# ייווא – ייווא יידישער וויסגשאַפֿמלעכער אינסמימוט – ייווא YIVO INSTITUTE FOR JEWISH RESEARCH DEVOTED TO THE SOCIAL SCIENCES AND THE HUMANITIES



1048 FIFTH AVENUE . NEW YORK, N. Y. 10028 . LEhigh 5-6700 . Cables: YIVO, NEW YORK

NR5 File 978

July 1, 1940 mrs. James Abraham Ethical Culture Society 2 West 64th Street New York City My dear Mrs. Abraham: Just a word of appreciation for your contribution to last Tuesday's discussion. It was indeed very kind of you to participate and I hope that you realized how interested the students were, also. Sincerely yours, Lotte Marcuse LM:HK

Busin July 1, 1940 Dr. Henry Selver Jewish Board of Guardians 285 Schermerhorn Street Brooklyn, New York My dear Dr. Selver: Just a word of thanks for your contribution to last Tuesday's discussion. I was particularly gratified at the response of the students to your presentation and I believe that no matter what Dr. Magnus may have brought to them, your point was awfully well carried. As long as I am so near the School, won't you call me up sometime when you are free for lunch? Sincerely yours, Lotte Marcuse LM:HK

· Kupe grover 215 - 4th Av. June 20,1940 Mrs.James H. Abraham Hobby H111 Sea Cliff, L.I. Dear Mrs. Abraham, The Seminar on Refugee Problems of the New York School of Social Work, in which you offer to participate, takes place on Tuesday, June 25th, at 11 A.M. at 122 East 22nd Street, New York. I shall look forward to meeting you next Tuesday. Sincerely yours, Lotte Marcuse Director of Placements LM:NC

En

# SEMINAR ON SOCIAL SERVICE FOR REFUGEES

June 17-28, 1940

THE NEW YORK SCHOOL OF SOCIAL WORK

122 East 22 Street New York, N. Y.



# A SEMINAR ON SOCIAL SERVICE FOR REFUGEES

This seminar is designed for experienced social workers, either directly engaged in work for refugees or interested in community aspects of this service, and who desire a short concentrated period of study and discussion.

The program is being planned by the New York School of Social Work in cooperation with representatives of the agencies working with refugees who are acting as an advisory council and a number of whom will participate as speakers or leaders of discussion groups.

The seminar will meet five days each week during a period of two weeks.

# Requirements for Admission

Enrollment will necessarily be limited and selection among applicants will be based not only on evidence of successful experience but on considerations of community needs and of geographical distribution. Preference will be given to students outside of New York City.

Applications should be made on the enclosed form and should be sent in as soon as possible, in any case prior to June 1st.

Credit—The usual requirements of admission to the School will be applied only to those seminar applicants who are new students and desire to register for credit. Two points credit towards the School diploma will be granted to students who meet these requirements and who successfully complete certain specific assignments.

Students interested in receiving credit should consult the admission requirements as given in the Summer Bulletin which can be secured from the Registrar.

# Expenses

Fee for seminar	\$25.00
Admission for for credit students	5.00

In addition to tuition costs, students should plan a weekly budget of approximately \$25 for maintenance expenses. Lists of hotels, clubs, etc., will be supplied by the School at time of registration.

The School retains the right to withdraw any section of the program for which registration proves to be insufficient. Students will be notified in advance if this is the case.

For additional application blanks or folders, apply to the Registrar.

## Mornings

9:15-10:45-In a general assembly during the first morning period various leaders in the field will present broad aspects of the refugee problem for the purpose of orientation. A brief discussion period will follow each lecture. Topics will include:

Historical Background and International Programs Looking to Solution George Warren, International Migration Service

The Refugee Speaks-participants to be announced.

Voluntary Programs in the United States William Haber, National Refugee Service

Technical Problems of Refugees

Cecelia Rasovsky, National Refugee Service

Community Cooperation on Behalf of Refugees Mabel Brown Ellis, Committee on Refugees, National Board, YWCA

Resettlement, Employment and Self-Help Jacob H. Kravitz, Resettlement Division, National Refugee Service Nell Mann, Employment Department, National Refugee Service

The Meaning of Cultural Adjustment Mary E. Hurlbutt, Cultural Studies, New York School of Social Work

11:00-12:30-During the second period each morning three sections will be held simultaneously. Each seminar participant should select one section which he wishes to attend consecutively. Selection should be indicated at the time of application.

