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MASSACHUSETTS MUTUAL
LIFE INSURANCE COMPANY

SPRINGFIELD, MASSACHUSETTS, ORGANIZED 1851



INCHES

MASSACHUSETTS MUTUAL LIFE INSURANCE CO., SPRINGFIELD, MASSACHUSETTS

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after Mr. Dougherty's
splendid talk feel
an delegate a
truly great
speech.

THE CHALLENGE TO DISTRICT

Soil Conservation Districts:

The Next Twenty-five Years

by

David S. Weaver, Chairman

N. C. State Soil & Water Conservation Committee

Jan 15, 1963
August 7, 1962 at Durham, N. C.

We are gathered here for these few days to learn more about our jobs as District Supervisors, ^{and} to plan for the future and ~~to celebrate the SILVER ANNIVERSARY of the founding of Soil Conservation Districts.~~

While North Carolina is proud that "Big Hugh" Bennett was born in our State and that the first Soil Conservation District was organized here, we take these two honors as a challenge to do an even better job during the NEXT 25 YEARS.

One of my treasured memories is of the time Hugh Hammond Bennett came to my office when I was a young Agricultural Engineer and gave me a copy of the first truly great document on soil erosion - it was entitled, "THE MENACE OF SOIL EROSION". This article and the others he produced later had the magic touch which stirred the imagination not only of farm people, but all thinking people everywhere, even across the world!

One of the best statements I've heard recently is "You can't do today's job with yesterday's tools, and be in business tomorrow".

When we say "tools" we are not just talking about mechanical things - in fact the Greatest Tool for any job is the Human Tool - the Human Brain and it can't be thinking in Yesterday's TERMS - or it will not meet Tomorrow's Needs.

Today I want to talk to you about this Human Tool for doing TOMORROW'S job in Soil and Water Conservation. Among these HUMAN TOOLS I include YOU - the Soil & Water Conservation District Supervisors as individuals and the Districts as a mechanism; so I am really talking about your job as a District Supervisor and the DISTRICTS as a device for uniting the forces for progress in the best use and conservation of the two greatest resources upon which MAN, and in fact, all life depends.

I think we need a clearer understanding
of our Challenge -- of our job -- of the
philosophy that motivates us.

You have spent a whole week in the program
discussing, on parts of the program and you've
done a fine job. These group reports and your
discussions here this week show good thinking
and I know each of you has amassed many useful
ideas and aids, most of them with a practical

START without a passion for our jobs, a
never-give-up attitude as a personal urge to
do our best, they may be an utter waste. I am
challenged to CHALLENGE you, as I have been
challenged to try to make you see the glory
of this opportunity - this people to people
effort.

What has all of this got to do with your
problems here today? *with Conservationists?*
~~With Rural Development?~~

Let me see if I can point this up! Let's start
with people - farm people. Too many and too
poorly trained. 100 years ago one farmer fed
four. Today he must feed twenty-~~eight~~, but
tomorrow he will feed thirty, forty, maybe

fifty. For the nation, THIS IS GOOD but for the family being CROWDED OUT OF FARMING - this is serious!

START

To be specific we have: Schools - too small and poorly equipped. Teachers - too few and underpaid. Housing - too poor and sub-standard. Incomes - too low and uncertain. Labor - too seasonal and inefficient. Soils - too poor and badly managed. Water - too much or too little. Farms - too small for efficiency. Food - too limited in variety and millions still nutritionally hungry. Crops - too low in yield and quality. Animals - too low in production and too poorly managed. Markets - too

If you don't think it is serious listen to this. Between 1950 and 1960 over 300,000 more people left 87 of our ^{North Carolina} 100 counties than came into them. Net OUT-MIGRATION during the ten years took place in all but 13 of our counties, and most of these already included our largest cities or large military establishments.

If it costs \$20,000 to bring a child into the world, feed, clothe and educate him (costs to parents and various levels of government) then EACH of the 87 counties, ON THE AVERAGE, is paying out \$6,000,000 each year to provide workers for jobs outside their county boundaries. To make it worse most of these people seek jobs outside of the State. Most of these people appear to be those no longer able to find work in Agriculture.

