their shirts were made from this durable material. By boiling and bleaching these bags, the maker's name and trade mark could be eradicated; but one small boy became the butt of his companions' ridicule when he stripped for bathing. On the tail of his shirt the legend could be faintly seen: "Can't be beaten."

If the storms gave the bakers cause for worry, so did the fine weather. The sole water supply came from the village pump, which in summer had to supply a population increased from a hundred or so to some thousands. The pump was locked up and only opened one hour in the morning, and one in the evening, when every household and all business premises got their ration of water.

Eventually water was laid on to the bakehouse and fish-curing stations, as well as the piers, so that the fishergirls and fishermen came to the pump no more. The problem of hot water remained as before. A square metal tank above the furnace of the oven had to be filled by buckets each day by the bakers.

The Great War came, and that awful calamity brought one little piece of good to my father and Dave. At last they got a hot water supply in the shape of a German mine! Someone found a mine which had been made safe, and Willie o' the Smiddy, who was a very clever tradesman, rigged up the case of the mine as a boiler.

As Willie himself said, "It's an ill war that blows nobody good."

T. McLACHLAN.



LONE NOTICE BOARD

Will any Lone Guider who has a Training Letter please send it at once to Mrs. M. E. Coningham, Heath House, Fleet, Hants?

Mosses are available all the year round, and are fascinating. They are descendants of the primitive seaweeds, yet have so adapted themselves as to be able to grow even on dry stone. Their very smallness is part of their fascination. To look at "Pixie Cups" with a magnifying glass is delightful. There are some, too, that might be called "Pixie Caps," for they have little pointed papery caps over the seed vessel before the fruits are ripe, and the cap comes off to let them go.

(Continued on page 12)

BEHIND THE SCENES AT HEADQUARTERS

I HAVE been asked by the County Commissioners Conference to tell you what I told them at the County Commissioners Conference about Headquarters, and how we are getting on under war conditions. The work goes on in spite of many changes in the staff owing to the call-up. We have lost nearly 100 of those members in the W.R.N.S., W.A.A.F., A.T.S., Civil Nursing Reserve, Land Army, War Nurseries, Industry, Women Police, Postwomen, etc., and used to remember them all. Instead of a staff of 125, of whom 12 used to be under 17, we now have 100 consisting of 37 under 18, 21 over call-up age, 12 physically exempt, and 11 exempt indefinitely reserved. Alas one or two very valued senior members of the staff, just as many of you have had to do. The work has decreased, but we shall probably think of books, etc., of the Board of Trade regu-

You would probably think that as you cannot get all you would like in the way of uniform, books, etc., the work has decreased. This is not the case. Purchase tax, coupons, Board of Trade regulations, paper quotas, etc., give the Equipment Department a busy life! Letters too have increased by 20,000 this year, and customers in the shop by \$5,000.

I think you may like to know a few details:—
 quarters, and your Guides would be interested too:—
 Approximately 500 letters are received, and 350, excluding
 circular letters, and 400 parcels are despatched daily.
 520 customers are served daily, and an additional 600 on Saturday
 mornings. 200 and 20 banking accounts are dealt with by the

\$5,000 personal and 20 banking accounts are dealt with by the Finance Department.

1,000 letters and queries are dealt with by the Reference Department daily, and they look after a million filed letters which need over 196,000 index cards.

It takes over 300,000 index cards to keep records of warrants for Commissioners and Guiders, and 85,000 registration forms for Companies; these have to be kept up to date by the Registrations Department.

The Telephone Room deals with approximately 200 incoming and 190 outgoing calls daily.

130 outgoing calls daily.
If you come to lunch at Headquarters, you will be one of the 100-120 members of the Movement served each day.
THE GUIDE Office wraps up by hand and sends off over 1,500 copies each Thursday.

The Extension Department has increased its sales by 50 per cent. and now deals with 800 per cent. more special orders. The work of the Overseas Department is very varied. It includes

The work of the Overseas Department is very varied. It includes corresponding with Guide Associations throughout the Empire, and Foreign Guides in Great Britain, welcoming visitors to I.H.Q. from all over the world, making arrangements for Overseas Circle and National Days parties, sorting and distributing the many welcome gifts of clothing sent from overseas.

The Publications Department has brought out 50,000 copies of P.O.R., 30,000 Health Handbooks, 4,000 Annual Reports, 10,000 Training and Testing for H.E.S., 13,000 Charts, 28,000 Leaflets and 100,000 Ranger Certificates, 25,000 calendars and cards, and revised 10 books and leaflets totalling 35,000 copies.

to books and tapes. I could tell you more, but perhaps this may give you a picture of some of the work which keeps us busy. Please do not think we are slack if your letter does not get a reply by return; it may be that you have written on a Friday, and that means that we do not get your letter till Monday as we do not have a post on Saturday mornings; or perhaps you have set us a problem, and we need to consult some Committee or look up records to find the answer, and in these days we cannot send an acknowledgment pending an answer. You can help us by being sure you give your address and name! You would be surprised how many letters come unsigned or with no address, and it takes a long time to trace the writer, though we are not often defeated! A pin to hold

G.I.S. (B) FUND DONATIONS

I am enclosing £ : s.

District
Company
Pack (Title as Registered)
NAME
(Mrs. or Miss)
ADDRESS
.....
.....
.....

Donations should be sent to

ENGLAND	SCOTLAND
G.I.S. (B.) Fund Sec., The Girl Guides Association, 17-19, Buckingham Palace Road, London, S.W. 1	The Secretary, Scottish Girl Guide H.Q., 16, Coates Crescent, Edinburgh, 3.

Cheques and P.O.s should be crossed and made payable to The Girl Guides Association.

Girl Guides
Scottish Headquarters.

It is important that the

the coupons, stamps or postal orders saves time and helps when opening 300-400 letters. Each letter containing money or coupons has to be checked twice, and often several more times if the money or coupons are loose—coupons are tiresomely small and slippery!

May I remind you that we cannot deal with orders for registers unless they are sent to us by Badge Secretaries.

A lot of time would be saved if you would quote the invoice number or date of order, and if possible, the name of customer ordering goods when returning goods or making enquiries regarding orders not received.