Section A-Technical Aspects of Immigration, Alien Status, Deportation as-Affecting Refugees

The steps each individual goes through in migrating-departure, transit, and arrival; the principal legal and administrative requirements-affidavits, bonds, etc.; the status of visitors; illegal entrants; deportation problems; alien residents; the importance of naturalization. Cecelia Rasovsky, National Refugee Service

Refugee Problems found in International Case Work Ruth Larned, International Migration Service

Section B-Cultural Factors in the Adjustment of Refugees

Problems encountered by social workers will be considered in the light of the German background and the impact of American Life. Specific subjects will include: adjustments in family life, foster homes, schools, employment and resettlement.

Mary E. Hurlbutt, Cultural Studies, New York School of Social Work Erna Magnus, formerly Arbeiter Wohlfartschule, Berlin Lotte Marcuse, German Jewish Children's Aid

Jacob H. Kravitz, Resettlement Division, National Refugee Service Aroos Benneyan, Vocational Service, American Committee for Christian Refugees

Section C-Community Aspects of Refugee Work

The goals of community programs on behalf of refugees; the public relations of refugee agencies; the participation of community institutions, such as settlements; place of the volunteer; financing refugee work.

Mabel Brown Ellis, Committee on Refugees, National Board, YWCA Jacob H. Kravitz, Resettlement Division, National Refugee Service Evelyn Hersey, American Committee for Christian Refugees

# Afternoons

The afternoons will be used for planned visits to agencies; for informal group discussions; and for individual conferences.

# **ADVISORY COMMITTEE**

1.1

MARY E. HURLBUTT—Chairman

MABEL BROWN ELLIS—Vice Chairman

EVELYN HERSEY

MARCELL KOVARSKY

SOPHIA ROBISON

JACOB H. KRAVITZ

MARY B. ROGERS

RUTH LARNED

EMMA S. SCHREIBER

LOTTE MARCUSE

ELEANOR SHELDON

HANNAH ZIEGLER

Refugu Smra June 18, 1940 Mr. Algernon D. Black Refugee Committee Ethical Culture School 2 West 64th Street New York City My dear Mr. Blacks In a rather rash decision, I accepted from the New York School of Social Work the assignment to arrange for a discussion of adjustment problems of refugee children and youth, to take place Tuesday, June 25th. You probably know that the very careful plans which the committee on the Refugee Seminar has been working out for a period of months, needed readjustment because of the small number of applications, and furthermore, that the time at which the seminar was to take place was changed not so very long ago. I myself was therefore taken somewhat by surprise and the time, of course, is now exceedingly short. I am telling you this story to apologize for the suddenness with which I am asking you for your help on this program. . I am planning to have a discussion on adjustment problems from the point of view of the case worker -- apparently, to get somebody to discuss the problems of children who came here without their parents -- from the point of view of the group worker, and I am trying to get the members of the Ethical School, who have been working on a children's project, to discuss their project and their problems. I am, however, most eager to have somebody discuss the problems of social adjustment of young people who are not attending American schools anymore and for whom efforts have to be made to have them participate in the life of the American community. I know of no more interesting project than that of the camps which you developed last year, and I am therefore specially anxious to have you present whatever seems significant to you in the basic philosophy, the technics and methods of last year's camp project and plans that I understand, you are having for this year. I am afraid that your first reaction to this request will be no,

June 18, 1940 - To: Mr. Black because toward the end of the school year any additional work seems just too much to undertake. However, I would greatly appreciate your making the attempt. It shouldn't be a particularly time consuming or painful experience. The time at our disposal is from 11 A.M. to 12:30 P.M. and there will probably be four people who will join in a panel-like discussion. Please let me know that you will be with the group next Tuesday at 11 A.M. at the New York School of Social Work. I shall be specially glad to see you after such a long interval, again. Cordially yours, Lotte Marcuse LM: HK

July 1, 1940 Dr. Henry Selver Jewish Board of Guardians 285 Schermerhorn Street Brooklyn, New York My dear Dr. Selver: Just a word of thanks for your contribution to last Tuesday's discussion. I was particularly gratified at the response of the students to your presentation and I believe that no matter what Dr. Magnus may have brought to them, your point was awfully well carried. As long as I am so near the School, won't you call me up sometime when you are free for lunch? Sincerely yours, Lotte Marcuse LM:HK