To be more specific - the terrific race for efficiency, to reduce costs, to increase production, to meet competition has resulted in less need for human labor, particularly unskilled labor. Our inability to, or our failure to provide satisfactory jobs within many of our counties, simply means a loss by OUT-MIGRATION.

go to start - above

few and too poorly understood and ~~managed~~ ^{supported}.

All of these are only a few of our problems.

Can these problems and hundreds of others ever

be solved? The answer is distinctly "yes". If

it was "No", then you and I who live and

struggle to improve the MINDS OF MEN, WOMEN ^{and lives}

AND CHILDREN had better quit. And I submit

that if we are ~~EDUCATORS~~ and LEADERS and if

our job is EDUCATION and Service and if we are

to render essential services ^{To the producers} ~~in health, wel-~~

~~fare, employment, etc.~~ ^{of food and fiber}, we must get busy. IT

IS PEOPLE AND NOT PIGS, CHILDREN AND NOT

CHICKENS we must deal with. You CANNOT EDUCATE

and serve a PIG or a PULLET. You can only

EDUCATE AND SERVE PEOPLE.

and only people can help themselves,

no one can do it for them.

If we cannot help ourselves, if we cannot help our neighbors, if we cannot or WILL NOT exert our leadership and carry out our jobs as real supervisors we should say so and let somebody who can and will do the job, take over. I want to challenge you to not take your supervisor's job lightly!

We have made progress, we are making progress but we must do more, much more.

our

N.C. Our State Committee is functioning much more effectively, largely because we have better financial support, we are learning to do our jobs better, we have better planned programs, we are developing a system to render more service. We have the best administrative officer in the country - but even he cannot do the job the supervisors are supposed to do.

So in each of your States, each supervisor must accept his responsibilities.

Before we can do anything we must HAVE the FACTS and equally important WE MUST BE WILLING TO FACE THEM.

lies not only the strength of the nation BUT

THE SALVATION OF THE HUMAN SOUL. Those who

"seek something for nothing" - those who want

to GET instead of GIVE will destroy us quicker

and more surely than will the Communists - in

fact may even destroy us before the Communists

get a chance to try it! Remember that a Government powerful enough to

GIVE us all we want, must first be powerful enough to take away all we have!

What is our job? It is to provide the

information and services based on research and

experience that will enable the farmer to do

just two things: One - to feed and clothe the

nation with a sufficient quantity of high-

PRODUCT
quality ~~food~~ at a price satisfactory to both

consumer and producer. Two - to raise his own

standard of living to a level comparable to

other segments of society.

I want to stress that the above should be stated in the order given - first the service we must render for all the people and second, helping farmers. THIS IS AWFULLY IMPORTANT.

We can no more justify the vast sums of money being spent for agricultural programs, if we imply that that money is for the benefit of the farmer alone than the military people could justify their billions being spent for the benefit of soldiers. As the army and navy protect the nation with the world's best trained fighters, so agricultural research, education, and essential services must protect the nation with the worlds best trained farmers.

be classed as charity and doles and the people who till the soil will be looked upon as wards of the government unable to meet the fierce competition of modern civilization.

Now let's look at the farmer's real job, the job he must do to fulfill his obligation, to render his service. Its unique, its complex, its still based more on an "art" than a science in spite of our great progress, yet is it the MOST ESSENTIAL JOB IN THE WORLD. People existed for countless centuries without automobiles, televisions, bathrooms - yes, without clothes or houses, BUT NEVER FOR A WEEK without FOOD! And food is the farmer's business!

What is our job as District Supervisors? What is our job as Agricultural leaders? What are our responsibilities and duties? acre

I would refer you to the ^{NEW} ~~forthcoming~~ revision of the Soil Conservation Districts Law of North Carolina which Bryce Younts and some others of us ~~are~~ ^{have brought} up-to-date. I also refer you to the several publications your State Committee ~~has~~ ^{has} gotten out in the last ~~two~~ ^{several} years.

They all set forth the duties of a supervisor but they cannot force you to carry them out. Only you can make the decision to do your best, to cooperate with all other agencies, to lead and to teach your neighbors and the many other groups that the soil is the basis for all wealth and that it must be conserved and managed properly.

