Theodore Richards 902 Kinau St. Honolulu: H.T. Cable Address "Theodore" Mot Souther Cut

My dear Miss Varney: -

I have just written you under date of June I7 inclosing check for \$150. and have waited a bit before

sending this letter for reasons that have to do largely with your health

I hope to hear that you are comfortably settled with favorable report of physician's examination.

recently

We have been discussin help and helpers here in the Council and I reproted what I had said to you concerning bifurcation of the work, namely that there should be some one giving all of his or her time to the BOOK ROOMS. Just how much the income would respond to such an effort remains to be seen, and it may be that the Board will have to underwrite such a position with a salary. THE SALE OF RELIGIOUS BOOKS (CHIEFLY BIBLES) WOULD WARRANT SUCH AN EXPENDITURE? EVEN IF THE SALES DID NOT PROVIDE FOR IT.

In the course of the conversation I reported your apparent willingness to confine your efforts to one branch, (preferably the Assistant
Treasurership) but the Council thought that you were not satisfied
with your position. The impression seemed to be general that you
wished to have certain changes affected.

Of this I have had no definite statement from you, though once before you left you mentioned a desire for enlarged powers. The remark seemed to be made in passing and I hewrd nothing further of it.

Now it seems to me that you should frankly outline whatever criticism you may have of the present regime, stating on just what conditions you are willing to return. I ought to be equally frank with you and tell you just what my impression are of your work.

I told the council somewhat as follows:-

First I paid tribute to yur conscientious krients for the Board which did not spare yourself and cost many another hour. I said, moreover, that I thought that most of the system you had introduced, the in some cases accepted somewhat doubtfully by me, had proved efficient.

I then made the following observations: I felt that you spent a good deal of time discussing situations with various people, leaving much of your routine work to be done out of hours. I myself have objected to the impression gaining currency that the legitimate work of the Board had to be done "over-time".

Then I felt that you were ambitious for more prerogative. I had yielded to that desire on your part in about every particular. I had the impression that you were assuming more and more functions in connection with Board work and that you were not able to carry them all with a proper regard for health andthe other obligations resting upon you.

I am purposely avoiding details.

Now just how this frankness on my part (and the request for equal frankness on yours) will affect your coming back, remains to be seen. If what you want in the way of a position meets with approval. well and godd. If not, cordial relations would be well-nigh impossible on any basis we would propose, therefore we would not be likely to propose anything. Our failure to make a proposition might then mean a severance of relations.

With very kind regards, by no means antagonistic to the frank statement above, and sincerely hoping that this letter finds you so nearly recovered that the worriment over the contents will not prove to be a set-back

I am

Sincerely

Dear Mr. Richards:

It seems wise to anticipate a little the threatened discussion that seems as sure as fate to be waiting me as to my work. Please let me go through with what must be done just now in the best way I can manage it. George has many things waiting for me to help him get started. He is excellent help and will be worth what it has cost to have the change from Kam Wing. (Goodness knows he was a trial.) And I cannot rest until I finish with Mrs. Cleveland. And Yoni must have some suggestions for the new years' work to improve over last year. I am taking it as easily as I can. I am terribly worn and shaken up. I had some bad news today and I realize better than before that I am not in shape just now to hear shocks. But that is also a reason why I am asking you not to try to make any adjustments just now. As soon as I can leave and feel the necessary things are finished I must have some rest. I deliberately went to bed for three days because I knew I had to have it before I could finish. But I can do it now, if—

Of course I want you to understand that the rest I need is not wholly thexnightxwork the result of the night work. There has not been a day since Kam Wing came when he was so necessary as the week he told me he wanted to quit. The work has grown in so many ways the last eighteen months, and more and more I had to depend on him. So much he could do was because he \* knew the ropes. It will be six months before George can learn people and facts he needs to know. And there was no time to get ready and I was already at work on the report. I have worked 173 hours in the office overtime since December 7th. But a good deal of it was because the days were so full. You see the number of people around here has increased greatly. About 15 people have been needing something from me here in the offise daily. It is inevitable of course. And the new people seemed to need so much more than is usual. I have probably lost Miss Hill&s friendship throughout life because when I woke up to her demands on my time and strength I quit cold --- for weeks she did not let me out of her sight to eat sleep or work. Always protested that she had nothing ''por-ticular to do'' and accompanied me on all my business and other ways. I tried every gentle means I knew and never touched her.

