the proposed community corporations sponsored by the Human Resources Commission and the Kennedy-Javits program have not been settled. Therefore, relating to and coordination (as necessary) with future community inputs may present problems.

Although these future issues cannot be predicted, the proposal is written so that any coordination necessary can be effected.

Steps have been taken by the CAPS Inc. in this direction and conferences have recently taken place between the present Board and staff of Senator Robert Kennedy's New York office. (See attached letter.)

X. COMMENTS

The regional comments, dated December 27, 1966 reflect the judgment made prior to the final draft. Conferences were held with Mr. Saal Lesser, District Supervisor of the Northeast Region to clarify the points raised in the Regional memorandum.

As recently as March 7, 1967, Mr. Lesser reaffirmed his approval and support of the CABS Inc. program by telephone to the Headquarters analyst and sanctioned the use of the December 27 memorandum for the revised program now presently for OEO's approval.

The other letter from the New York Office of Senator Kennedy is the result of interviews and observations of the CABS Inc. activity in Bedford-Stuyvesant over the past year and one-half.

Mr. HESS. What we have done about the comments of that report are primarily the provision of additional guidance in those areas of weaknesses that were illustrated.

Second, we have provided an increased training program to community action agencies and encouraged community action agencies to take on additional training of the staffs for neighborhood centers.

Third, we are continuing to do additional studies and in this particular case OEO is doing some on its own and we are also joining with four or five other agencies of the Federal Government and participating in a joint study.

In terms of the organization for neighborhood centers and how it is best organized to carry out and provide the services in a comprehensive way——

Mr. GARDNER. May I interrupt you for 1 second, because we are limited in time. I would like to go back to refer to the Kirschner report, and ask you several questions they brought up.

On page 21, they say:

It might also be noted here that our field researchers report almost unanimously that the participation of the poor in program and policy decision is very ineffectual, both at the Center level and CA Board level.

Have you found this to be true, and if so, what have you found as an alternative to improve it?

Mr. HESS. One of the factors that mitigates against the most effective participation from those who are involved as board members on councils is the fact that they are inarticulate and they are inexperienced.

Mr. GARDNER. How are your boards determined?

Mr. HESS. The boards at the community level, neighborhood level, for the neighborhood centers, are poor people chosen by the people in that neighborhood to represent them.

Mr. GARDNER. Do you have a vote on it? How many do you have on a local board?

Mr. BERRY. They vary.

Mr. HESS. Each community and each neighborhood sets its own rules as to what the composition of the board should be.