

with the Generals commanding divisions in France, and with the representatives of the divisions called for a general conference at Headquarters in France, as well as with thousands of men to whom I had the privilege of speaking in public gatherings and hearing their views, I decided that the broad scheme as outlined in my Report was feasible, and that it should be brought into existence if possible.

The Report was completed in September, and I returned to Canada to see what could be done from the Canadian side. At the same time and parallel with my efforts at home a small group of men, among whom was Captain Mackinnon, of the Chaplain Service, and representatives of the Y.M.C.A., undertook to see what could be done in the way of organisation at the camp in Witley, where the first work was undertaken. Here the interest of General Hughes, the Officer Commanding the area, was immediately enlisted, and his helpful co-operation made possible the opportunity of a real test of the efficacy of our plan. The work grew so rapidly that the General Commanding in England appointed a committee consisting of Lieut.-Colonel Birks, of the Y.M.C.A.; Captain Mackinnon (Chairman) of the Chaplain Service; and Captain George Macdonald, of the Headquarters Staff, for the purpose of organising and controlling the movement pending the completion of the plans which I had undertaken in Canada. In Canada the matter was laid before all the leading Universities as a preliminary step to make sure that their co-operation could be secured. The Universities agreed to participate in three ways:—

(1) By accepting certificates of work done while in the Army in lieu of University work where it was of the same grade.

(2) To provide additional teaching power as required from time to time, more especially during the period of demobilisation; and