Then that awful four months of boils. I think a good deal of my nervous state is due to the humiliations I endured. Of course it was necessary that I should some to open the vault even if both eyes were swelled shut. What a good time Mr. Erdman did have! So I was here every day through fourteen hideous pests and nine of them on my face. (There was quite an epidemis of them.) But when some of my friends stayed in bed and a Dr twice a day for one in her nose I resliced ug

realized I had been unwittingly a heroine. I did not appear down town for lunch however, for many weeks.

Then Palama has grown to be a big responsibility. With no time in the week it has begun to mean such a heavy Sunday and Saturday evening. The time has come when I must decide about that too. Those 200 little heathen down there need mwx me. And there have been so many serious problems, but I think it is one of the most alive schools in Honolulu and you know I have had a glimpse of them all. Mrs. Baker has Jell consented to go down but a number of things have occurred that makes it look impossible that she can work there. Of course you understand that it is a touchy problem and I am grateful that it could reach its present standing, at all.

There are many more things of course. It would not be fair to try to tell them all. But please do not ask me to settle anything while I am so tired. You perhaps do not know what an expert I am in nervous things. You see I have spent two years in bed, in Three attacks,) of exhaustion. I have never reached the limit of my physical endurance; I do not think there is one. Which accounts for the nervous breaks. But I have learned. And I am stronger than ever before. If you can plan for a short vacation before on the strength of the overtime and arrange for it before the demands of the Cehtennial get too close it will be better and safer for me. But let me finish these things without too much restraint just now.

Cevarny

It seems wise to fofetall a bit the threatened discussion. about mg

Dear Mr. Richards:

Dear Mr. Richards 
The attricts to in hurrielly writtens

m to your on to the other may not approve

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might help to clarify matter.

On hilly It. Lowery

It was mufortunate that diving the four weeker pression to your departure your condition on as such that we had not feel we would talk over aff ain with you ar now should like to have done. We trush that you have sufficiently improved in health so that now it will not be injurious to you for in to take in attern quite bully. We understand you have ex. pressed yourself quite fully to the effect Attal you was on it satisfied with the way the morks of the board was being dine, more frasticularly on to the hourween office the book novem, and matter frestaining to the buildings on to grands. Also that you now being continually Calle 16 me by the accretion to 10 things And It when responsibilition which his mil belong to you, on to this no authority was definitely given you by the branks ino on atter voluce you fell you should not. Now of course the best with and be

done by the board meles there is complete having among the weekers. The question now is can this be attant. Do you feel that you we imprime g to such an extent that you could come back on to calmly go now the situation with mr. on to take up duties which should be definitely et assigned to you! I It might be well if you cando to do so to indicate what frank of the make you would prefer but we would not agree beforehand to med your misher. If you feel it would be better for you not to attempt the friction then no should like As her we it ar soon is possible so that we might be making other armangements

March 27, 1920.

My dear Mr. Richards:

It disturbs me very much indeed to bring anything to you just now when the days are so busy. Only the necessity to make plans far in advance gives me any excuse for doing so.

Yesterday the Doctor told me to arrange a six months vacation as soon as practicable. He expressed a desire to write a letter addressed to the Board on the need of it but I assured him that I would make a request which would be sufficient. However, we compromised on four months under best conditions.

Of course it has been my thought that the fair thing to do was to offer you my resignation, to take effect sometime in May. Perhaps I could ask for a four months leave of absence.

I must leave to you the decision as to the right course for I realize very well how unsatisfactory it will be to ask anyone to come in temporarily.