With a few exceptions, most of the members of the Staff are active aides, Rangers, Guiders or Commissioners, so we can appreciate something of the work which lies behind the many and varied bits of news which reach us daily in our offices. In this way we get an inspiring picture of Guiding throughout the Empire which makes us the more anxious to serve the Movement to the best of our ability. We want to help in every way we can, and we hope you will not stop writing to us. We will always answer as soon as possible.

A very good piece of news is the result of the Census, which shows an increase of 103,175 in numbers. Let's beat that in 1944.

We are ready and we feel sure you are.
best wishes for 1944 from us all.

With very best wishes for 1944 from us all.

H. K. ANDERDON,
General Secretary.

LONE NOTICE BOARD—(Continued from page 11)

Nearly all mosses have their fruits in a tiny receptacle with a little lid.

All mosses have leaves and some slender stems. From Mr. Richard Morse we learn that they can be divided into two main groups, and one of these subdivided again into two.

Group 1. Bog Moss, or Sphagnum. Only in very wet places. When you find them with little growths like dark-headed pins, these are the fruits. Bog mosses have no roots and sometimes very long stems. These decay at the base and gradually (with other plants) form peat. They absorb water like sponges (due to dead and empty cells among the living ones), and it is this that makes them valuable in surgery.

(a) Fruits at top of stem, so these grow no longer after fruiting. Common Hair Moss is an example—thick cushions in wet woods and other damp places. Long, narrow leaves in groups of two or three on the stem.

(b) Fruits from sides of stems. The tips have terminal buds and so can go on growing, and the plants tend to be low and trailing, and struggle in time. Known, too, as "feather" mosses, as they recall fern frond or feathers. The Rough-Stalked Feather Moss is one of the commonest of mosses. It is to be found on moist banks, tree trunks, damp stones, etc., and it produces fruits in quantity in winter and early spring.

To change the subject—do you know that two kinds of Robin occur in Britain? Our own resident (and some of these go away in autumn to return in summer) and the Continental Robin. The latter passes along our shores in its migration from farther north to its winter haunts, even as far as the Sahara. It is "paler, has a yellow breast and less brown on the flanks."

G.I.S. (B) FUND DONATION FORM

I am enclosing £ : s. d. from myself and my District

District _____
 Company _____
 Pack _____
 NAME _____ (Title as Registered)
 (Mrs. or Miss)
 ADDRESS _____

Donations should be sent to
ENGLAND

G.I.S. (B.) Fund Sec.,
The Girl Guides Association,
17-19, Buckingham Palace Road,
London, S.W. 1

SCOTLAND

The Secretary,
Scottish Girl Guide H.Q.
16, Coates Crescent,
Edinburgh, 3.

ULSTER

The Secretary,
Ulster H.Q.,
Upper Arthur Street,
Belfast.

WALE

Miss E. C. Pryce,
Croesffordd,
St. Asaph,
Flintshire

Cheques and P.O.s should be crossed and made payable to :
The Girl Guides Association.

It is important that this form should be made out accordingly, either to sender or District/Company/Pack mentioned.

Can you answer these questions about our British Robin? If not, go out and find the answers from the Robin himself. In any case, you had better, perhaps, check them, especially No. 3. Christmas-card Robins are sometimes wrong on this point.

1. What colour is underneath?

2. What colour are the legs? Draw one.

3. Where does the red begin and end?

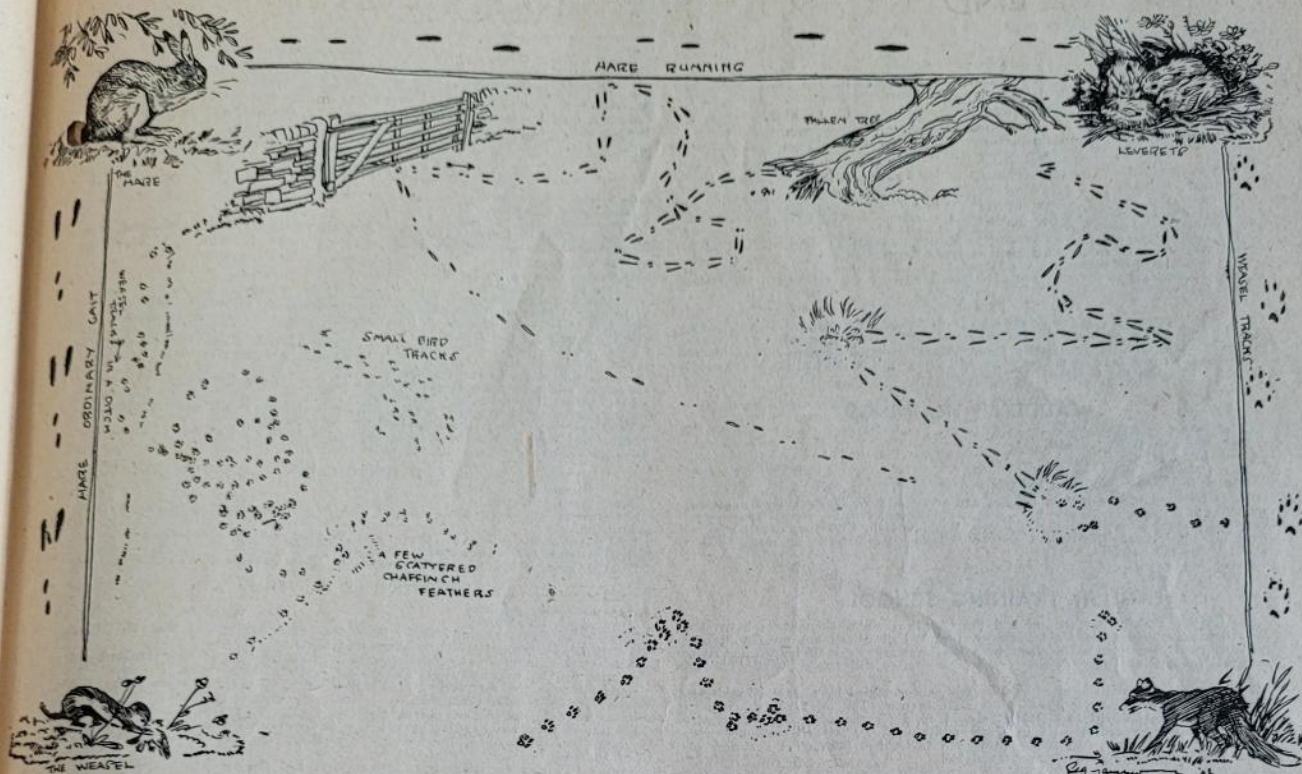
4. Is there a "close" season in the singing of robins?

