

sufficient answer to Mr. Sorrell. Mrs. Crosby pointed out that Mr. Sorrell also requested information concerning the off-the-job activities of employees. M. Higgs stated that he did not think that they could make such information available. Dr. Watts emphasized that such activities were at the discretion of the individual and that to investigate these activities and make the information available to Mr. Sorrell would be a breach of responsibility by Operation Breakthrough. Mr. Underwood added that while it was the Board's responsibility to protect the organization it was also its responsibility to protect the employees by affording them security in their jobs. Dr. Watts stated that it would not be their position to hide the activities of anyone, but this type of investigation could not be undertaken as it would be a disservice to subject all the employees to a blanket inquisition without any specific charges. Mr. Corpening stated that Dr. Watts should relay the message to Mr. Sorrell that the Executive Committee would be glad to discuss its position with Mr. Sorrell at any mutually convenient time. Dr. Watts then stated that from this discussion he and Mr. Pursell would write a letter to Mr. Sorrell indicating the Executive Committee's consensus.

5. *Progress Report on the Proposal:* Calling the Executive Committee's attention to the July 1st deadline, Mr. Pursell stated that already the staff of Operation Breakthrough had spent many hours discussing and planning the type of programs that will be needed for next year. These plans have been discussed with the North Carolina Fund, with the United Organization for Community Improvement, and with Leonard Slaughter, who came down from the Office of Economic Opportunity in Washington. Operation Breakthrough has two years of experience and knowledge in back of it; what is needed now is a creative and viable plan. In some areas, such as health and social work, unless Operation Breakthrough comes up with a creative plan, it is very likely to lose whole programs entirely, as OEO has placed these programs, without sufficient regard for local content standards, on the bottom of its priority list.

Mr. Higgs then asked what had happened to the budget revisions sent into the North Carolina Fund. Mrs. Crosby and Mr. Pursell explained that they had been approved in essence for two months, which effectively barred any use of them.

Mr. Pursell then introduced Mr. Scott Puckett. Describing the Community Development Component, Mr. Puckett stated that as it is set up now the program activities were distinctly divided between service delivery and community organization which doesn't deal with the problem itself but helps organize a community to solve their own problems. There are many reasons why this component needs to be reorganized. First of all, Operation Breakthrough, unless it comes up with a newly descriptive but similar program, will lose many of the service-oriented programs, such as health, social work and home economics since these programs as now described are in disfavor with OEO. Secondly, efforts to deal with specific problems have not been as significant as they could have been due to Operation Breakthrough's lack of knowledge concerning the various organizations that constantly must be dealt with, in areas such as housing, welfare, health, etc. Another problem is that the demand for community development is greater than Operation Breakthrough's supply. Flexibility is greatly needed; an approach that will span all kinds of problems and areas is crucial.

Operation Breakthrough envisions a reorganization of its Community Development Component that will divide it into two sections: a geographic section and a problem area section. Two administrators will be responsible for the overall direction of the program, a director and an assistant director. The geographic section will be composed of four teams serving the area that is presently being served. Operation Breakthrough has commitments in these areas that it must honor. Two field supervisors will correlate the geographic sections of the component. A reserve geographic team is also envisioned both as a temporary source of additional manpower and as a training ground for new staff members. The problem area section will also be divided into four teams, each team studying a particular problem and the local solutions available, such as in housing, education, welfare and health. All the teams will spend 50 per cent of their time in what can be termed regular operations, 25 per cent of their time in training and 25 per cent of their time in planning. This is an important breakdown of time which will allow this component to function at maximum capacity both in long-range and short range perspectives. The teams in both areas will be organized according to a ladder of ability structure affording vertical job mobility.

After a further discussion of the reorganization of this component, the meeting was adjourned until the following Thursday.