Will you kindly consider this without permitting the question of the bookkeeping emergency in December to influence you. It has distressed me that you have felt personal responsibility for what was doubtless my own indiscretion.

Cora C. Varney

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Miss C. C. Varney, Care Mrs. Roy Johnston, Manette, Washington.

My dear Miss Varney:

Your letter of June 2d came to hand. We had heard through Yonne of your trip and are glad to hear that the conditions were no worse than those of which you speak. I am glad that you spent the first week resting. I am very much in sympathy with your interest in little Miss Sabine, who presumably was attempting a good deal to travel alone with her weak condition of heart.

I am not using your letter to the Trent Trust Company, and an returning the same, together with deposit slip for \$150 made this day to your account. In accordance with the action of the Ways and Means Committee, there will be another \$100 due which I will deposit sometime this month, amking \$400 in all. (As I am dictating a question arises in my mind whether I am right in view of the fact that you were here until the middle of the month. In other words, it may be that the \$400 was to run from the time that you left. I will get judgment on this perhaps before sending).

You will be glad to know that the Centennial Fund of \$400,000 bids fair to be nearly raised and things look encouraging from all angles.

With very cordial greetings and hoping that the vacation is adding strength and that you get the mountain experience that you are looking for, I am

Yours sincerely,

## Treasurer.

TR/AGB P.S. - My doubt was justified. The Council thought that the arrangement concerning the \$400 should date with your departure, May 15th. Therefore there is another \$75 due you. I will make a deposit early in July of \$150, which will leave a balance of \$25 due you on the following month.

T.R.

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My dear Mr. Richards 1 26 1920 Hank you for your letter and the cifflered deposit slip. I am sorry, very, that the vacation salary is causing your trouble and order the very short Time given me to get of and on Sunday san excuse my not having made selver more definite plans for money. And I am sorry to tell you that the figures given in your letter are not correct by any may I can Jigure, notiether the original resolution passed

granting me four months was finally verified or whether the Ways & means Committee action annuled of giving only live and 3 months - neither could be correct figures. If you will look up the salary card perhaps that may show where the trouble is. Possibly, of course the first deposit made to cover my traveling expenses was not 200 as we agreed. If not I should have been in trouble for I drew checks to that amount on my account. However, I am so disturbed over my se situation here that I cannot think much of those matters, for all of it may med to be refunded. I have sout to Mr. Trent asking then to loan me money for my nimediate expenses on big Doctor villa! I lide Ims. Doone has told you a little as to my health. The past works elings looks brighter but are still very uncertain. The diagnosis, after examinations by several specialists, was made from ele KRay revelations. and is tubercular peritoritis. It is not very active and of course nothing to be alarmed over expet that for the first time

commerce is in City Management of minimized Remissional Structural Of course it is hard to be patient under the memory of twenty years of such medical treatment, Tarticularly the operation for appendictus; when I never had appendiction, and the failure to diagnose thes same condition which the surgeon ded fined at that time. But elisse are my own problems and I don't would to trouble you. The real question is whether or not I can return. I infer from your letter that you have not yet found the person you nere lookeng for.

If you have not I fear it is a trying Dr. Griswold told me in fine that I should have six months tuberculie treatment. Latis Dr. Eagleson changlet I might take them elsewhere ofter the first elire months. But they do not help me much to decide I thave been so extremely sensitive to the tubenculin that for a month the doses had to be reduced instead of increased as dry must he of before any progress can be made. I have now had two very slight increases without the reactions of the earlier ones and tornorrow I am to have an experimental increase. Of course my nervousness is a strong. I was very much worm out up have been pretty miserable from that. I am still spending about half the day in ded, but do get over li Elie summer school for two lectures every day. I do enjoy teleat very much. I caudiot studio hut the professors are both splendid and I get much interest ed en ele lectures. Mr. Erdman would have lus usual joke if lie knew one of the