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July 1, 1940 Mr. Ralph Victor International Students Service 8 West 40th Street New York City My dear Mr. Victor: I was indeed sorry that I had no opportunity the other day to thank you specially for your participation in last Tuesday's discussion. You probably saw that several people turned to talk to me right after the meeting and before I realized it you had gone. I hope that you had the feeling that people were intensely interested and grateful to you for your contribution, as indeed they were. Sincerely yours, Lotte Marcuse LM: HK

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The Society for Ethical Culture in the City of New York Founded 1876 Refuges Central Park West and 64th Street SUSQUEHANNA 7-5200 June 25, 1940 JUN 27 1940 Dear Miss Marcuse: In response to your letter of June 18th and as per our phone conversation I am acknowledging receipt of same. However, I have forwarded the letter to Mr. Black as I know he would have been interested has he been in town. Macherine & Telesia Secretary to Mr. Black

June 20, 1940 Miss Mary E. Hurlbutt New York School of Social Work 122 East 22nd Street New York City Dear Miss Hurlbutts Thank you very much for your invitation to the dinner meeting on Monday, June 24th. I shall indeed be happy to be present. Sincerely yours, Lotte Marcuse LM:HK

THE NEW YORK SCHOOL OF SOCIAL WORK 122 EAST TWENTY-SECOND STREET NEW YORK, N. Y. JUN # 1940 June 19, 1940 Dear Miss Marcuse: We cordially invite you to be our guest at the dinner meeting for seminar students to be held on June 24th at 6:30 P.M. in the Student Lounge here at the School. Mr. Clarence Pickett of the American Friends Service Committee will speak on "America and the European Refugee". Will you be good enough to let us know whether or not you will be able to attend by Friday morning. We will be looking forward to seeing you. May I take this opportunity to thank you for your valuable help in planning this seminar. Cordially yours, May E. Therebuly Mary E. Hurlbutt

THE NEW YORK SCHOOL OF SOCIAL WORK

122 EAST TWENTY-SECOND STREET

NEW YORK. N. Y.

JUN 17 1940

June 14, 1940.

Miss Lotte Marcuse,

Non-Sectarian Foundation for Refugee Children.

Miss Lotte Marcuse, Non-Sectarian Foundation for Refugee Children, 215 Fourth Avenue, New York, New York.

Dear Miss Marcuse:

I am enclosing a copy of the final program and you will find the date of your participation marked with a red pencil.

With warm appreciation for your help, I am

Sincerely yours,

Mary E. Hurlbutt. S.A.

# THE NEW YORK SCHOOL OF SOCIAL WORK 122 EAST TWENTY-SECOND STREET NEW YORK, N. Y. SEMINAR ON REFUGEE SERVICES NEW YORK SCHOOL OF SOCIAL WORK June 17 - 28, 1940 PROGRAM June 17th - Monday Forenoon

- Registration Individual Conferences with Mary Hurlbutt and Mabel Ellis

11:00 - 12:30 - Opening Session
Walter W. Pettit, Director, New York School of Social Work
Welcome to Students

Mary E. Hurlbutt, New York School of Social Work Introduction of Students, plans for the course

"General Discussion of Current Situation and Problems in the Field"

# Afternoon

Free

9:15 - 10:45

4 P.M. Tea in School Lounge

# June 18th - Tuesday

Forencon

9:15 - 10:45 - Joseph C. Hyman, Joint Distribution Committee
"European Backgrounds of the Refugee Problem"

11:00 - 12:30 - William Haber, National Refugee Service "Voluntary Programs for Refugee Aid"

#### Afternoon

Visit to Ellis Island -Leader - Mrs. Edith Terry Brener, National Institute of Immigrant Welfare.

# June 19th - Wednesday

Forenoon

9:15 to 12:30 - Discussion Group

"Resettlement Programs"

Leader - Jacob H. Kravitz, National Refugee Service Participants - Father Joseph D. Ostermann, Catholic Committee for German Refugees -

Evelyn W. Hersey, American Committee for Christian Refugees -

Mary M. Rogers, Refugee Section American Friends' Service Committee

#### Afternoon

Visit to Refugee Agency Building - 165 West 46th St., American Committee for Christian Refugees American Friends Service Committee National Refugee Service.