5. If so, when?
6. What difference

is there between the
cock and the hen?

7. Describe a young robin. H. D. F.

WHAT HAPPENED HERE?



A TRACK TALE BY THE RIVERSIDE—SOLUTION TO No. 5

Two otters have come down the river bank. One entered the water, secured a fish, and landed upon a rock to eat it, leaving remains of its feast. Rejoining its mate, they played their favourite game of sliding down a steep slope and plunging into the pool below; finally, swimming away downstream, or upstream, leaving no track of their going.

On the opposite bank a watervole and a moorhen came ashore and wandered aimlessly about, while our old friend the fox was slinking along on the look-out for any careless victim. He paused to listen

and test the air several times, decided that moorhen was on his menu for the night, and stalked her. But he sprang too late, and the moorhen fluttered down on to the water, and the watervole took a quick header, entering the water with a slight "plop," leaving Reynard to continue his way unsatisfied.

CENSUS-1943

On page 6 you will find the latest census figures for Great Britain and Ulster, which show an increase of 103,185 since the last census of 1941. From all quarters come encouraging accounts of Guiding throughout the Empire, but we regret it has not been found possible to draw up a complete census since the beginning of the war.

[EDITOR'S NOTE.—The author and artist who has contributed this series is Mr. Reginald Gammon, a Scout Farmer in North Wales. The solution to this picture, the last of the series, will appear in the February GUIDER.]

WHERE TO TRAIN

FOXLEASE TRAINING WEEKS

- | | |
|--|--|
| Jan. 7th-14th—C.C.A.s. | June 23rd-30th—Brownie and Guide (Pre-Warrant). |
| Jan. 18th-25th—Guide and Brownie (Intermediate). | July 4th-11th—Brownie and Guide (Advanced). |
| Jan. 28th-Feb. 4th—Brownie, Guide and Ranger (Pre-Warrant). | July 14th-21st—Guide and Ranger (Intermediate). |
| Feb. 4th-28th—Spring Cleaning. | July 25th-1st August—Students. |
| Feb. 28th-Mar. 7th—Guide (Advanced). | August 4th-15th—Guide and Ranger (Intermediate). |
| Mar. 10th-14th—London Commissioners (week-end). | August 18th-25th—Instructors (England). |
| Mar. 17th-24th—Ranger and Guide (Intermediate). | August 20th-Sept. 5th—Guide (Advanced). |
| Mar. 28th-April 4th—Brownie (Advanced). | Sept. 8th-15th—Woodcraft. |
| April 6th-17th (Easter)—Brownie, Guide and Ranger (Pre-Warrant). | Sept. 19th-26th—Guide and Ranger (to be classified later). |
| April 21st-25th—Woodcraft (week-end). | Sept. 29th-Oct. 3rd—First Class week-end. |
| April 28th-May 5th—Music and Drama. | Oct. 6th-13th—Brownie and Guide (Pre-Warrant). |
| May 9th-16th—Brownie and Guide (Intermediate). | Oct. 17th-24th—Guide (Intermediate). |
| May 19th-23rd—Guide (Advanced) week-end. | Oct. 27th-Nov. 3rd—Ranger (Intermediate). |
| May 26th-June 2nd (Whitsun)—Guide and Ranger (Intermediate). | Nov. 7th-14th—Commissioners. |
| June 6th-13th—English Commissioners. | Nov. 17th-24th—Commissioners and Ranger (Pre-Warrant). |
| June 16th-20th—Ranger (Advanced) week-end. | Nov. 28th-Dec. 5th—Brownie and Guide (to be classified later). |
| | Dec. 22nd-28th—Christmas Party. |

For particulars regarding Free Places, Railway Grants, Fees, etc., please see THE GUIDER for January, 1943.

All applications should be made to the Secretary, Foxlease, Lyndhurst, Hants, and must be accompanied by a deposit of 6s. which will be returned if withdrawal is made two full weeks before the date of the course. It would be appreciated if Guiders would enclose a stamped addressed envelope with their applications.

An experiment is to be tried out during the year and for the first time the trainings are to be graded. As this will make it more difficult for Guiders to fit in training with their free time the dates for the whole year are published now, and any week may be applied for as soon as a Guider is fairly certain she will be able to attend.

The grading is arranged as follows, and Guiders are asked to help the experiment by applying only for those weeks for which they are qualified.

Pre-Warrant—for any Guider who has not got her warrant and who will not have finished the tests by the date of the week.

Intermediate—for Guiders who are warranted, but will not have held their warrants for more than two years by the date of the week.

Advanced—for Guiders who have held warrants for more than two years.

Attention is drawn to two courses of ten days, from April 6th-17th and from August 4th-15th. Guiders will be put on the waiting list until a fortnight before the date if they are unable to stay for the whole course.

This experimental year will mean that Guiders wishing to spend holidays at Foxlease will not be able to be fitted in. This may seem rather a formidable programme ahead of Foxlease but Guiders who have been there lately will realise the difficulty of training when people of every stage are in one week together. Please come to a

[January, 1944

THE GUIDER

week of your grade if you can, and give your criticisms afterwards. Commissioners are reminded that there will still be five free places each week, and are asked to encourage their more experienced Guiders to come to the advanced training weeks which will not be in any way alarming.

FEES (Except for Christmas Party)		
Weekly	£ s. d.	Week-ends (per day)
Single room	2 10 0	1 0 0
Double room	3 0 0	1 0 0
Shared room	1 10 0	0 0 0

For Easter and August Bank Holiday 10-day Trainings

	£ s. d.
Single room	4 0 0
Double room	5 0 0
Shared room	2 10 0

Counts on Railway Fares.

Where a Guider finds difficulty in attending a training week at Foxlease on account of train fare, the following reductions may be obtained:—
For return fare exceeding £3 a grant of 3s. will be made.
For return fare exceeding £2 a grant of 2s. will be made.
For return fare exceeding £1 a grant of 1s. will be made.
The application for rebate should be made through the Guider's Commissioner direct to Foxlease.

Free Places.

Five free places are available for each training week at Foxlease. Applications should be made through the County Secretary. If a Commissioner feels a Guider would benefit more from a Pre-Warrant training week, a note should be made through the Guider's Commissioner to this effect with the Guider's application will be accepted.