The members of the Council my gretuings. I mish I could sould be ming from a good of sould of sould glowing your some hot level how, frily 2 1920

I will decide by the first of august I am sure. and if it cannot be will send you my resignation at once. In the meantiner of you feel you should make other plans of course I well accept the situation for I appreciate you cannot be uncertain for long. My mother has quite ! recovered, but I have not been able to go across the mondairs to see her and have no promise of when I can go. The regular breatments some every five days and some special ones every

and day so I can not make plane you angeling dee I was most fortunate in soming out here to the Universely. It is such a delightful place and I have found several old Iowa University friends and particularly Miss Herrehome. Mr. Danis knew her at Dr. Whites Bible School, I worked with her at Las angeles. And my sister across the Sound is mean! Please tell Mrs. Richards I made a short call of the Barretts and found them particularly Grace in Jine health. I auticipate so much a visit as soon as I can godo Jacoma. L'ast night I went to hear Dr. Mouhew in lies great church. He had a very large audience and was his usual dominating self; but do you know I had a con stantly uncomfortable sensation that he reminded me of Rev. Shaw. My apologies to lie Reverence! Marthur Will you kindly extend to

July 15, '20

My dear Miss Varney:-

authorized the sending of a letter to you, but I did not feel like sending it until some word had come as to your condition. Now in a roundabout way we learn that the previous diagnosis has been confirmed but that you have taken a compartment and are "about", taking regular treatment. This facts emboldens me to hope that you are ontthe road to recovery and will welcome a discussion of the issues involved.

From your side, you will want to get at the important facts bearing on your relations (you would not want to come back in ignorance of them) and we, on our side, must be able soon to be making our plans for Fall and Winter.

Following is the letter:-

"It was unfortunate that during the few weeks previous to your departure your condition was such that we did not feel that we could talk over affairs with you as we should have liked to have done. We trust that you have sufficiently improved in health so that now it will not be injurious to you for us to take up the matter quite fully. We understand that you have expressed yourself freely to the

effect that you were not satisfied with the way
the work of the Board was being done, more particularly as to the Treasurer's office, the book
rooms and to matters pertaining to the buildings
and grounds. Also that you were being continu-

ally called on by the secretaries to do things and take responsibilities which did not belong to you, and that no authority was definitely given you by the Board in matters where you felt you should act.

Now of course the best work cannot be done by the Board unless there is complete harmony among the workers.

The question now is, can this be attained?

Do you feel that you are improving to such an extent that you could come back and calmly go over the situation with us and take up duties which should be definitely assigned to you?

It might be well if you careed to do so to indicate what part of the work you would prefer, but we could not agree beforehand to meet your wishes. If you feel it would be better for you not to attempt the work again in face of the former friction, then we should like to know it as soon as possible so that we might make other arrangements."

With kind regards

Very sincerely

For the Council

I felt that this was not a matter relating to the Treasur's office only, or I would have been justified, nay expected, to have settled thing with you myself. Your relations had extended into so many other departments of the Board's work that I felt that the Council should act.

July 27, 1920.

Miss C.C. Varney, Homer Apartments 227, University Station, Seattle, Wash.

My dear Miss Varney:

Yours of July 12th is at hand. To begin with, the money part of it - I think you are right; we have rather percipitiously fired money along without looking as carefully as we should to the payments. I find now that the account runs somewhat like this- that I have paid you as follows:

Board			Book Rooms		
May " June July		\$43.75 87.50 87.50 87.50 \$306.25	May June July	20 17 2	\$31.25 62.50 62.50 156.25

Making a total of \$462.50, and in accordance with the vote of the Committee, \$400 was to have been the sum. Hence, we make it that we have over-paid you \$62.50.

Of course, the most of this falls into insignificance beside the graver news regarding your health. To be sure we have been prepared for this from what you had written Mrs. Doane, and I wrote you under date of July 15th. I still hope, very sincerely, that the correspondence on the subject of your return will not have had any depressing effect upon you and that your recovery has been and will be continuous.