Visit to - Catholic Committee for German Refugees, 259 West 14th St.

#### June 20th - Thursday

Forencon

9:15 to 10:45 - Discussion Group -

"Organization of the Local Community"

Leaders - George Wolfe, National Refugee Service Lowell Iberg, American Committee for Christian Refugees -

11:00 to 12:30 - Discussion Group -

"Relation Between Local Case Work Agencies and

Refugee Services"

Leader - Linton B. Swift - Family Welfare
Association of America

Participants - Joseph Beck

Elizabeth Campbell - International Institute, Pittsburg, Pa. Stephanie Herz - Catholic Committee for German Refugees

Eleanor Sheldon - American Comnittee for Christian Refugees

#### Afternoon

Visit to Friendship House and Congress House

# June 21 - Friday

Forenoon
9:15 - to 10:45 - Evertt C. Clinchy, - National Conference of
Christians and Jews
"Interfaith Cooperation"

11:00 to 12:30 - Discussion Group"Local Community Planning for Adult Education and Naturalization Aid."

Leader - Winifred Fisher, New York Adult Education Council

Participants - Sara Dukore National Council of Jewish Women

Marie Chase Cole - International Institute, Y.W.C.A. New York City

# Afternoon

Individual or Group Conferences

# June 24 - Monday

Forencon
9:15 to 10:45 - Erna Magnus, formerly Arbeiter Wohlfartschule,
Berlin
"Gernan Cultural Backgrounds"

11:00 to 12:30 - Discussion Group 
"Adjustment through Group Participation"

Leader - Edward B. Marx, National Refugee Service

Participants - to be announced

Afternoon Free

Evening
6:30 Dinner Meeting - Student Lounge N.Y.School of Social Work
Clarence Pickett, American Friends'Service
Committee "America and the European Refugee"

#### June 25 - Tuesday

Forencen
9:15 to 10:45 - Erna Magnus
"German Cultural Backgrounds (con't)

- Discussion Group 
"Adjustment of Refugee Children & Youth in the

American Community"

Leader - Lottie Marcuse, German Jewish Children's Aid

Participants - (to be announced)

Afternoon

3:30 to 5:00 - George Warren, International Migration Service
"International Plans for Refugee Re-Settlement"

# June 26th - Wednesday

Forencon
9:15 to 10:45 - Erna Magnus
"German Cultural Backgrounds" (con't)

11:00 to 12:30 - Cecilia Rasovsky - Migration Department National
Refugee Service
"Some Technical Immigration Problems"

Afternoon

2:00 to 3:30

- Discussion Group 
"The Financing of Refugee Work"

Leader - George Wolfe - National Refugee Service

Participants (to be announced)

# June 27th Thursday

Forenoon
9:15 to 10:45

Discussion Group "Implications of Cultural Factors in Case Work
Practice"

Leader - Mary E. Hurlbutt - N.Y.School of Social Work
Participants - Hannah Ziegler - Case Work Service,
National Refugee Service
Evelyn Hersey - American Committee
for Christian Refugees
Grace Grossman - Brooklyn Section
National Council of Jewish Women

(continued next page)

Seminar Closes

JUN 24 1940 Henry I. Selver 130 West 81st St. New York, N. Y. June 23, 1940. Miss Lotta Marcuse Non-Sectarian Foundation for Refugee Children 215 Fourth Avenue New York, N. Y. Dear Miss Marcuse: I have thought over the topic you gave me and I hope you don't mind if I say that I find it very difficult to discuss such a topic in about ten minutes. Since, however, I shall talk in the New York School of Social Work, I think it proper to discuss the subject from a psychological point of view in particular. I want to make the following main points: First -- Due to a social philosophy which stresses the interrelatedness of the community rather than that of the family, our youth during the last decades was striving for a status of their own in society and a certain independence from the family. They were supported in their attitude by youth leaders (youth movements) progressive teachers, etc., and their attitude was at least tolerated by the more progressively thinking parents. Psychologically speaking, these tendencies imply that the child in Central Europe develops an ego-ideal which is not only molded along the lines of paternal patterns and standards but also incorporates the wide area of social experiences with youth groups, friends, teachers, etc. Second -- Their experiences of recent years also brought home to these children, often in a painful way, the connection which exists between the individual and the group to which he belongs. These experiences tended to broaden the emotional capacities and the intellectual outlook of these children beyond the content of the protective family environment (emigration of children without their parents and their adjustment in foreign countries requiring much independence and adaptability). Third -- The adjustment of refugee children in this country is facilitated by their emotional make-up inasmuch as they are less dependent upon their families, being used to fighting their own battles and to attack actively their tasks. They want to make good in their new environment and often consider their success as their contribution to the re-establishment of the family. Fourth -- In relation to his parents the child often becomes thus a source of satisfaction and joy. On the other hand, particular problems arise in many instances, especially if the adjustment of the

