being settled very fast and there are farmers there who are keeping as high as a hundred head of cattle. It will be beef for awhile, of course, but milk will come as a matter of fact afterwards.

The Chairman: We have with us a gentleman whom you all know favorably and well, a gentleman who presided over your meetings for two years, and whose self-sacrificing work helped us all, J. A. Carswell.

Mr. J. A. Carswell: Ladies and Gentlemen: It is a great pleasure to me to be with you again. I shall preface my remarks this morning with this statement, that judging from such opportunities as I have there never was a time in the history of the business when the tendency was greater toward the concentration and harmonizing of all the interests involved in the industry to lead it on to success. I will furthermore say that it is my opinion that there never was a time when slipshod, happy-go-lucky methods of doing business were more sure to end in financial disaster, and I shall let this statement apply to the topic that we have under discussion this morning.

THE COMMON INTERESTS OF CHEESE MAKERS AND PATRONS.

J. A. Carswell, Lone Rock, Wis.

The common interest of a factory taken in the aggregate is the financial success and the building up of an industry which will materially influence the life and business prosperity of the community in which it exists. But the working out of this problem involves a minutia of details as endless as the diversified interests and peculiarities of mankind, and to harmonize and concentrate them all into a working body which is necessary for financial success requires a certain amount of tolera-
tion for everything but negligence and dishonesty. In fact, it wants just good, plain, horse sense and all-around manliness.

The maker must not think because he has had some advantages of dairy schooling and experience that he is the only "pebble on the beach." Prof. Henry, Secretary Baer and the whole University faculty can not make out of a student,—to borrow an expression of one of our noted poets,—"a little tin god on wheels," but they have got to turn out good, practical, all-around men, and the good old state of Wisconsin is full of first class cheese makers "all wool and a yard wide and warranted to neither rip, ravel or run down at the heel," and when a factory secures the services of such a man as that, they should treat him as a man and not as a scapegoat and a pack mule. They should furnish him with first class implements to turn out work with, and each and every patron should furnish him milk that he can make good cheese out of without sweating the life out of him, and they should furnish him with a curing room in which he can obtain a temperature and degree of moisture somewhere within absolute reason, and then if the maker does not do work that gives satisfaction they have some grounds for hauling him over the coals, but I tell you when they put some bright young man into a shed to do business in, which would be a disgrace to a first class, well bred sheep, and then expect him to turn out first class work and fool away one or two years of the best part of his life, it is a crime against common humanity and should receive the censure of every well-balanced mind.

There is another question that is to the common interest of the factory and the patrons, and that is the selection of the salesman. How often do we meet men going down to the Board to sell cheese just because they are among the largest patrons, or they have a pull, or they like the job, or some other equally as plausible reason. We have all seen them making all sorts of breaks and then coming back and making the cheese makers stands as a buffer between the unscrupulous salesman and the inevitable results of his actions. Now, I say that for a man to accept such a position and fill it with credit to himself and profit to his factory, he should have knowledge enough of his
business to know something of the value of goods he is selling, and if there is any responsibility, to know enough to locate it where it fairly belongs.

There is another subject that does not practically come within the province of my talk, in regard to the marketing and selling of cheese, and I hope that at the proper time and place it will be thoroughly discussed and a mutual understanding be arrived at, whereby those who are engaged in the cheese industry of this state can derive a profit from this mutual gathering of the cheese makers of Wisconsin. It seems to me that the beneficent laws of this grand republic could be extended to cover an industry of the magnitude of the cheese industry in this state the same as it covers the grain and stock industry, whereby we might receive some inspection that would be disinterested.

Now, these are a very few of the points which have suggested themselves to me upon this topic, and I will say to you, gentlemen, that I am glad to see so many of you here today. I consider this convention one of the grandest and one of the best educational enterprises in the state in this line of business, and furthermore, I wish you all the success that attends the deserving this coming year. Gentlemen, I thank you for your attention.

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AS A CHEESE MAKER WHAT KIND OF A POSITION SHALL I ACCEPT?

Charlie Johnston, Dixon, Wis.

Mr. President and Gentlemen of the Convention:

*The subject assigned me is one upon which any cheese maker should be glad to get a chance to air his views before an intelligent audience like this, demanding what he considers his right before engaging to run a factory.