

*To Board of Lady Managers :*

Mrs. Palmer has suddenly decided to carry out her plan, which she had relinquished, of going abroad for a short trip, the present not appearing to be an auspicious moment for inaugurating new work for the Board of Lady Managers. In leaving, she writes to urge the members of the Board to commence the State work in their respective States and Territories, in order that, when the Board next meets, they may have much of interest and value to report, and that the plan of work may have taken definite shape. It is impossible to theorize in advance and provide for the necessities and possibilities which may arise in carrying on the work in the various States. Experience gained, as the work progresses and develops, will aid greatly in disposing of new problems as they present themselves.

The ladies of those States in which the Legislatures have already acted, will, of course, have no obstacles in organizing and commencing their work, and can call in as many assistants and aids as they find necessary, and it is desirable to interest a large number of experienced and influential women in case their services are needed.

In those States also where the Legislatures have not yet made provision for an exhibit at the World's Fair, the members of the Board of Lady Managers and their

alternates can organize and begin their work, which, if well done, will increase their chance of recognition on the State Boards when such Boards are appointed. They are advised not to associate others with them, however, as it would prove embarrassing to drop them out in case these assistants should not also be recognized. Members are also urged to make at once strong appeals that they be made ex-officio members of the State Boards, for otherwise the National work, which is only the sum of the State work, may fail of completeness because of its not being properly carried out in each State and Territory.

In those States where favorable action from the Legislatures can no longer be hoped for, the ladies have a difficult but brilliant task before them. The members and their alternates can meet and organize in the way that pleases them best. It is very desirable that they get railroad passes for traveling over their States when engaged in official work, and by seeking the coöperation of the organizations of women in every town and village, and finding agents who will be willing to give their time, if necessary without compensation, they can accomplish much and will deserve far more credit than if the conditions were more favorable. Various suggestions for State work have already been sent out, which it is hoped may prove of assistance.

In pursuance of the authority conferred upon the President, the Standing Committees have been formed, but it has seemed undesirable to announce them, owing to the fact that the Commission's classification is not adapted to the needs of the Board of Lady Managers. Almost all of the members of the Board have asked for

the same three Committees to the exclusion of the others. This has made a rearrangement of the classification seem desirable in order that the wishes of the members may be more fully met. The ladies are requested to study the last edition of the Classification Pamphlet, as published by the Commission (which will be sent them), in order that they may have a full understanding of this question when they meet.

Miss Couzins, who feels that the Executive Committee exceeded its powers in removing her, has chosen to make an appeal to the courts. This is most fortunate, as it will insure both a speedy and final settlement of the only unpleasant episode which has occurred to mar the harmony of the work of the Board of Lady Managers. The Board of Control has entire charge of the suit brought against it, to which the President and temporary Secretary of the Board of Lady Managers are made parties. No solicitude need be felt as to the result, for all questions will be fully discussed and settled on their legal merits, which will not only result in deciding the present difficulty, but, by defining the legal status of the Board of Lady Managers, will prevent any questions arising in the future as to the powers and duties of the Board. There has been no intention to treat Miss Couzins otherwise than fairly and justly, and when her chosen arbiters, the courts, have decided that she has been denied any of her just rights, they will be cheerfully accorded her. She, on her part, will undoubtedly be willing to abide by the decision of the tribunal to which she has appealed, and which she has preferred to a committee of her co-workers or to the Commission.

The members of the Board need feel no disturbance over any sensational newspaper reports that may be published as to the condition of affairs at headquarters. The work is going on in a business-like, methodical manner, and all of the interests of the Board are being properly cared for.

Mrs. Palmer hopes to hear from all of the Lady Managers during her absence, and can be addressed until the 15th of June in care of the Hotel Metropole, London; after that date, until July 7th, at the Grand Hotel, Paris.

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