WADDOW TRAININGS

April 26th-May 2nd—Guide.
May 26th-30th (Wh.)—Guide.
June 16th-22nd—Guide and Ranger.
July 14th-20th—Guide and Brownie.
August 13th-20th—Guide and Brownie.
These trainings will be held in the hut and grounds at Waddow. All other arrangements as in a camp, sleeping in tents, etc. Applications, with 3s. deposit and stamped envelope, should be made to the Secretary, Waddow Hall, Clitheroe, Lancs, who will send full particulars. The deposit will be refunded if withdrawal is made two full weeks before the trainings.
Fee 3s. 6d. per day.

ENGLISH TRAINING SCHOOL

The English Training Department and the County Training Committees have made the following arrangements for the Easter Term. Full details are not in all cases available yet. They can be obtained from the secretary for each branch for course beginning in January; more details of the later courses will appear in next month's issue.

Requests for application forms should be sent, accompanied by a stamped addressed envelope, to the secretary responsible for each branch. The fee for each course is 2s. unless otherwise stated and Guiders should enrol for the whole course. Guiders are particularly requested to send in their applications at least one week before the beginning of each course. All courses are open to Guiders from other counties, who will be welcomed if there are places available.

I.—LONDON AND HOME COUNTIES

Ranger Guiders, Course 4—Mondays, January 31st-March 6th (six weeks), at Headquarters.
Guide Guiders, Course 10—Tuesdays, February 1st-March 21st. Pre-warranted at a hall in North London.
Guide Guiders, Course 11—Wednesdays, February 2nd-March 22nd. First class at a hall near Baker Street, W.1.
Guide Guiders, Course 12—Thursdays, February 3rd-March 23rd. Warranted at Fox Schools, Church Street, Notting Hill Gate.
Commissioners, Course 3—Thursdays, February 24th-March 30th (six weeks), at Headquarters.
Brownie Guiders, Course 6—Thursdays, February 3rd-March 23rd. Pre-warranted at Fox Schools, Church Street, Notting Hill Gate.
Brownie Guiders, Course 7—Fridays, February 4th-March 24th. Warranted at Headquarters.
All courses from 7-9 p.m.
Secretary: Miss Peake, London Room, Girl Guide Headquarters, 17-19, Buckingham Palace Road, S.W.1.

II.—SURREY E.

Guide Guiders, Course 2—Thursdays, January 18th-March 2nd, from 7-9 p.m., at Croydon High School for Girls, Wellesley Road, Croydon. For Guiders of less than two years' experience. Applications to be in by January 12th.
Secretary: Miss J. Jordan, Saxby, Witherby Close, Croydon.

III.—SURREY N.

General, Course 1—Thursdays, February 10th-March 30th, at Sutton from 7-9 p.m.
Secretary: Miss Farrington, 45, Cheam Road, Sutton.

IV.—MIDDLESEX

Guide Guiders, Course 1—Fridays, January 14th-March 3rd, from 7-9 p.m., at North Harringay School, Falkland Road, Harringay, for Un-warranted Guiders.
Guide Guiders, Course 2—Thursdays, January 18th-March 2nd, from 7-9 p.m., at Arton Grove School, Wilmer Way, N.11, for Warranted Guiders.
Secretary: Miss E. Cook, 100, Stanley Road, N.11.

V.—HERTFORDSHIRE. General Trainings, from 7-9 p.m.

Course 1—Tuesdays, February 1st-March 21st, at St. Albans. Secretary: Miss C. Dyson, 12, Lytton Gardens, Welwyn Garden City, Herts.
Course 2—Wednesdays, February 2nd-March 22nd, at Barnet. Secretary: Mrs. H. Stevens, 87, Fitzjohn's Avenue, Barnet, Herts.
Course 3—Thursdays, February 3rd-March 23rd, at Watford. Secretary: Miss E. Hyatt, 17, Links Way, Croxley Green, Herts.

VI.—DERBYSHIRE.—General Trainings.

Course 1—Mondays, February 7th-March 27th, at Buxton.
Course 2—Tuesdays, February 8th-March 28th, at Matlock.
Course 3—Wednesdays, February 9th-March 29th, at Chesterfield.
Course 4—Thursdays, February 3rd-March 23rd, at Derby.
Course 5—Fridays, February 4th-March 24th, at Heanor.

VII.—YORKSHIRE, W.R. SOUTH.—Details not yet available.

Secretary: English Training School Secretary (Yorkshire, West Riding South Branch), c/o, Miss Carr, 26, Chestnut Avenue, Skellow, Doncaster.

VIII.—S.E. LANC.

Guide Guiders, Course 1—Wednesdays, February 2nd-March 22nd, for Warranted Guiders.
Guide Guiders, Course 2—Fridays, February 4th-March 24th, for Un-warranted Guiders.
Brownie Guiders, Course 2—Thursdays, February 3rd-March 23rd, for Un-warranted Guiders.
Ranger Guiders, Course 1—Thursdays, February 3rd-March 23rd.
Commissioners, Course 1—Fridays, February 4th-March 24th.
Secretary: Miss N. Bentley, 112, Burton Road, Withington, Manchester, 26.
Numbers limited to 40 for each course. Fee 2s. 6d. Times: 6.45-8.45 p.m.
IX.—S.W. LANC.
Brownie Guiders, Course 1—Tuesdays, February 8th-March 28th, for Warranted Guiders.
Owls. Numbers limited to 40.
Secretary: Miss Moorhouse, 15, Buckingham Road, Liverpool, 13.

WELSH TRAINING

Place—Shrewsbury School.
Dates—April 12th-18th.
Approximate numbers—200.
Inquiries—Through Counties, OR to The Secretary, Mrs. Grenville Edwards, Kays-holme, Roman Road, Shrewsbury.

Sections will include:—

- (1) Ranger Guiders (in three sections).
 - (2) Brownie Guiders.
 - (3) Guide Guiders (in two sections): (a) Unwarranted; (b) Warranted. (International representatives will be invited.)
 - (4) A Guiders' Training Camp.
 - (5) Commissioners in all Sections.
- Representatives from other voluntary organisations and Youth Organisers will be invited to join the Ranger group. It is hoped that a number of Welsh Directors of Education will also visit the Training.
- Speakers will include Sir Arnold McNair and J. J. Wolfenden, Esq.
- Applications. From January 1st—February 28th, on a County Quota (signature of County Commissioner needed). Waiting list open at once to all Guiders, in the order of their application forms being received by the Secretary.
- Please Note.—At least the first 50 names on the waiting list may feel confident of a place (provided all are not for the same section).

