

NPCAP became operational in mid-March 1966. The NPCAP was constituted by consolidating the CAPs of the seven other Northern Pueblos with that of Santa Clara. It was thought that considerable advantage might lie in making use of Santa Clara's longer CAP experience, particularly emulation of Santa Clara's Pre-School program. The combining of administrative costs was also deemed advantageous since many of the pueblos were too small to support a CAP of their own.

The NPCAP consists of the Tiwa-speaking pueblos of Taos and Picuris, and the Tewa-speaking pueblos of Nambe, Pojoaque, San Ildefonso, San Juan, Santa Clara, and Tesuque. Of these, only Taos, San Juan, and Santa Clara have sufficiently large populations in the eyes of many Santa Clara officials to support their own CAPs. The other pueblos of the group have populations ranging from slightly over one hundred to about 350-400. Geographically, they spread through the valley north of Santa Fe, a distance of sixty miles.

The organization of the NPCAP is as follows: The highest authority is the Committee of the Whole, consisting of the Governors and councils of all eight pueblos. The Community Action Agency consists of the Governor and one delegate from each of the pueblos, who make policy, direct, consult, hire and fire the CAP Director and Associate Director. The councils of each pueblo nominate the local community director and all other individuals who work exclusively in that pueblo. It is the CAP Director's obligation to interview, evaluate, hire, and fire, upon consultation with the pueblo officials. The CAA is responsible, through the CAP Director, for those individuals who will work with two or more of the pueblos. Each pueblo council is responsible for the program within the pueblo; it recommends and develops proposals, and may reject proposals considered desirable by and for other pueblos in the NPCAP.

The NPCAP submitted proposals for four components: Administration, Pre-School, Remedial Education, and NYC. A proposal for an adult work program under the Nelson Amendment for beautification and other improvements of communities was being worked on. Applications for multi-purpose community buildings were being submitted to the Economic Development Administration on behalf of seven of the pueblos, Santa Clara preferring to act alone on this project. Other projects to be initiated include the establishment of a cooperative for the purchase and distribution of food and related merchandise, and exploration of possible industrial and business development to provide employment for adults.

At the time field research ended the NPCAP was in a critical phase, as many of the officers of Santa Clara wanted to withdraw and reestablish their own CAP. The "crisis" was precipitated by an event of minor significance, but the resulting tensions have indicated some of the major structural problems that must be faced by each of the pueblos and the NPCAP.

The NPCAP-CAA had appointed the Program Director and Associate Director, and had endorsed a specific woman of Santa Clara for the position of Technical Assistant when the funds were available, to work particularly with the parents of children enrolled in the Pre-School Program at all the pueblos of the NPCAP. The CAP Director and Teacher-Director of the Pre-School Program, in the interim, had decided that the Santa Clara pre-school cook was qualified for the position by virtue of understanding of the program, ability to readily communicate in Tewa and English, widespread social contacts in the pueblos, and status and respect in the villages. The cook was offered the Technical Assistant position and eventually resigned as cook. There were, however, objections voiced by the Governor and other members of the Council. The objections were based upon the failure of the Director to have the approval of the NPCAP-CAA, since the latter had already endorsed a different person for the position and was not consulted about the change. There seems, on the other hand, to have been the possibility that two technical assistant positions existed—one new—and that the ex-cook theoretically could have been assigned to the new and un-endorsed position, with approval of the NPCAP-CAA, if such is required under the NPCAP organizational agreement, the interpretation of which was in dispute.

As a consequence of this seemingly minor dispute, the Santa Clara Council terminated all aide positions, elected a cook and assistant cook, and instructed the Community Director to obtain applications for the teachers' aides positions. All aide positions were henceforth to be for a one-year period, a decision rationalized on the grounds that it would distribute employment opportunities—"give everyone a chance"—and develop a reservoir of trained aides in event of sickness of one of the other employees. The CAP Administration was not consulted on this decision, but believes it to be a poor decision since the aide will be terminated