

and social agencies. Each municipality in the area was asked to elect a member to their group and to contribute to a fund to finance expenses incurred during this exploration period. The CAA regional director was contacted to solicit his aid regarding policies and procedures in setting up a local CAA. The regional director advised the group to include another county in its plans in order to increase the population that would be served by the proposed CAA. The adjacent county was included in the plans; application was made to OEO for a study grant; the grant was approved and funds were made available in the summer of 1965.

To this date there are in the area no Neighborhood Service Centers per se. Three Field Counselors from the CAA travel from town to town to provide the services of a center from whatever facility is available—town hall, store buildings, or schools.

2. *Relationships With Other Organizations*

The CAA has established working and cooperative relationships that are almost ideal. Established agencies in the two counties were brought into the planning stages of the corporation and their advice and assistance was instrumental in getting the program into operation. Relationships have remained friendly because of the CAA emphasis on referral of the agencies instead of duplication of their services.

The cooperation of service clubs, churches, schools, and other civic groups has been demonstrated by donations of facilities, volunteers, and funds. In this small town-rural area, relationships are on a more informal friendly basis than they might be in a more complex, urban setting. The amiable relationships may be due in part to the personal friendships and agreements which exist between agency, CAA, and civic leaders. The only problems that have developed to hinder the working relationships between these agencies and the CAA have been resolved as a result of these friendships.

3. *Organizational Arrangements*

CAA Board of Directors

There are 29 members of this group which functions to approve program and policy recommendations and to hire administrative personnel. One member is elected from each of the 14 incorporated towns of the area; six representatives of the poor are elected from non-incorporated communities; three were elected at large from the smaller county; six were elected from the large county.

In selecting board members, each town is assigned one of the five following categories from which to choose its representative in order to insure that all groups are represented. The categories are (1) minority, (2) business and civic groups, (3) poverty residents, (4) labor, and (5) education and county governments.

CAA Executive Committee

The president and vice president of the Board of Directors are elected by its membership and are ex-officio members of the Executive Committee. Four additional Executive Committee members are elected from the Board membership at an open board meeting.

CAA Advisory Committee

This body consists of 112 people, seven from each of the 16 townships in the area. The mayor of each town was responsible for organizing a meeting for the election of these representatives. The group functions to initiate policy recommendations for approval by the Board of Directors.

CAA Staff

The staff hired by the Board of Directors and its screening committee consists of eight professionals, including the Director, two Assistant Directors, and an accountant. Under the supervision of a Program Director, three Field Counselors extend the CAA programs by carrying them to the people of the area. In addition, personnel from six established community agencies work in the CAA offices. Three clerk typists who are residents of the area complete the list of staff members.

Applications for CAA staff positions are available at the CAA office and the State Employment Service. Applications for the positions of Director, Assistant Director, and accountant are acted on by the Board of Directors. The hiring of personnel for other positions has been delegated to the Board of Directors' screening committee. In theory, the Board and screening committee are to hire those applicants with the highest qualifications, and a review of staff education