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Our job is not finished until: ^{- 117 -} Every acre
is put to its best use in line with demand for
production of human food, animal food, fibers
and forestry products. Until - every acre is:
Protected against erosion, receptive to water
infiltration and drained for maximum production,
and there is adequate water for each farm.

Until - there is a year-round job for every
worker, eliminate peak seasonal and low
seasonal earning capacity for high standards
of living, education for understanding and
decisions, leisure for thinking and health,
and recreation. Until - every child is healthy,
happy - industrious and there is a happy and
contented farm population. Until - attitudes -
broad, tolerant, ambitious, understand

national and world problems. Our job is not complete until every community has: Roads, schools, churches, recreational facilities, electricity and telephones, cultural opportunities - (~~libraries, little theatres, art exhibits, concerts and dramas~~). And every county has: Intelligent population, interested in politics, alert, public-service minded, education, jails, welfare, health, safety. Education for every person in line with his capacity; health - sanitation, comfort, food, clothing; security - old age, accident insurance; housing - comfort, health, beautification.

These needs, and these vast world-shaking changes Are our problems and our JOBS!

~~31~~ - 29 13

ice I

FINALLY - JUST THIS -

Man is an animal, isn't he? Why should he

go to a lot of trouble about the KIND of

animal he is? What is he trying to PROVE?

Who is he trying to IMPRESS? Yes, man is an

animal but he is an animal PLUS - and the

PLUS is what counts! PLUS a mind! PLUS a

memory! PLUS a heart and love. And the heart

and love are the greatest of all. "For as ye

do unto the least of these, so also ye do unto

me!"

Yes, these are our challenges and our responsibilities - this is OUR WORK. But what of OURSELVES - each of us, a creature with a mind and a soul. What is your PERSONAL CHALLENGE? Mine is this. And I think it is yours. Just a little prayer: "Oh Lord, let me help someone each day. Let me do what I can for others. Let me do it now, for I shall not pass this way again." And so let me close with a little poem that has helped me, and I know will help you as you go about your never-ending effort to help people:

A

"It is my joy in life to find,
At every turning of the road
The strong arm of a comrade kind

To help me onward with my load.
And since I have no gold to give,
And love ~~alone~~ must make amends
My only prayer is, while I live -
God make me worthy of my friends!"

effort.

Please bear with me a few minutes on a little history and a few predictions! The

last twenty-five years: 1937 to 1962 and the next twenty-five 1963-1988

only: 1989 to 1979.

We can only predict the future on the basis of the past. Everyone in this room can remember most of the events of the past twenty years -- so let's briefly review a few of them to prove they were the most dramatic, the most wonderful, and the most significant in all history. If we can establish this fact and then show that the NEXT ^{five} twenty years will be even more stupendous -- then we, as individuals, can perhaps detect the personal challenge that

faces each of us. The last twenty^{five} years have been the most exciting in YOUR life, and certainly the most exciting in ALL HISTORY AND YOU WERE THERE! Twenty^{five} years ago we were moving from the grimness of a world depression into the tragedy of war - no one was to be spared. Every human life was affected by these events. It seemed that the world was falling apart.

Scientific truths were discovered so fast, technology developed so far and so rapidly that each of us were caught up in the fantastic whirlpool.

The Mad Man of Europe took over. The Nazi bombers drove Britain's children into

military camps. We passed the Selective Service Act. We sent "Bundles to Britain" and protests to Berlin! Japan ravished China, the greatest crime in modern history! And on "That Day of Infamy" that Sunday, December 7, 1941, the roar of bombs at Pearl Harbor dramatically awakened every American that we were in it!

America, the symbol of hope in the de-
pression, became the WORLD symbol of victory
in war! We geared for war and built the
greatest WAR MACHINE of all time. We wrote
V-mail letters to our boys and we counted ration
stamps at the grocery store. We stormed the
beaches of Normandy for IKE and we returned to

the Philippines with McArthur. The Great Lion of Britain roared out his "Blood, Sweat and Tears" cry and steadied the WHOLE SHAKENED WORLD!