June 23, 1940. Miss Lotta Marcuse - 2 caused by the child, for instance parents is prolonged. Partly these problems are, his desire to become like his new friends in every respect as quickly as possible; this tendency imposes financial demands on the parents which they cannot meet. Partly the adjustment of the children is affected by the condition of the parents and their subjective reactions to their situation. The period of adjustment is a period of deprivation: Professional people who become students again after years of independent work, business men who become employees or peddlars, fathers who have to take care of the household, etc., emotional reactions resulting from such experiences may involve either discouragement and depression to such an extent that the parents can hardly function as parents and educators of their children or the

Fifth -- Therefore the following suggestions may be essential for social workers dealing with refugee children:

development of a more or less hidden aggressiveness and hostility. The "bei uns" people and their need for self assertion. The family in such cases easily becomes the battlefield on which the parents try to preserve their old authority. Intolerance against their children is an emotional outlet for people who feel degraded. Children who may react by using "The American Way" as a means of opposing their parents. Danger of a very superficial adjustment on the part of the children.

- (a) Provide opportunities for successful work in school; admission to the right class; better a difficult task than an easier one.
- (b) Provide opportunities for satisfaction of the emotional needs of the child outside of school and the parental home; offer him socially meaningful activities, since his social sense is well developed.

A too close living community with the family exclusively may represent to many refugee children a mode of living which appears to them to be socially inferior to that to which they had been accustomed.

What do you think of the points I want to make? Of course I shall stress that what I say is in general valid only for the normal refugee child and there arrive quite a number of disturbed children who require special consideration on an individual basis.

June 23, 1940. Miss Lotta Marcuse - 3 If I still have time, I could easily add a sixth point, and discuss our thinking regarding placement of refugee children. I hope that you will find the above outline acceptable and would be very thankful if you would call me up at the J.B.G. Monday afternoon and tell me what you would like to have changed or added. Thanking you for your kind cooperation, I remain, with best regards Very sincerely yours, Henry I. Selves. HIS: b

Report Government July 1, 1940 Mr. Ralph Victor International Students Service 8 West 40th Street New York City My dear Mr. Victor: I was indeed sorry that I had no opportunity the other day to thank you specially for your participation in last Tuesday's discussion. You probably saw that several people turned to talk to me right after the meeting and before I realized it you had gone. I hope that you had the feeling that people were intensely interested and grateful to you for your contribution, as indeed they were. Sincerely yours, Lotte Marcuse LM: HK

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THE NEW YORK SCHOOL OF SOCIAL WORK 122 EAST TWENTY-SECOND STREET NEW YORK, N. Y. Miss Lotte Marcuse, German Jewish Children's Aid, 215 Fourth Avenue. New York, New York. Dear Miss Marcuse: Thank you so much for leading the discussion group on "Adjustment of Refugee Children" and giving the extra time to the students in the afternoon. I think the members of the seminar group gained some very interesting and useful material from these discussions. With warm appreciation for cooperating with us in this course, I am Cordially yours, Mary E. Hurlbutt. meh/la

