

News that interests.  
Advertising that pays.

# THE ARROW

MANAGEMENT CO-OPERATION EMPLOYEES

They Advertise.  
Let's Patronize.

AIM HIGH AND STRIVE TO HIT THE MARK

Vol. 2, No. 44.

SPRAY, N. C., THURSDAY, SEPT. 13, 1923.

\$1.50 Per Year. Single Copy 5c.

## Carolina Co-operative Council Will Begin New Year Next Tuesday Night And New Officers Will Be Elected

### Chairman of Permanent Committees Also To Be Elected.

### FULL MEMBERSHIP EXPECTED TO ATTEND Council Has Proven Popular In Years Past.

The Carolina Co-operative Council will begin its new year on September 18th, Tuesday night, by holding its regular annual business meeting. At this meeting plans will be developed for next year's programs and a good running start will be made by announcements as definitely as possible.

Officers will be elected and the Chairman of permanent committees will also be elected at this time. According to a ruling in the Constitution and By-Laws the officers will be changed this year. The full membership is expected out at this meeting so that they may be fully acquainted with the new organization for the coming year.

The years before have proved that the Council has been quite popular and a great year is expected for it in 1923-24.

### Chicken Talk

(By R. L. Seekins)

Real chickens or just chickens is the problem of today for the prospective or already established chicken fancier. That "real" ones pay can be proven if we talk with some of our men who put it on a business basis about town.

Take Mr. Miller for instance down at the gate at the Draper mill. Mr. Miller has about forty mature stock and has raised about 200 young ones this season all on a back yard lot. And sold eggs? I'll say he has. Here is how he does it. He has comfortable houses built for business. Plenty of yard divisions so as to properly separate the different sizes and pens. He feeds dry mash and scratch feed and buys real wheat too. Gives them fresh water and every day you see him going home to dinner with a bucket of grass on his arm pulled at leisure minutes during the morning hours when grass is fresh. What is he going to do when winter comes? Well see the spaces he has growing to ry and you won't ask. And while he gives over the back lot to chickens, he has some beautiful peach trees and grape trellises, and fruit on them too, to keep the chickens shaded from the hot sun and the manure from the chickens make them grow.

Mr. Miller has the laying strain of barred Plymouth Rock and they lay too. Just talk with Mr. Miller and he will tell you all about his matings etc. at the same time. About time some of us should wake up and get the same kind of stock and take care of them as Mr. Miller does.

### Miss Jones Entertains

Miss Ethel Jones was hostess to several of her friends at the home of Claude H. Jones on Thursday evening.

The guests were met at the door by Misses Audrey Hodges and Olivia Fowler who ushered them to the punch bowl where Miss Bessie Gunn served refreshing punch. They were then shown into the parlor and living room which were beautifully decorated in Autumn flowers.

After very enjoyable music and conversation all the guests indulged in an observation contest in which Mr. Clyde Strong was the lucky winner of a miniature Ford Sedan.

Then they were invited into the dining room which was tastefully decorated with flowers, using the color scheme of white and yellow. Miss Jones assisted by Mrs. Claude H. Jones and Mrs. G. L. Bobbitt served a delicious ice course followed by mints.

## NEXT WEEK'S POSTER

### Dissatisfied Men Make Everybody Miserable.

One kind of a man always has a grievance. The world is against him. He thinks so much about himself, he is always miserable and he'll make you miserable too, if you'll listen.

TELL THE GROUCH TO SMILE AND FORGET IT.

### How To Advance Yourself In the Mill.

(By H. D. Martin.)

There is nothing so interesting in this world as that of advancing one's self. Many a man finds the years rolling along but finds himself making little or no advancement. He appears to be still in the rut and wondering how long it is going to last. So a man often asks himself, or asks some confidential friend, "How can I advance myself in the textile industry? What is the matter with me?"

Upon the favorable answer to this personal question the man must put his greatest energy. It is regrettable that there are not enough big positions to go the rounds if all men were competent to fill them. The converse of this has its peculiar middle bearing. When the big position are open there are not many men who have properly prepared themselves for the advancement to fill them. So they are opened for the downright good ambitions man who has made the most of himself and is prepared to fill them. But alas! when many men are called upon to match up what they know about a particular situation available, they are found to be short of knowing how to do certain things which are necessary to know and which at the least, is required to know in order to secure the position.