TRAINING CAMP

Place—Shrewsbury School.
Dates—April 12th-18th.
For Guiders who have never camped and others requiring experience for Licence and ribbon.
Note.—(1) County quota as above; (2) Waiting list open, application to Mrs. Michael, Glyrh, 837, Gower Road, Swansea.
Testing Camps will follow at Whitsuntide in areas throughout Wales. Details later.

EXHIBITION OF HANDCRAFT

Place—Shrewsbury School.
Dates—April 12th-18th.
Open to all Companies and Packs in Wales. First inquiries to Miss Kay, Gorsty, Hyssington. (A secretary will be announced later.)
A selection Committee will consider entries, which must be of high standard, and a certificate will be awarded to each Company or Pack whose work is shown.
Handcraft may be the work of individuals or of Patrols, Brownie Packs, Guide, Ranger, and Extension Companies.
Note.—Records, log books, charts, Brownie handcraft, Second Class useful article, woodcraft or camping exhibits, proficiency badge work, Welsh folk craft, such as weaving, pottery, carving, iron work, or quilting, are suggestions of the type of thing to send.
Each entry must be labelled for safe return, and the age of craftsman should be added.

OVERSEAS GUIDING

The training for Commissioners, Guiders, Cadets and Rangers, the purpose of which will be to promote the further knowledge and understanding of Empire conditions and their relation to Guiding will now be held at Imperial Headquarters from 21st to 24th April, 1944. Every effort will be made to find accommodation for those wishing to attend but where possible all arrangements should be made by the applicants. All enquiries should be made to the Overseas Secretary, The Girl Guides Association, 17-19, Buckingham Palace Road, London, S.W.1. Applications should be accompanied by the Commissioner's permission.

OVERSEAS CIRCLE

On Sunday, January 16th, at Girl Guide Headquarters, The Right Hon. Viscount Bennett, P.C., K.C., formerly Prime Minister of Canada, 1930-35, will speak on Canada and show a film. 2.30 to 4.30.
A certain number of places will be available to non-members, and will be allotted in order of application, which should be made as soon as possible to the Overseas Secretary, Imperial Headquarters, 17-19, Buckingham Palace Road, S.W.1, enclosing a stamped and addressed envelope and 6d. in stamps for tea. (This will be returned if place is not available.) (Sugar and milk cannot be provided, so bring your own if you take them in your tea!) Circle members will receive the usual notification later.

The following lunch hour meetings have been arranged:—
Thursday, January 27th.—Speaker, Lady Read on Assam.
Thursday, February 24th.—Speaker, Lady Davson on the British West Indies.
Thursday, March 23rd.—Miss Alderdice on Newfoundland (subject to alteration).
The Council Chamber will be open for the use of members from 12.45 to 2 p.m. The speakers will speak at 1.15 p.m.
Hot drinks (price 3d.) will be provided but members are asked to bring their own sandwiches.
Visitors will be welcomed.

GENERAL

LECTURES FOR YOUTH LEADERS

Under the auspices of the Youth Group of the London Council of Social Service a series of lectures will be held at the Mary Ward Settlement, Tavistock Place, W.C.1, on Wednesday afternoons at 2 p.m., commencing February 2nd, 1944.
Six lectures on the Christian Faith, arranged by the Youth Department of the British Council of Churches, will be given by the Rev. G. Lloyd Phelps (General Secretary, Christian Auxiliary Movement) followed by two lectures on the Relation between Christianity and Judaism by the Rev. W. W. Simpson (secretary, Youth Council on Jewish Christian Relations).
Further particulars and application forms may be obtained from the offices of the Youth Organisations, or the London Council of Social Service, 7, Bayley Street, London, W.C.1, or from the Youth Secretary, British Council of Churches, 56, Bloomsbury Street, London, W.C.1, to whom they should be returned with a fee of 6s. 6d. before January 17th, 1944.

THE GUIDER



Articles and Reports, Photographs and Drawings for insertion in "The Guider," Letters to the Editor and Books for Review, should be sent, if possible, by the 10th of the previous month to the Editor, Girl Guide Imperial Headquarters, 17-19, Buckingham Palace Road, London, S.W.1.

MSs, photographs and drawings cannot be returned unless a stamped addressed envelope is enclosed. No responsibility can be accepted by the

Editor in regard to contributions submitted, but every effort is made to ensure their safe return should the necessary postage be enclosed.

Subscriptions to be sent in to The Secretary, Girl Guide Imperial Headquarters, 17-19, Buckingham Palace Road, London, S.W.1.

"The Guider" is sent direct by post from Imperial Headquarters to any part of the United Kingdom at the rate of 6d. per month (which includes postage). Post free for a year 5s. Foreign and Colonial, 6s. post free.

HEADQUARTERS NOTICES

MEETING OF THE COMMITTEE OF THE COUNCIL

8th DECEMBER, 1943

RESIGNATION OF THE CHIEF COMMISSIONER FOR WALES

Miss Ward's resignation as Chief Commissioner for Wales was received with great regret. The Committee expressed their appreciation of her work for Wales and her help on the Executive Committee of the Council.

APPOINTMENT OF CHIEF COMMISSIONER FOR WALES

Miss I. H. Kay's appointment as Chief Commissioner for Wales was ratified.

RE-APPOINTMENT OF ASSISTANT INTERNATIONAL COMMISSIONER

Miss Tennant was re-appointed as Assistant International Commissioner for a further year.

APPOINTMENT OF ASSISTANT COMMISSIONER FOR RANGERS FOR ENGLAND

The appointment of Miss Walmisley as Assistant Commissioner for Rangers for England was ratified.

RE-APPOINTMENT OF ASSISTANT COMMISSIONER FOR CAMPING FOR ENGLAND

The re-appointment of Miss I. Usher as Assistant Commissioner for Camping for England was ratified.

APPOINTMENT OF COMMISSIONER FOR TRAINING FOR WALES

The appointment of Lady Merthyr as Commissioner for Training for Wales was ratified.