THE NEW YORK SCHOOL OF SOCIAL WORK 122 EAST TWENTY-SECOND STREET OPEL TI YAM NEW YORK, N. Y. May 15, 1940. Miss Lotte Marcuse. National Refugee Service, 165 West 46th Street, New York. New York. Dear Miss Marcuse: We haven't usually sent out minutes to the Advisory Committee, but the last meeting seemed to produce so many plans for which various members of the committee agreed to assume responsibility that I am enclosing a brief summary of the meeting of May 2nd. I should greatly appreciate any further suggestions you may have. Sincerely yours, Mary E. Hurlbutt. meh/la

ligige General

Dr. Herta Kraus

# PROGRAM FOR GENERAL MEETINGS SEMINAR ON REFUGEE SERVICES

June	17th - Regi	stration - Welcome - General Plans	
	18th - I.	Historical Background and Intermational Programs	Looking to Solutions George Warren
	19th - II.	Voluntary Programs in the United States	William Haber
		Inter-Faith Cooperation	Dr. George Schuster
	20th-III.	Technical Problems of Refugees	Cecilia Rasovsky
	21st-IV.	Resettlement (include service in N.Y.)	Jacob Kravitz
	24th-V.	Community Cooperation	Mabel Brown Ellis Jacob Kravitz
Evening	24th - VI.	American Goals in Relation to Refugees	Clarence Pickett
	25th -VII	Adjustment of Refugee Children	Lotte Marcuse
	26th - VIII.	Special Projects - Scattergood Camps, Professional Committees, Self-Help.	
	27th -IX.	Impact of Refugee Work on Local Communities' Social Work Programs	Samuel Goldsmith George Wolfe Frieda Homalis
	28th - X.	The Refugee Speaks	Dr. Weiler

Dr. Gerhardt Saenger Contribution of the Volunteer

Point of View of the Layman

D. Canfield Fisher

Ethel Wise

Dr. Erlanger

Dr. Walter Beringer

# ADVISORY COMMITTEE ON REFUGEE SEMINAR Minutes of Meeting, May 2, 1940

Present: Mary E. Hurlbutt, Chairman, Mabel B. Ellis, Vice-Chairman Stephanie Herz, Rose Goldsmith, Jacob Kravitz, Ruth Larned, Lotte Marcuse, Gecilia Rasovsky, Sophia Robison, Emmas S. Schreiber. Dr. Erns Magnus who is going to take part in the teaching program of the seminar was present as a guest.

# General Assembly

The question of speakers for the general assembly was discussed at length. In addition to the program already set up, the following suggestions were made.

- Discussion of inter-faith cooperation speaker, Dr. George Schuster.
   Miss Herz will approach Dr. Schuster; this to be followed by a specific request made by Miss Hurlbutt.
- A presentation of the impact of refugee work on local communities' social welfare programs. Suggestions for speakers; Samuel Goldsmith, George Wolfe, Frieda Romalis.
- 3. A session on the adjustment of refugee children speaker, Lotte Marcuse
- 4. For the meeting to be addressed by refugees, possible speakers are:
  Dr. Weiler, Dr. Herta Kraus, Dr. Gerhardt Saenger.
- 5. A session on the contribution of the volunteer, or the point of view of the layman suggested speakers: Dorothy Canfield Fisher, Ethel Wise, Mr. Erlanger, Mr. Walter Beringer.

Note: On the basis of these suggestions, Miss Hurlbutt prepared a new tentative program, a copy of which is attached. On this program are noted all the speakers suggested; final selection to depend largely on who is able to accept.

# Plans for the Afternoon

Committee members agreed that seminar students would probably wish to visit some of the local agencies concerned with refugees. No definite plan should be made for this in advance but groups should be arranged on the basis of interest expressed by the students. It was felt desirable that the agencies should plan in advance what they would like to present to such a group of seminar students. Mrs. Robison agreed to see if she could find a volunteer who would be available to organize the afternoon programs during the seminar.

# Exhibit Material

Mr. Kravits suggested that Miss Elizabeth Hirsch, a volunteer working at the Mational Refugee Service, might be available to assemble exhibit material from the various agencies. He will ask Miss Hirsch to get in touch with Miss Hurlbutt by telephone.

The Mational Refugee Service has several selections of material that might be useful. For instance, special sample kits for staff preparing for field service

as well as kits for general public; a resettlement manual and a map charting resettlement centers.

Miss Mann of the Employment Service is preparing an orientation pamphlet and a catechism on vocational guidance. It was also suggested that the remphlets published by the American Friends Service Committee would be useful.

Mrs. Robison said that the National Council is interested in preparing a chart illustrating the functions of the various national agencies serving refugees. She hopes it may be possible for them to finish this in time for the seminar.

# Bibliography

Miss Ellis and Miss Hurlbutt will prepare a reading list and circulate it among the committee members for additional suggestions. This should be sent to those registered for the seminar in advance.