America rose to her greatest HOUR - "from Tarawa to the Bulge." American soldiers and the American people carried the load, built the war machines and produced the food that won the war. And when the smoke of battle cleared away, our dead -- 400,000 of them were counted.

Yes, there were others dead, too - Hitler and his Eva were dead; Mussolini and his girl friend, Carita, were dead. And so were 40 million people, millions of them innocent women and children! America alone spent

enough money to "SAVE THE WORLD", to have built schools, churches, roads and hospitals for centuries to come. With this wasted money we could have eliminated poverty, filth, ignorance and disease for all time in our own nation and in most of the world.

Victory in Europe and V-J Day four months later came with a bang! In fact, two bangs -- one at Hiroshima and one at Nagasaki. With *Exactly 17 years ago today* just one trigger pull, we killed 150,000 Japs and set into motion that great force, that great THING that may become man's greatest blessing or man's greatest curse - ATOMIC POWER. What does it hold for us? We dismantled one army and immediately started to build a new one. AND A

LITTLE BABE WAS BORN -- "THE UNITED NATIONS ORGANIZATION". God grant that as the birth of the Babe of Bethlehem 2,000 years ago symbolized the coming of a NEW ERA on EARTH so may this NEW BABE bring PEACE ON EARTH, GOOD WILL TOWARD MEN for all time to come.

But today, right now in New York, the fate of the United Nations hangs in the balance.

We got busy in America - we raised babies, 60,000,000 in 25 years. We got jobs for over 70,000,000 workers. We built housing developments. We built airports, automobiles, television sets and air conditioners. We crowded our Colleges with G.I.'s and our hospitals with Blue Cross patients!

POCKET RADIOS & HI-FI SETS

"And now 'Telstar' is up there --

Alger Hiss awakened us to the threat of internal infiltration. And then came the jet

to increase the threat. Again America tightened her belt and went into action ^{*to hold the world together*} - this time with BREAD instead of BULLETS - with AID instead of ARMS.

We met the new crisis with action - in Greece with the Truman Doctrine! In Berlin with the air lift! In Russia with the Voice of America! All over the world with: The Marshall Plan, the Point-Four program, with NATO and with tightened security measures at home. And we prayed as no nation has ever prayed.

We built more churches and baptized more people in a shorter time than ever before. We fought back in Korea the strangest, most fan-
tastic and the most unpopular war in history.

And our FLY-BOYS crashed the sound barrier!
and one has just taken a plane 59 miles into the sky!
Internally we were moving. We heard

McArthur's "Old Soldiers Never Die"! Union bosses took over and delayed our re-conversion to peaceful production. We passed the Taft-Hartley Act and then buried Mr. Taft. Arthur Godfrey and his Gang got going! *and now Arthur has long since* Television was here! Jackie Robinson broke the color barrier in sports and segregation became a big issue. McCarthy and his methods became a threat to individual liberty. "I like IKE" spread across the land! Bannister broke the 4-minute mile. Jerry Lewis and Dean Martin made us laugh and Perry Como took over. ~~Saturday night~~. Mantle *NOW MARIS takes mantle* took over from DiMaggio. ~~and~~ Hollywood goes in.

for wide screens, three dimensions, ~~Mansfield~~ and

Jane and Elizabeth Taylor

Mansfield. Then came 33 and 45 RPM records and

the disc jockey, and Sullivan versus ~~Allen~~ *Parr* -

and now we have TV Westerns, morning, noon and

night. And to top it all, we have Fidel Castro!

Khrushchev, Jo-En-Li and the CONGO!

The Brannon Plan went down and up came the

Soil Bank. Filter tips and homogenized tobacco

makes 'em "taste good like they should", and

"if they haven't got it up front, they haven't

got it". Ford took over from Chevrolet and

Plymouths get tail fins! The Rambler cracked

the door and *Now* the little foreign bugs are

chugging all over the place. And now we all

get polio and Asian flu shots. And we're even

invading God's territory with ~~an~~ earth satel-

lite, and even one around the sun, sailing
around up there --beep, beep, beeping, warning
us of things to come. with Astronauts waiting in line to follow Shepherd

and Gressom; Glenn and Carpenter

We sent atomic submarines under the North
Pole and nuclear electric plants are springing
up so we can worry about radio-active fall out,
bomb shelters, and civil defense.