CONFERENCE ON EDUCATION

A report of the Conference held on December 2nd was considered, and it was agreed that the following resolution passed by the Conference be forwarded to the Board of Education:—

1. "THAT this Conference supports wholeheartedly the Government's proposals for raising the school-leaving age, the widening of the school curriculum, and for continued education. It urges that these reforms be implemented as soon as may be possible and that the selection and training of the necessary number of teachers should proceed with the utmost speed.

2. "THAT the Guide Movement is anxious to continue to play its full part in the Service of Youth by promoting a training in citizenship through the leisure-time activities of girls between the ages of 7-21."

STANDING CONFERENCE OF NATIONAL JUVENILE ORGANISATIONS

The revised constitution of the Standing Conference of National Juvenile Organisations and the Report on Juvenile Delinquency were both approved.

FIRST-CLASS BADGE

It was decided that Commissioners who hold the First Class Badge may wear their metal badge when in an overall.

COUNTY RANGER ADVISERS CONFERENCE

A discussion took place as a result of the report of the Ranger Conference held at Wolverhampton and it was agreed to circularise all Counties with a Questionnaire on certain points raised by the Conference.

AWARDS

HEADQUARTERS INSTRUCTOR CERTIFICATE

Extension—Miss M. Williams, N.E. Lancs.
Sea Rangers—Additional subject—International Code and Burgees—Miss V. Moore, Berkshire.

LIFESAVING

Gilt Cross

Guide Margaret Humphreys, age 11, 2nd Crouch Hill Company, Middlesex.
Margaret went to Richmond for the day with her mother, brothers and sisters. One of her sisters, a Brownie, aged seven, fell in the river and Margaret went in after her and brought her back in a very exhausted condition as she was going down for the third time. The water was about 6 ft. deep, and although Margaret cannot swim she managed to reach her sister about two yards from the bank.

GOOD SERVICE

Medal of Merit

Miss Mayzie Constable, County Secretary, West Lothian.
Mrs. Priestley, former Division Commissioner for High Wycombe, Buckinghamshire.
Miss Bessie Williams, District Commissioner, Milford Haven, Pembrokeshire.

FORTITUDE

Badge of Fortitude

Miss Cloughton, Captain 1st Yorkshire North Riding Lone Rangers.
Patrol Leader Honor Blamire, 4th Windermere Company, Westmorland.
Guide Evelyn Johnson, 2nd Brockley Hill Company, Middlesex.

NOTICES

The Catholic Advisory Council has received with regret the resignation of Miss Tyrwhitt as Honorary Secretary, and has appointed Miss Bonser, 18, Beatrice Court, Empire Way, Wembley Park, Middlesex, to whom all correspondence should be addressed.

COMPETITION FOR THE CHIEF'S VIOLIN

The violin becomes due for competition next July, upon the following terms:—
It shall be awarded to the applicant who shall have passed the Grade V (higher) examination of the Associated Board of the Royal Schools of Music or any of their more advanced examinations since July, 1935, or shall pass the same at the forthcoming examinations, June 22nd to July 11th, and who shall then satisfy the Violin Committee both as to her music and as to her qualifications as a Guide. Applications to be addressed to Mrs. Anthony Jeffreys, Girl Guide Headquarters.
(For full particulars of the Examinations apply The Associated Board of Royal Schools of Music, 16, Bedford Square, London, W.C.)

Appointments and Resignations

Approved by the Executive Committee, December, 1943.

ENGLAND

BRISTOL

RESIGNATIONS

ASSISTANT COUNTY COMMISSIONER.—Miss D. Wethered.

EXTENSION SECRETARY.—Miss Joan Round.
LONE SECRETARY.—Miss Bertha Fisher.
BRISTOL CENTRAL No. 1.—Dist. C., Mrs. Heath Elliott.

CAMBRIDGESHIRE

COUNTY BADGE SECRETARY.—Miss Goode, 97, Barton Road, Cambridge.
NORTH-WEST CAMBRIDGE.—Dist. C., Mrs. Deas, The End House, Lady Margaret Road, Cambridge.
SHELFORD.—Dist. C., Mrs. Williams, Southernwood, Great Shelford.

RESIGNATIONS

NORTH-WEST CAMBRIDGE.—Dist. C., Miss Gaskell.
SHELFORD.—Dist. C., Mrs. Drake.

CUMBERLAND

MID CUMBERLAND.—Div. C., Mrs. Salkeld, Holme Hill, Dalston. (Transferred from Temporary.)

RESIGNATION

MID CUMBERLAND.—Div. C., Mrs. Hugh Simpson.

DORSET

SOUTH-WEST DORSET (new Division containing the Districts of Bridport, Charmouth and Lyme Regis (Transferred from West Dorset Division)).—Div. C., Lady North, Netherbury House, nr. Beaminster.

RESIGNATION

WEYMOUTH.—Dist. C., Miss D. Stephen.

DURHAM

THE RAINTONS.—Dist. C., Mrs. Hamlyn, The Grey House, Durham.

RESIGNATIONS

COUNTY BADGE SECRETARY.—Mrs. Todd.
BLAYDON.—Div. C., Mrs. Thompson. (Called to Higher Service.)
CHESTER-LE-STREET, EAST.—Dist. C., Mrs. Morris.
EAGLESCLIFFE.—Dist. C., Mrs. Brown.
GATESHEAD No. 6.—Dist. C., Mrs. Appleyard.
THORNABY-ON-TEES.—Dist. C., Mrs. Brown.

GLOUCESTERSHIRE

RESIGNATION

ASSISTANT COUNTY SECRETARY (FINANCE).—Miss P. Bulley.

HAMPSHIRE

RESIGNATION

PORTSMOUTH CENTRAL.—Dist. C., Miss N. Coish.

HEREFORDSHIRE

RESIGNATION

ROSS.—Dist. C., Mrs. Burn

KENT

RESIGNATIONS

EAST WICKHAM AND WELLING.—Dist. C., Mrs. Rex.
MAILING.—Dist. C., Miss C. Nevill.

LANCASHIRE, NORTH-EAST

NELSON.—Div. C. (Temp.), Mrs. Haworth, J.P., Edgefield, Nelson.
NELSON.—Asst. Div. C. (Temp.), Mrs. Cornes, Thornleigh, Reedyford, Nelson.

