



Anderson, Indiana.

Dear Brother Smith:

April 10, 1917.

Yesterday Brother Longbrake advised me, in consideration of my inability to have certain book and tract manuscripts prepared, that I either undertake this work and push it through even at the sacrifice of quality, or else resign my position as department manager.

He also stated that in case another manager were appointed, he would be expected to have charge of the workers of the department, and would have authority to reduce the quality of the editorial work in order that all the manuscript needed by the manufacturing division might be gotten through.

The lowering of our quality standard of work relates itself at once to the question of authority over the doctrinal and literary standards of the department. Hence I ask your advice.

As you know, Brother Lowder, our book editor, has not been able to work for more than a month and is not expected to be at work until after the June camp-meeting. With the present force I am unable to accomplish the work on the periodicals any faster if we continue to hold to the standard of quality we have held to ever since I have been in this work. I have repeatedly made efforts to increase the working force, and have had limited success. I have planned ways of increasing the speed and the efficiency of our workers, and in due time they will be more speedy and more efficient if they remain in the work. Some of them will in course of time be competent and available for book work.

I am interested in continuing the development of the editorial work to which I have already given several years of hard labor, yet I am perfectly willing to resign my position whenever it is so desired. In fact, if the uncalled-for, harrassing attacks under which I have been obliged to suffer for some time are not soon stopped, I shall have to resign on account of my nervous depletion.

Please advise me what to do:

Shall I O.K. book and tract reprints and revisions without their being again copy-prepared?—

Or shall I lower the quality standard of the periodicals?

Or shall I require the workers to work harder?

Or shall I resign as department manager?

Yours very truly,

F. W. Stealy
Managing Editor.

Anderson, Ind., April 10, 1917.

Dear Brother Heinly:

Your communication dated today received in regard to the pressure brought to bear upon you either to sacrifice quality in Editorial Work or else to resign your position as Department Manager. You also state that you have been informed that in case another manager is appointed he "would have authority to reduce the quality of the Editorial Work in order that all the manuscript desired by the Manufacturing Division might be gotten through."

Who is it that assumes power to give such "authority" to a Department Manager? A Department Manager as such has absolutely no authority over the quality of Editorial Work, and there is no one around this place who can give that man such authority; for all authority over "Editorial Work" has already been vested by the Company in the Publication Committee and Editor in Chief. "Editorial Work" is not a department under the Board of Directors, but is a division of the work authorized by the Company bearing its own authority and responsibility.

Of course, I am aware of that paper decision of a bare majority of the directors assuming to change the By-laws of this Company and to dictate in the Editorial Division, but I have "appealed from their "interpretation" to the Company itself. An appeal in law, as you know, halts all proceedings; there can be no action taken until after the appeal has been heard and decided. I have obtained counsel from the leading men constituting this company, and I know what will happen in June if a further attempt is made by a few men to ignore my appeal and carry out this private legislation contrary to the By-laws by which the Editorial Division receives its power and authority through direct from the Company.

I will now answer your questions one by one.

(1) "Shall I O.K. book and tract reprints and revisions without their being again copy-prepared?"

Ans. Yes, provided such authority is given you by the Publication Committee in each instance.

(2) "Or shall I lower the quality standard of the periodicals?"

Ans. No.

(3) "Or shall I require the workers to work harder?"

Ans. The directors have charge of the editorial workers (while the Publication Committee and Editor in Chief have full charge over the "Editorial Work" done by them); therefore the matter of the workers working harder is for the directors to decide.

(4) "Or shall I resign as Department Manager?"

Ans. "Department Manager" is something that I know but little about. The editorial part of this work is not a mere department; it was not created by the Board of Directors. As my Associate Editor, you have under my direction "charge of all Editorial Work connected with all papers and periodicals published by the Company." See By-laws under Editor in Chief, Section I.

All I have to say is, let the Management give us more, and more efficient workers and we will see that the right kind of work is done, both in quality and quantity.

Yours truly,

F. L. Smith
Editor in Chief.