That what is being driven at may be fully understood, we will draw up the particulars surrounding the conditions of some recent openings. A western manufacturer of threads wanted a good man to take charge of its growing small plant. In order to give satisfaction the man who aspired to fill this place had to know the thread business thoroughly, particularly that part of the business which has to do with the finishing of the goods. Finishing is one of the most important parts of the thread making business. The threads may be ever so well spun twisted and spooled, but if the finishing is not right it will be useless to try to market it as first class goods and make a profit.

In this small plant, the trouble was to get the right finish and the man wanted must know how to finish especially well. Well, the manager of this plant advertised for a good man. The first man who responded was a most excellent gentleman and the manager had as much hoped to land him into his service, as the applicant did to land the job. But when the applicant was asked if he knew how to glaze threads, and not only knew the mechanical process of glaze finishing, but also did he understand the recipes of how to mix the glazing compounds, and so forth, he was obliged to state that he could not personally glaze, neither did he know anything about the chemistry of the compounds used. This man needed this job very much, but could not do one thing necessary to capture the job. This was peculiarly unfortunate. Here was a case where the man wanted and needed the job very much. The thread works wanted and needed him very much, (a mighty good combination of two things.) But the man's own ability was lacking in his own business. It is known for a fact that this man had previously had every opportunity to learn this special part of his own trade, but had not prepared himself with a thorough knowledge of every detail of his own business. He had had charge of thread making plants before, but he had always depended upon his subordinates to perform some of the special tasks in their own way without ever having found out how they did it nor how the compounds were mixed.

The above explains why this man remained in the ruts. It also shows why many men answer the call to advance themselves in the industry. They are not prepared. They lack the one useful thing, viz: practical technical knowledge. This is an age of technicalities and specialists. A man cannot always shift the burden of what he does not know onto others. People nowadays move fast, changes in positions are rapid. If the head glaze finisher in a small plant leaves or is sick, and nobody else can do the work, the superintendent must know at once just what to do even if he has to take hold and do it himself. The works must be kept going. The market does not wait for any mill's mishaps. It buys the best goods and gets them from the other fellow if he can produce better goods and deliver them on time. Therefore the superintendent must know how to keep things moving.

Next, in the bleaching of a very successful plant the superintendent could step in, when the boss bleacher was out, and show the boys exactly how to do the best job of bleaching that could be done. He

could do the bleaching himself, personally. One day he was doing one of these personal stunts in first class bleaching; a young man came to him and said, "What would you do if you happened to be out sick, too, at the same time as the boss bleacher?" The superintendent replied, "I guess we'd have to shut down the mill." The young man saw his chance and offered to assist in the bleaching during his spare time and learn how to bleach. This young man was the boss in the finishing room. He was a good one too. He knew how to get off good work and he knew when these goods he handled were properly bleached. But he did not know anything about how to bleach them. So this young man had plenty of spare time as all good men do who know their business well. He was given a chance to learn during any of his spare time.

The writer can see this man now, sweat as he did then. Oh, how that man worked! He did not stand around and ask questions. He took the scoop in his own hands and mixed the compound and did it rapidly. He timed the kiers himself. He became an expert bleacher himself in that plant, and operated the bleaching along with the finishing plant after the boss bleacher left. Finally the superintendent left and this man became the successful superintendent's successor. He has been in charge of this plant many years—all because he had prepared himself at the right time. He had seized his chance and made the most of himself. This shows one way of how to advance one's self in the textile industry. He was not afraid of doing much extra dirty work himself.

Another thing that this new superintendent did, he was as careful to train his own successor in the finishing and bleaching, as he was trained himself. This is also important. Many men fail because they have not trained good men to succeed them. One of the most important things about any plant is to have good men in tow and learning the game of being worthy successors. It is a solemn fact that many men have lost their own good jobs because they were afraid of having any men under them learning enough to be able to succeed to take their places. The strongest industries we have are those where men are being trained especially well to take the bosses places when they are sick or leave. Also those places are the strongest where these men are trained by their own bosses. Oh, yes, mill men, it pays to be friendly and let the other fellow learn as much about your own job as possible. Give the ambitious man a chance, and they will be loyal. They will not be so selfish as to want to succeed you until you retire or take a bigger job; and they will rejoice as much at your own promotion as they will about their own rise as a consequence. Many men do not advance because of this great failure to make friends.