Now we have SUBURBIA! A new problem to
deal with. It suddenly seems that all city
dwellers WANT TO get a piece of God's green
earth so with the coming of the automobile,
paved roads, electricity and the power lawn
mower they're all moving to the country - bring-
ing on a host of new problems for agricultural
workers.

"B"

I am now going to make a statement that is harsh, yes, even cruel but I want to make a point and will risk the criticism I'm sure I'll get by saying this in simple, crude words. I'm sure you'll be shocked and hurt but I'm doing it deliberately. If I have to make you angry, I'm going to do it BECAUSE I WANT YOU TO THINK. If I can get you to THINK OF THE BIG, TOUGH problems that must be solved

this talk will not be in vain.

Over-simplified it is this -- for this discussion, farmers fall into three groups:

1. Commercial farmers - those who

produce enough to make a substantial contribution to our supply of food and fiber. I'm not referring to so-called corporation farmers -- but good, practical family-operated farms for the most part.

These people feed the nation!

*they produce 80%
of the total tonnage
of food + fiber.*

2. Part-time farmers: These are partly commercial but their human and physical resources are too limited to permit a satisfactory living standard to be maintained by farming alone, hence their income must be supplemented by off-farm employment. This is good, especially for the SHORT RUN -- a sort of stop-gap, during a transition period

But I would hate to see us dependent on only the products of PART-TIME farmers -- we need lots of real good scientific farmers living on efficient

family-type farms to produce our food and conserve our soil. More than

1/3 of North Carolina farmers earn more each year OFF their farms than ON them.

3. The In-Between farmers - neither commercial or part-time. These are our problem farmers -- these are those who create that elusive bug-a-boo "THE AVERAGE LOW INCOME" traditionally, but WRONGLY associated with all farmers!

Start

If you will, for the moment, accept this classification, let's concentrate on this in-between group. What can they do? What alternatives do they have to do better? HERE COMES THE TOUGH PART! They have four choices, four alternatives, four ways to get out of this bad and impossible situation!

They can:

1. GET COMMERCIAL
2. GET PART-TIME

It is this group that contribute largely to the declining number of farms. Of the tremendous reduction from 267,000 farms in North Carolina in 1955 to only 190,000 in 1960 - just five years produced a census loss of 77,000 (of which about 16,000 came from a change in definition of a farm) most of the loss probably was as a result of the inability of small, poorly capitalized farms to meet the competition brought about by the race for efficiency and the terrific explosion of technology, based on scientific progress as a result of the research of our experiment stations and carried to producers by the Extension Service, Soil Conservation Service, Soil and Water Conservation Districts, Farmers Home Administration, Vocational Agriculture and the other agencies.

Go to Start above this sheet

3. GET OFF THE FARMS, OR
4. GET ON THE WELFARE ROLLS.

It's just that simple! Yet this very simplicity clearly focuses the situation that gave birth to the RURAL DEVELOPMENT Concept, *and now to President Kennedy's Area Development Plan* Your job and my job, yes - even the Nation's Job is to get this group into the right slot - the right place let us hope that our young dynamic president and Secretary of Agriculture can lead us in this cause A farm family with no capital resources, no technical training, and above all NO DECISION MAKING ABILITY or AGGRESSIVE, PROGRESSIVE ATTITUDES is more out of place in trying to stay in the terrific race for efficiency that characterizes the farming of our time, and which will be greatly intensified in the

future than is the so-called "square peg in the round hole". At least the square peg has four contacts with its environment which assures some stability - but I, for one, do not see a single point of opportunity for these farmers to live satisfactorily on the farm unless they can GET COMMERCIAL or GET PART-TIME!

Here is the Agricultural Worker and the Soil Conservation Supervisor's -
Challenge -

through complete individual, family-by-family, field by field, opportunity by opportunity analysis - we as trained workers must guide these people into the best choice of the first three possibilities - get commercial!

get part-time; ^{or} get off the farm into jobs for which they are qualified - any way, any way whatsoever to keep them from sinking to that ghastly choice of GETTING ON WELFARE ROLLS.