What you said regarding refunding is very wide of the mark, save concerning the \$62.50 over and above the \$400 voted, and I am sure there can be no hurry as to that.

You need have no discomfort concerning the situation here, for whereas I have not tried lately to find anyone to attempt the rather complicated work here in the office, we have managed to get along, partly due to the fact that there has not been a very great amount of work here. Yonne has returned from a three weeks' vacation, and Mrs. Doane has been a very great comfort to us and assistance in the Book Rooms. You will be interested to know that we have paid off all our notes

[6 crarney 7/27/20] -2with Centennial Fund money and will have a balance of additional capital after \$1,000 more is received from the Fund. I am planning whatever happens to recommend to the board the securing of a man to give all his time to the Book Rooms. An answer from you to my letter of July 15th will soon be on the way and I am not anticipating any decision of any sort at this time. Please tell me quite frankly of any error in the statement I made above, and remember also ( a thing I had forgotten until recently) that I had claimed a share in the expense of the Haleiwa trip in view of what seemed to me to be my part of the overwork of December and previously. With very kind regards, I am Yours sincerely. Treasurer. TR/AGB

Box in Vault.

AWAHAN BOARD TREASURER My dear Mr. Richards: SEP 8 - 1920 Euslosed pleasy fried my cherk for 62 50 refund fine accord with your letter of the July 27th. I am very sorry not by raplied some but the dest weeks before I same to the Hospital it seemed quete imposible and is difficult more. du else matter you refer to in the same letter as to your obligation to me in a share in the expense of Haleina" I regret very much that I failed to make you understand retien you first made The suggestion in February That I could not family accept money from you personally for any service so clearly in line with my duty. Saturday and I can only accept the Down not strong enough to disease it beyond the explanation that from my knownedge of the procedure in such a cast as this The money must be voted by the Board, which according to your letter, had not here done,

I am in a pleasant small, bootstd in West Seattle and om much more comfortable with complete nest but the Dr. will give me nos obmion of robat progress Imay hope to make. It is very lonesome owises - and I have for Mrs. Doanis splendil letters Kindly give my regards to my griends in the office. Very smerely. Coro C Varney Sound View Wospitale. West Seattle, Washaug. 29- 1920

September 13, 1920.

Miss C. C. Varney, Sound View Hospital, West Seattle, Wash.

My dear Miss Varney:-

Yours of August 29th arrived and also a later one on the following steamer enclosing your check for \$62.50. I first want to assure you that you need give no further concern to what you call vacation money. In the first place, we took a vote at the Council (which has entire charge of the disposition of the General Use account) and to make you entirely satisfied we had this action confirmed at the Board meeting on Friday. That matter is entirely disposed of.

As to the \$62.50 you sent, which was an overpayment to be sure, Mrs. Richards and I wish to ask for a privilege on the following two considerations. In the first place, you did have a good deal of extra work, due to my absence in a measure. In the second place, on the assumption that there was any question at all involved, we are in a better position to stand that expense than you are and this through no merit of ours but all of mere fortuity, if you please. Hence I am taking the liberty of enclosing this check of yours to you with the request that you tear it up and let us fix this with the Board Book Rooms.

We are hoping to hear of your continued improvement. Mrs. Doane is away just now, I think up on Hawaii, but will doubtless be in this week and I will tell her, as she already knows perhaps, how much you prize her letters.

Please tell us what you want to have done with the contents of your box in the vault. We are perfectly glad to have it left as long as you wish.

