

approach to the War on Poverty. This in itself is a testimonial to the wisdom and judgment of the Newark community in selecting Tyson to direct our Community Action Program as part of our War on Poverty in the city of Newark.

It is well known that from time to time I have been critical of specific actions taken by Tyson and the UCC. For example, I have always felt that more city officials, including my fellow councilmen, should have been members of the UCC Board. It has been a source of deep concern and even sadness to me that more Newarkers were not found to assist Tyson as top level staff members. Nevertheless, these criticisms were made in the spirit of helping not hindering the program. I feel it is my obligation as an elected representative to keep a watchful eye on any program that affects my people. It is my deep concern for them that evokes me to react now.

It is my belief that our prime concern at the outset must be devoted to the development of programs in this tremendous battle against poverty. To achieve this objective required that we get the best man possible to lead us. I believe this has been done in securing Tyson as the Executive Director of UCC.

In the selection of staff, I am certain efforts were made to get the best person possible for each job to be done. I also recognize that as the programs develop, we will have an opportunity to examine earlier personnel decisions. I expect that there will be a review of personnel selections to maximize the all-out effort we have emarked upon in Newark to eliminate poverty. In this process, I look for increased participation of local people at all levels of the staff and in all areas of program participation.

I do not consider that Tyson is running a one-man show or that he is "autocratic". Moreover, the question is not whether Newark has good capable of serving in the War against Poverty, but rather in the selection of the number one staff professional person, the duty was to find the best man available anywhere for the job. I believe Tyson is the best man available for the job.

I am an honorary Vice President of UCC and one of the two councilmen originally asked to serve on the Board of Trustees as a full board member. I have received copies of the minutes of the Executive Committee of UCC and of the monthly meetings of the Board of Trustees. In addition, I have talked with men and women who are active participants in the operations of UCC. I am advised, and the minutes so reflect, that Tyson reports weekly to the Executive Committee who counsel and advise with him and assist in directing him in the performance of his duties as the Chief Executive person in the operations of UCC in carrying out the policy set by the Board. Moreover, through the devices of the Program Committee and Task Forces, the community does in fact, determine the destiny of programs. Tyson and his staff perform as technicians in assisting in the development of programs. There is no evidence that Tyson has prevented any program from being considered, nor did I see any concrete evidence submitted during this investigation that Tyson or his staff prevented a program from being considered. In addition to the foregoing committee structures, among other committees are Personnel Committee, which has conducted frequent meetings and participated fully in all personnel matters.

Though I was unable to attend all of the hearings, I am satisfied from my reading the minutes of the Executive Committee and Board of Trustees meetings, my examination of the By-Laws of UCC, and data submitted to this special committee that there are reasonable checks and balances which establish adequate controls over the conduct of the Executive Director.

The report asserts "that the program pursued by the UCC lacks essential fiscal controls * * *" I find no evidence in the transcript of the hearings before the committee nor any of the documentary material submitted to the committee, to substantiate such an assertion. To the contrary, during the period in question, the comptroller of UCC has been Fleming Jones, a former employee of the City of Newark. In addition, the UCC auditors, I am informed, are Puder & Puder, recognized as one of the most outstanding reliable auditing firms in the city. I am sure that these people would not stand by idly in the face of inadequate fiscal controls, which would jeopardize the monies handled by UCC. Moreover, an accountability is required to the Federal Government, which is also in a position to make an audit where it deems it necessary.

I cannot concur that any "pork barrel" or "grab bag" has been created by UCC.

The report refers to an alleged question "concerning the propriety of former Board of Trustee members creating and taking high salary positions on the UCC programs. It is suggested that this is a technique of "logrolling, back-