THE GUIDER

[January, 1944]

LANCASHIRE, NORTH-WEST
COUNTY COMMISSIONER.—Mrs. Percy Birley, C.B.E., J.P., Wrea Green, nr. Preston.
RESIGNATION
COUNTY COMMISSIONER.—Miss Bardley.

LANCASHIRE, SOUTH-EAST
ASHTON DIVISION has been reorganised to contain only three Districts as follows:—
ASHTON CENTRAL AND WEST have amalgamated as ASHTON.—Dist. C., Miss N. Williamson, 40, Alexandra Road, Ashton-under-Lyne.
DUKINFIELD has taken in AUDINSHAW.—Dist. C., Miss I. G. Marsden, 60, Guide Lane, Audinshaw, Manchester.
STALYBRIDGE.—Dist. C., Miss D. Buckley, "3, Acres Lane, Stalybridge.

RESIGNATIONS
EVLANS.—Div. C., Miss E. Ollerenshaw.
FARNWORTH, NORTH DISTRICT has been disbanded.
LIVERPOOL, NORTH No. 8.—Dist. C. (Temp.), Miss E. Muskett, 40, Thurston Road, Anfield, Liverpool, 4.
SCHOOLS (new District in North-West Liverpool Division).—Dist. C., Miss J. Forrester, Redcot, Warren Road, Blundellands, Liverpool, 20.

NORFOLK
CLACKCLOSE.—Dist. C., Mrs. Pallister, Watlington Rectory, King's Lynn.

SOUTH-WEST NORFOLK—Div. C., The Duchess of Grafton. (Called to Higher Service.)

NORTHUMBERLAND
TYNEMOUTH.—Div. C. (Temp.) Mrs. Douglas, St. Augustine's Vicarage, North Shields.
BEDLINGTON.—Dist. C., Miss M. Henderson, 51, Marlborough Avenue, Gosforth, Newcastle-on-Tyne, 3.
BLUTH.—Dist. C., Mrs. Ashby, 7, Broadway, Blyth.

RESIGNATIONS
COUNTY BADGE SECRETARY.—Mrs. Forbes Watson.
BELFORD DISTRICT has been disbanded.
BLUTH.—Dist. C., Miss E. Mitchell.
CASTLE WARD DISTRICT has been disbanded.

NOTTINGHAMSHIRE
RESIGNATIONS
CARLTON.—Dist. C., Mrs. W. T. Summers.
RIDDINGTON.—Dist. C., Mrs. A. B. Bell.

SHROPSHIRE
RESIGNATION
OSWESTRY RURAL DISTRICT has been disbanded.

SOMERSET
WELLS.—Div. C., Mrs. Lach-Szytma, Alford Rectory, Castle Cary.
RESIGNATIONS
WELLS.—Div. C., Mrs. W. H. Bond.
WINCANTON.—Dist. C., Miss B. Williams.

EAST SURREY
CENTRAL CROYDON.—Dist. C., Miss R. E. Miller, 50, Dingwall Road, Croydon.
SOUTH CROYDON.—Dist. C., Miss Mantle, 13, Birdhurst Rise, South Croydon.

RESIGNATIONS
CENTRAL CROYDON.—Dist. C., Miss D. M. Tuttle.
CENTRAL CROYDON.—Dist. C. (Temp.), Miss Ashby. (Called to Higher Service.)

NORTH SURREY
ASSISTANT EXTENSION SECRETARY.—Miss E. C. Lazarus, c/o 83, Chesham Street, Belgrave Square, S.W.1.
MORTLAKE WITH EAST SHEEN.—Dist. C., Miss M. Heys-Jones, 21, Beverley Road, Barnes, S.W.13.

RESIGNATIONS
HAM AND PETERSHAM.—Dist. C., Mrs. D. Field.
HAM AND PETERSHAM DISTRICT has been disbanded.
MORTLAKE WITH EAST SHEEN.—Dist. C., Mrs. Reid.

WEST SURREY
RESIGNATION
CRANLEIGH DISTRICT has been disbanded.

SUSSEX
RESIGNATION
LFWES.—Ass. Div. C.—Mrs. Edwards.

WARWICKSHIRE
COVENTRY WEST.—Dist. C., Miss Bradley, 1, Wainbody Avenue, Coventry.

WESTMORLAND
RESIGNATIONS
AMBLESIDE.—Dist. C., Mrs. Macan.
APPLEBY DISTRICT has been disbanded.

YORKSHIRE, WEST RIDING NORTH
BOLLING.—Dist. C., Miss D. M. Schulthess, 84, Charnwood Road, Bradford.
ECCLESHILL.—Dist. C., Mrs. Ellershaw, High Close Cottage, Moorhead Lane, Shipley.

YORKSHIRE, WEST RIDING SOUTH
DONCASTER CENTRAL.—Dist. C., Miss D. M. Thomson, 21, Lawn Road, Doncaster.
RESIGNATION
DONCASTER CENTRAL.—Dist. C., Mrs. Lloyd Evans.

WALES

CARMARTHENSHIRE
RESIGNATION
VALE OF TEFH DISTRICT has been disbanded.

GLAMORGAN
GOWER.—Div. C. (Temp.), Mrs. Perrycoste, Owls Lodge, The Mayals, Blackpill, Swansea.
BRITON FERRY DISTRICT has been merged into NEATH DISTRICT.

RESIGNATION
GOWER.—Div. C. (Temp.), Mrs. McNaught.

MONMOUTHSHIRE
MONMOUTH.—Dist. C., Mrs. Teague, Rose Villa, Rock Crescent, Monmouth.
MONMOUTH RURAL (now District in Monmouth Division).—Dist. C., Mrs. Poole, Ancre Hill, Monmouth.

RESIGNATION
TRETTHOMAS DISTRICT has been disbanded.

MONTGOMERYSHIRE
RESIGNATION
ABERMULE DISTRICT has been merged into NEWTOWN DISTRICT.

PEMBROKESHIRE
LLANDISSILLO AND CLYNDERWEN DISTRICT has been transferred from SOUTH to NORTH DIVISION.

SCOTLAND

ANGUS

ARROATH LANDWARD.—Dist. C., Mrs. Alexander, The Manse, Lunan, by Montrose.
CARNOUSTIE.—Dist. C. (Temp.), Mrs. Wilson, 47, High Street, Carnoustie.

RESIGNATION
ARROATH LANDWARD.—Dist. C., Miss Blair Imrie.