The man higher up loses out because he has made no loyal competent friends to amply support him in carrying the load at all times. The would-be coming man loses out because he is disloyal to his superior in office. Yes, make friends by all means and every day make yourself more friendly, by helping your superior in office more and more. And the superior in office in turn assist his assistants to climb by giving them a loyal helping hand. Teach them many of the stunts that

you have found worthwhile. When this is done, these very men would rather follow as your assistants than to succeed you unless you have retired or been promoted. This is loyalty divine; and until men learn this manufacturing refining process they will not become superior men in their own trade. One man in charge of a large department was forced to be absent on account of sickness. He had trained nobody to take his place. Things went to smash and he went with it. It was unsafe to have things go on like that. Therefore some men are really advanced because they have not trained men coming along behind them.

Another valuable asset of any mill man is to know designing. The writer knows of no more valuable trade to know in connection with cotton manufacturing than that of fabric designing. It is not hard to learn and it is of invaluable importance to the well rounded out cloth mill overseer, supervisor, agent or manager. The importance of this can be well attested by the fact that only recently a fancy goods mill wanted a superintendent. The new man came. The first matters which came up the new "super" was shown samples of cloth. He was asked about the construction of them.

What would be the cost of manufacturing them; could they be made in this mill, and so forth. But as this superintendent had only a rudimentary knowledge of designing he was at once floored. The treasurer liked and wanted this man very much. Did everything he could to carry him along. He wanted him to succeed, but without a thoroughly trained knowledge of designing, the man was simply useless to him. It is true that the mills in question had competent designing weavers, and this new superintendent could have hired a good specialist in designing. But this would not have wholly met the situation. These mills were very fancy goods mills. The treasurer was well posted and knew designing himself. He wanted a companion in his superintendent. He

wanted to be able to talk with a man who knew at first hand all of the designing technicalities and who could step in and show his designers and weavers how to do things, and what things to do. So this superintendent had to give up and which was all honorably done. It was a mutual misunderstanding that these two men ever came together. But the treasurer took all the blame and saw to it that this otherwise good and valuable man lost nothing financially by the failure. Both of these men are good friends, now, although they had never previously known each other. The retiring superintendent even suggested and recommended his own successor and the treasurer fully appreciated the favor. This superintendent could blame only himself. It is well known that he could have mastered designing in full, particularly if he had taken his wife's timely advice.

Meantime, the foregoing shows that there are places for the advancement of men who know the details of their own business well. What should a man learn? Learn how to grind cards; study loom fixing; learn to weave fancy goods; study the loom; their various makes and capacities; master designing; learn to clothe cards; how to slash yarn and make the various sizings for the various weighing of the goods; cost finding; efficiency; learn the harder things about cotton man-

## Two Days of Rockingham County Fair Have Passed—Many Fine Exhibits of Superior Native Products May Be Seen

### Thrilling Free Attractions Please the Many On-lookers.

### FIRE-WORKS ARE VERY BEAUTIFUL

### Tomorrow Will Be Day For The School Children.

Two days of the Rockingham County Fair have passed and apparently the Fair is meeting the highest expectations of all who attend.

The exhibits this year are unusually attractive. Especially is this true of the poultry show. The exhibit of Willow Oaks Farm, with one hundred and fifty-four different products from that place is also outstanding.

The free attractions, both in the afternoon and evenings are proving attractive. The balloonist, the aerial performances and the beautiful fireworks are out-standing among these attractions.

Tomorrow will be school day. All school children and teachers will be admitted to the grounds free of charge until five o'clock P. M.

### A SLAM ON DAD

The daughter of a certain strict-principled old deacon had attended a dance the previous night, much against her father's wishes. When she appeared for breakfast the next morning, he greeted her with the words:

"Good morning, daughter Satan." To which the maiden respectfully replied:

"Goodmorning, father."

First time we ever dreamed that the Ford was a political machine.

Another great trouble in most of the cities is that nearly every woman driver thinks she is pretty enough and nearly every man thinks he is influential enough, to violate traffic rules and get away with it.

"America has been left out of the song books to be used in the Chicago public schools. Prof. Johnson says probably "Bananas" has been substituted for it."

There is one race on which no handicapper can figure the odds—and that is the human race.

## Leaksville, Spray and Draper Schools Open With Enrollment on First Day Of Twenty-eight Hundred Pupils

### ARROW REPORTERS ANNUAL PICNIC LAST SATURDAY

### Reporters Gathered At Mr. George Chatham's Home For Good Time.

### GAMES AND CONTESTS WERE INTERESTING

Those faithful souls who illumine places of darkness, and bring to light things that happen within our community, who, believing "the truth shall make you free" live it in every Thursday's issue of The Arrow, gathered last Saturday at the home of Mr. George Chatham on the Draper road for their annual picnic.

In addition to the fact that The Arrow reporters always enjoy a getting together, the particular environment on this occasion added no little enjoyment to the occasion. Indeed, Mr. Chatham's front yard is becoming a veritable picnicers paradise.