I stand for the better aspects of Social Security, for Workman's Compenation, for assistance to the needy, the incapacitated, the aged and the infirm but to perpetuate the abuse of these programs is to destroy forever the principles of American individualism, American initiative, and American freedom. As sure as the sun will rise tomorrow we will sink to the level of those nations which have preceded us if we destroy not only the "right to work" but the "will to work" - for in work

I ! Progress and time march on.

But progress has BY-PASSED many and agricultural incomes are low. Where do we go from

during the NEXT 25- years?
here? I don't know and you don't know, but I

do know THIS: If each of us, in our own way will study and think and try *and learn to work together* we can lick this

thing! But if each individual and each agency sits back and says, "I'm too busy, let those

other fellows or those other agencies do it,"

then we will not lick this problem. If this

is our attitude, we might as well give up and

say it can't be done. I now want to ask you

EACH

^ in his own time, WHAT SHOULD A MAN DO? What

can he do? If it is easy to do, is it worth

doing? Why should, in our time, Tensing and Hillary climb Mt. Everest? WHY? Why should Roger Bannister spend his life training to run the four-minute mile? Why should Einstein spend his life developing the simple formula $E - M \times C^2$ which is changing the world? Why did Jonas Salk search for a vaccine that would conquer polio? And why did John Foster Dulles drive himself, force himself, smilingly to the verge of death, giving his ALL, giving his last bit of strength traveling to the ends of the earth to protect the weak, to retard the strong in his wrong-doing. And why did Sam Woodson in his do or die effort to rescue little Bennie from the well as the last cave-in

NOW ~~13~~ 13
The Challenges to Restruct

Challenge NO. 1 - Elect Good Supervision

A. Qualified men

B. Informed "

C. Energetic, aggressive men

D. Men WILLING & ANXIOUS to Serve

Challenge No 2 - Have a Plan

Improve that Plan

Modernize " Plan

Push that Plan

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Challenge N^o 3 - Unite your Forces

- A. Supervisors of a District Work Together
- B. Districts Work as part of an Area
Take active part in Area Work
- C. Areas Work as part of State Program
Support the Association.

Challenge N^o 4 - Support National
Programs

- A. Mr. Hazel
Daily
Hearn

Outlined what your Government
has planned -

- B Support the good part of these
proposals

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c Try to correct or improve the weaker parts.

Challenge No 5 - Immediate
Challenge
in N.C.

Right NOW -

A. Get behind your State's Plan
" " " Districts "

B. Legislative Support - 1963-65

BUDGET SUMMARY
 N. C. SOIL & WATER CONSERVATION COMMITTEE
 (Appropriation Increases Needed for 1963-65)

I. "B" Budget Request as submitted to the Advisory Budget Commission:

	1963-64	1964-65	
101 Salaries & Wages	\$1,594	\$2,242	
104 Printing	375	375	
201 Travel & Per Diem for Supervisors	7,767	7,767	= 100%
401 Watershed Revolving Fund	<u>50,000</u>	<u>-0-</u>	
TOTAL "B" BUDGET REQUEST	\$59,736	\$10,384	

II. Budget needs for which definite information was not available in time to meet the deadline for submitting the "B" Budget Request; hence it was impossible to include these items in the request to the Advisory Budget Commission. The Committee was instructed to prepare this supplementary request to present to the Appropriations Committee of the Legislature.

	1963-64	1964-65	
1. Increase for Watershed Planning Party (301 Contractual)	\$7,622	\$11,814	✓
2. Hydrological Study of the Ahoskie Creek Watershed	<u>9,000</u>	<u>4,000</u>	
TOTAL	\$16,622	\$15,814	

I. "B" Budget Items:

- 101 Salaries & Wages - To allow for salary increases for State Committee employees in line with those granted other state employees in similar positions with comparable responsibilities.
- 104 Printing - To meet the increased cost of supplying necessary printed material to district supervisors brought about by the increase in the number of supervisors during the past two years.
- 201 Travel & Per Diem for Supervisors - To meet the increase in cost of travel expenses of supervisors brought about by the increased number of supervisors in the state; increased from 309 to 409 during the past two years. Supervisor responsibilities are also steadily increasing, necessitating more district board meetings.
- 401 Watershed Revolving Fund - To provide interest-free loans to watershed groups needing limited amounts of financial assistance in order to get their watershed projects moving. These funds would be used for expenses of land classification, additional water storage, legal fees, rights of way, easements, assessment rolls, etc.