ARGYLL

NORTH ARGYLL.—Div. C., Miss E. E. Cameron, Ardsheal, Kentalien.
ARDCHATTAN AND BENDERLOCH.—Dist. C., Mrs. Baring, Ardchattan Priory, Connel, Argyll.

RESIGNATIONS
NORTH ARGYLL.—Div. C., Mrs. Western.
ARDCHATTAN AND BENDERLOCH.—Dist. C., Miss E. Cameron.

CITY OF GLASGOW
No. 6 (NORTH-EAST DIVISION).—Dist. C., Miss J. Stannard, 5, Mirlees Drive, Glasgow, W.2.
No. 2 (NORTH-WEST DIVISION).—Dist. C., Miss M. Yuill, 194, Drymen Road, Beardsen, Glasgow.

RESIGNATIONS
No. 2 (NORTH-WEST DIVISION).—Dist. C., Miss H. Lindsay.
No. 3 (SOUTH-EAST DIVISION).—Dist. C., Mrs. Forrest.
No. 4 (SOUTH-WEST DIVISION).—Dist. C., Miss R. Ganson.

INVERNESS-SHIRE
FORT AUGUSTUS, INVERGARRY AND SPEAN BRIDGE.—Dist. C., Mrs. Cameron-Head of Inverallort, Dunain Park, Inverness.
FORT WILLIAM AND KILMALLIE.—Dist. C., Mrs. Cameron-Head of Inverallort, Dunain Park, Inverness.

STIRLINGSHIRE
COUNTY SECRETARY.—Miss E. A. Burns, Aynot Hall, Falkirk.
ASSISTANT COUNTY SECRETARY (FINANCE).—(Temp.), Mrs. W. B. G. Angus, 16, Glebe Crescent, Stirling.

RESIGNATION
COUNTY SECRETARY.—Mrs. Angus.
WIGTOWNSHIRE
ASSISTANT COUNTY SECRETARY (BADGES).—Miss E. M. McLauchlan, 1, Rosevale Place, 70, Lochryan Street, Stranraer.

ULSTER

CO. ANTRIM

RESIGNATION
ASSISTANT COUNTY COMMISSIONER.—Miss M. Anderson.

CITY OF BELFAST

BROADWAY AND ST. GEORGE'S (amalgamation of two Districts), Dist. C., Mrs. Bryson, 10, Derryvolgie Avenue, Belfast.
WOODVALE.—Dist. C. (Temp.), Miss N. Kyle, 1, Springfield Gardens, Belfast.

RESIGNATIONS
COUNTY SECRETARY.—Miss McKibbin.
EAST BELFAST.—Div. C., Miss G. McKegney. (Called to Higher Service.)
BROADWAY.—Dist. C., Mrs. Hamilton.

CO. DOWN

NEWCASTLE (formerly known as SOUTH DOWN).—Dist. C., Miss B. Geddes, Arkern, Newcastle.

RESIGNATION
SOUTH DOWN.—Dist. C., Miss M. O'Brien Charlton.

CO. TYRONE

RESIGNATION
COUNTY COMMISSIONER.—Mrs. H. Cochrane.

OVERSEAS

NEWFOUNDLAND

Please note that there is now only one Division of St. John's: Div. C., Miss C. Furlong, Winter Place, St. John's. Containing the Districts of:—
St. John's No. 1.—Dist. C., Miss Cherrington, M.B.E., Spencer Lodge, St. John's.
St. John's No. 2.—Dist. C., Mrs. Delahunty, Waterford Bridge Road, St. John's.
St. John's No. 3.—Dist. C., not yet appointed.
St. John's No. 4.—Dist. C., Mrs. A. Stevenson, Forest Road, St. John's.
St. John's No. 5.—Dist. C., Mrs. Titford, 84, Barnes Road, St. John's.

RESIGNATIONS
ST. JOHN'S, EAST.—Div. C., Miss A. Hayward.
ST. JOHN'S, CENTRAL No. 1.—Dist. C., Mrs. R. Schwerdt.
ST. JOHN'S, WEST.—Dist. C., Mrs. H. Cramm.

ST. HELENA

ISLAND SECRETARY.—Mrs. Cattley, The Briars, St. Helena.

CALLED TO HIGHER SERVICE

The Duchess of Grafton's death in September was a tremendous loss to Norfolk. She was Divisional Commissioner for S.W. Norfolk.

On December 3rd, Florrie Watkins, "Peter," dearly loved member of Staffordshire and Poplar Trefoil Club (Post), after great suffering gallantly borne. After darkness, light.

CLASSIFIED ADVERTISEMENTS

WANTED

Would any Guide Company sell or give Union Jack, with or without Trefoil, to Company in poor district, recently bombed out?—Miss G. M. Crinall, 45, Hartington Street, Sunderland.

EMPLOYMENT OFFERED

Evacuated girls' school, 1 hr. London, urgently needs Domestic Help in any capacity. Guider willing to take charge of school Company welcomed. Please write fully.—Box No. 77.

Intelligent girl, leaving school, required to train under mother as Children's nurse. Happy, comfortable home in country.—Coates, Colleshill, nr. Amersham, Bucks.

Experienced book-keeper required immediately to take charge of finance department in Women's Land Army Office, Great Comp, Borough Green, Kent. (Telephone: Borough Green 409.) Salary £4 to £5 a week.

THEATRICAL

"The Masque of Empire."—Hugh Mytton's world-famous Guide play. The beautiful costumes of the Empire Society for this play are still available from 6d. to 1s. each. See look of play (price 6d.), obtainable Headquarters. "In love are Empire's firm foundations set."

Shadow Plays by Hugh Mytton.—"Christ Love," the Christmas Story with Carols. Simple, beautiful and effective. "Ug-Ug, the Ogre," and "King Canoodlum," two humorous plays with magical surprises and peals of laughter. No words. Just a lamp and a sheet, with your shadows as actors. All "properties" cut from brown paper. Ideal for long evenings in home or hall. Books, with full instructions, 1s. each, from Imperial Headquarters. No Royalties. All plays prices raised 2d. each. Postage extra. Six on approval 7d.—Plays, Bramber, East Grinstead.

All communications with regard to Classified Advertisements should be addressed to Girl Guides Association Headquarters
Printed by the Surrey Fine Art Press, Redhill, and Published by the Girl Guides Association, 17-19, Buckingham Palace Road, S.W.1.