Horse-shoe pitching, volley ball and boxing were had. Watermelons were enjoyed, sandwiches were eaten and punch added kick to the occasion.

A cracker eating contest in which about fifteen of the girls took part proved interesting.

The picnicers stayed on the grounds until dark. Perhaps they would have stayed later but—"You're not the only girl who has a date tonight," said a Lily girl to one who deals in Woolen Blankets, as the former feared the latter would take her place in the earliest car home.

Then they all went homeward.

Manufacturing; learn them because they are hard to learn, and because you don't want to learn them. It is because some men have not learned these things that they are not prepared for advancement. There are plenty of men who want to be advanced. There are plenty of places for the men especially well trained. They must know the specialty required of them before taking the job. Of course, life is too short to learn all about cotton manufacturing. Cotton manufacturing is a vast, intricate industry, and cannot be wholly learned a life time. But the trouble is that so many men who want to advance know only the easy things about the industry, and the positions to be filled need the men who know some of the hard things about the industry. Moreover, they must know that they know some of the hard things. It is useless to imagine that they know. This is not a dream, but facts. We close with the famous "Arab Philosophy":

"Men are four:

1. "He who knows not and knows not he knows not; he is a fool. Shun him.

2. "He who knows not, and knows he knows not—he is simple. Teach him.

3. "He who knows, and knows not he knows; he is asleep; awaken him.

4. "He who knows, and knows he knows—he is wise; follow him!"

### Additional Enrollment of Five Hundred In Next Few Weeks

### SPRAY GRADED HAS SEVEN HUNDRED

### Rooms at Spray Are Taxed Beyond Capacity.

The schools of Leaksville, Spray and Draper have opened with large enrollments. The combined enrollment in the white schools for the first day was about twenty-eight hundred pupils. There will be something like five hundred more to enroll during the next few weeks. The Spray Graded School with about seven hundred pupils has the largest enrollment of any single school.

The new buildings at Draper and in the New Leaksville section are filled with pupils. These splendid buildings greatly relieve the congestion at these two places. Pupils, teachers and principals are fortunate, indeed, to have such buildings in which to work. The reports from Spray show that there is not much more than half enough room provided there for the children who attend that school. It is evident that more room must be provided for children in that section.

The superintendent and principals are urging all pupils who expect to attend school this year to report at once. It will be necessary for all pupils who are entering school for the first time to enroll on or before October 8th. Pupils who enter after that date cannot be enrolled in the primer classes.

### Draper School Opens With 600 Pupils Seventeen Teachers

Draper school opened in the new building Thursday and while every detail is not complete, the school machinery is able to proceed.

Exercises were as follows. Address—Supt. Holmes. Prayer—Rev. Jenkins. Music by the school. Scripture and explanations by Rev. Overby.

Remarks by the Principal D. A. Snow.

There are seventeen teachers this year in place of the fifteen as last year. Of these, six are last years while of this number three have been here three years. We are indeed fortunate to have with us for this year Prof. Snow. This is his third year and he is fully in touch with the work, of proven ability. While the enrollment is not complete it is estimated that it will reach 650 pupils.

## Which Do You Smoke?

Once upon a time a young man got a job in a factory. He was rather a bright guy, and he knew a lot about things in general, but didn't know all about anything. But he managed to do pretty well what he was told and at the end of ten years was getting just money enough to buy his "Fatimas."

Some of the other guys who had been there but a few years had passed him and were on the salary list. He saw it and it got his goat. If it hadn't been for the good blood that he had, he would have joined the Union Knockers Club—with his prospects at an end then and there. However, about that time his best girl told him he might have brains but he surely didn't know how to use them. He went home mad!

Next day the mad was all gone. He began to look around and before quitting time came he saw the light.

Instead of paying attention only to his own work, he began to study the whole factory. Instead of stringing his own work out, he found how to do it in less time, and went and asked for more to do. Instead of fixing his work so that only he could do it, he arranged it systematically, so that any intelligent person could do it.

By and by, as he expected, he began to be noticed. His employers said, "Here is the right kind of a man; let's encourage him."

So to encourage him they piled RESPONSIBILITIES on him, knowing that responsibility encourages only good men.

He saw he was on the right track, took these responsibilities and made good, and now he buys cigars—by the box.

In other words, promotion does not come to a man until he grows bigger than his present job. Then he is too good a man to waste on that job and he gets a better one.

Copyright by Babson Institute, Babson Park, Mass.