NOTE: Complete explanation of the need for these items is included in the "B" Budget Request now in the hands of state budget officials.

II. New Items not Included in the Budget Request:

1. Increase for Watershed Planning Party (301 Contractual) - The State Soil & Water Conservation Committee entered a contract with the Soil Conservation Service of the U. S. Department of Agriculture to provide accelerated watershed planning service to interested groups of local people. A trust fund was established for this purpose about July 1, 1961 and State Committee funds deposited during both years of the 1961-63 biennium.
- Since the contract was initiated, the members of the planning party, employees of the Soil Conservation Service, have become eligible for standard salary increases granted federal employees by the 1962 Congress. Increased state appropriations will be necessary for the 1963-65 biennium in order to meet these needs. An itemized statement of these needs is given on the attached page 3.
2. Hydrological Study of the Ahoskie Creek Watershed - Additional hydrological data is needed in order to facilitate planning on watersheds in the Coastal Plain area of North Carolina as well as other southeastern states. Additional information would also be quite useful in computing maintenance costs on such projects. The N. C. Highway Commission would also find this hydrological data helpful in designing water disposal systems.
- In order to obtain this needed information, a 10-year study of the Ahoskie Creek Watershed, now under construction, is being proposed. This would be a joint project of the U.S. Geological Survey, the Soil Conservation Service, the N. C. Department of Water Resources and the State Soil and Water Conservation Committee.
- Federal funds have already been made available to finance 50% of the \$90,000 project. The other half, or \$45,000 over a 10-year period, is needed from state appropriations. \$9,000 is needed for the first year and \$4,000 each year for the next 9 years. The cost for the first year will be more than each of the succeeding years due to initial installation costs.

BUDGET FOR WATERSHED PLANNING PARTY (301 Contractual)

Purpose and/or Objects	Estimates Biennium 1961-63		Requested Biennium 1963-65	
	1962-1963 w/o Pay Adjustment	1962-1963 With Pay Adjustment	1963-1964 With Pay Adjustment	1964-1965 With Pay Adjustment
Party Leader GS-12	8955	9428	10320	10914
Economist GS-5,7,9, & 11	5163	5296	6853	8410
Hydrologist GS-7,9 & 11	6955	7295	8080	8970
Geologist GS-7,9 & 11	2150	2242	8410	8690
Planning Engineer GS-11	8440	8888	9698	9820
Engineering Technician GS-5 & 6	4599	4762	5135	5325
Engineering Technician GS-4 & 5	3042	3086	4589	4850
Engineering Aid GS-2 & 4	3891	4010	4199	4690
Clerk-Stenographer GS-4	4786	5006	5143	5320
WAE Aids GS-2 & 3	6646	7017	4500	4500
Overhead	10061	10379	6400	6550
Employee Benefits	<u>5186</u>	<u>5405</u>	<u>6140</u>	<u>6320</u>
TOTAL SALARIES & BENEFITS	69874	72814	79467	84359
Travel Expense	9795	9588	10200	10200
Communications & Rent	450	450	450	450
Printing	5109	2455	3125	3125
Contractual	793	793	800	800
Supplies	689	610	600	600
Equipment	<u>80</u>	<u>80</u>	<u>80</u>	<u>80</u>
TOTAL REQUIREMENTS	86790	86790	94722	99614
Contractual ("A" Budget Request)	86790	86790	87100	87800
Additional Needs	0	0	7622	11814

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C - Support Agr In General

A. U.C. Dept of Agr.

B. Dept Forestry

C. State College

Research

Resident Teaching

Extension

See monograph HBT-7