With very cordial greetings, I am

TR: DB

Yours very truly,

IAWAHAN BOARD TREASH RECEIVED 62 NOV 8 1920 Hotel Cennington, Sealle 1/10 Oct 27-1920-My dear Mr. Richards: your letter of September 15 ch returning my check was forwarded to me at Chelan. I am very greatly embarrassed! It is doubly distressing to appear ungrateful, particularly since you include Mrs. Tichards in the request, and since my need of money is so great. I have waited to steady myself and think the situation quite through again; and I can reach no new sondusion. Painful as it must be to both of us it seems best & necessary to by to make my reasons very clear. La June of July 1919, before you left for the States, you came to my home and among other distressing Illinga you said - Doublesa, because of you hard early life you learned to kick down doors to make offortimetics for yourself and so have you been trying to do here: The time has gone by to answer

However, it seems to me; your mental attitude then in regard to my personal I relation to you in my work; is now reflected in your feeling that you are under peculiar personal obligation to me, aside from the Board. Last spring I wrote you offering my resignation, if the situation required it. Then I went to Orlesident Lowery and told him I had done so - and why! I asked lim whether be considered my position under the Board warranted bry coming to lim for advice. He assured. me that it was the privilege of the Board to bring their problems to live. I have regretted very much that my letters as to action by the Board have troubled you but eley were the result of Mr. Louries suggestions then and later. May you knew I was booked to sail od any steamer available. You failed "leave of absence except the time parion.

When Mr. Vernon telephoned me could sail on Friday's Magara I had no money avallable. Frially, in despair I asked Mr. Schenk of he fenew whether any action had been taken. He referred to ele minutes; and I think Mr. Haterhouse. The Board had voted four monthis leave "my Mr. Lowery told Mr. Schenck to authorized me to draw a check in my own favor for 600.00 When the steamer was delayed I waited hoping you might return in time - and did not write it.

you can imagine, perhaps, my surprise when you later world me "400 had been voted; and indeed my sense of shock at what would have happened had I followed Mr. Lowreys suggestion! I felt sure some radical change had recovered - and I wanted to be very sure that the change in my situation did not further altered the action of the Board.

I regret exceedingly that I must mention either Mr. Lovery on Mr. Schenck in this connection but do not see how I can

make myself slear otherwise. I am enclosing also a check for 850 to the Book Rome. It came the me as a shock a few days ago that I med for some books. I am not certain of the amount - I hope it is correct. You will be glad to know that I am much stronger. The Loclor gave me a month's rest from tele tuberculin and I was soon strong enough to go over the mountains with my mother. But the breatments have begun again and I am not very happy. Every five days to have a relapse of grippe is anfully disturbing; however there is progress in increasing resistance. Doublese Mr. Trent has called for my papers before this time; and paid off my mortgage in other obligations although I have not yet had final work from him I have Mr. Judd's letter and I affreciate very much the formal action of the Board, much and regret you feel it meded to be done . Very bruly. Corallarney

November 13th, 1920.

Miss Cora C. Varney, Pennington Hotel, Seattle, Washington.

My dear Miss Varney:

Yours of October 27th inclosing two checks is at hand. Please do not disturb yourself further about the money consideration. I freely concede your right to do as you please and the \$62.50 episode is pau. As to the bookroom remittance I will inclose a receipt.

I am indeed glad to know that you feel stronger. Your experience with tuberculin seems to be parallel down here. Mr. Ygloria has that unhappy time
when he gets "shot" but he has gained nearly ten pounds.
I think, and is doing very well up at Kula. Of course
I realize that your difficulty is not that sort.

You will be interested to know that Miss Young and Mrs. Brown are with us and Yone is expecting to go to Los Angeles in December. She very joyfully told me that she had her passport arranged for but the money that her father deposited seems to have dwindled down to something like \$80.

Mr. Erdman is still away, - probably now in the Philippines and Mr. Murphy of the American Bible

2. Miss Cors C. Varney, Pennington Hotel, Seattle, Washington.

Society came this week. He had ordered sent here about \$5,000 worth of Japanese Bibles and Testaments which he expects to sell. I think your experience will echo my wonderment in such terms as these "How is that for high?"

The mortgage matter is settled and off the books and I hope you cleaned up a good sum.

With very cordial greetings and best wishes for complete recovery, I am

Yours very sincerely,

TR:Y

Incl.