

and experience suggests that most staff members are highly qualified for their respective positions. We received complaints about only one case where established criteria seemingly have been ignored. Some board members and agency personnel felt that a man who is mayor of one of the area's communities had "campaigned" among board members for his job and was not qualified by education and experience for his high administrative position. They led us to believe that he had not completed high school and his job experience was largely of a political nature. At the time of his employ, he had promised to resign his position as mayor but had not done so at the time of this research. Our respondents felt that his political duties posed a conflict of interest, time, and effort.

Staff training was carried on during a week-long workshop conducted by established service agencies. Staff members were instructed in interview techniques, operations and eligibility requirements of welfare agencies. In addition to initial training, frequent staff meetings are held to apprise employees of OEO policies and regulations.

4. *Control of the Center*

The control of this Center (i.e. the CAA) appears to be dispersed among boards, advisory committees and the staff. No conflicts were evident and there seem to be no manifest attempts by political or social groups to wrest control of the program to further their own causes.

The CAA Director and his staff make diligent attempts to follow OEO guidelines and policies but have been experiencing difficulties in applying these rules to their area's needs. For example, the CAA Director has stated that numerous OEO policy technicalities relating to the civil rights movement tend to defeat the purpose of the program. It is their feeling that a problem of racial inequality does not exist here; minority groups comprise only about eight percent of the population. The CAA staff has also found that many OEO regulations designed for the urban area are not applicable to a rural area and rural economy. For instance, before an individual may enter the Home Health Aide Training, he must be guaranteed a job paying \$1.25 per hour. The institutions in the area that employ these people can only afford to pay \$.80 or \$.90 per hour. There are so few jobs in the area that pay \$1.25 per hour that many people are denied training because of the rigidity of this rule.

5. *Budget*

Federal funds allocated for the CAA projects for the fiscal year 1967 total \$421,518. The Center budget (i.e., salaries for three Field Counselors) accounts for \$18,900 of this allocation. The local ten percent is supplied by donations of office space, neighborhood and professional services, equipment, utilities, and some financial aid from cities and counties in the area.

6. *Centers Programs*

Acting in the capacity of service center to widely-dispersed neighborhoods are three field counselors who travel throughout the region and carry the CAA programs to the poor. The mobility of the "Centers" is reflected in many of the programs they offer, such as the mobile medical unit, surplus food distributions, and Medicare Alert. Head Start, remedial education, small business loans and counseling, Out-of-Work Training, and Home Health Aide Training are also included in the list of programs.

Of all the many programs offered, the NYC has made the greatest impact on the area, to the extent that the name of the NYC has become synonymous with "poverty program" to many of the area's poor. Comments by the poor indicate that boys enrolled in the project have shown a great deal of improvement in their grooming and study habits. The small amount of money they make gives them a new self respect and optimism. We learned that prior to the inception of the NYC, "chicken-catching" was the only work available for these youths who needed to supplement the family income. We were told that "chicken-catching" is irregular work which is available only when the chicken farmer is preparing for a sale. The boys would work 72 hours or more without sleep during a big "round-up." A specific result of NYC work, specially noted by the middle class citizens of the area, is the cleanup and beautification of highway right-of-ways other public areas.

In a comparison of area needs and existing CAA programs, it appears that health problems, educational deficiencies, high school dropout rates, and unemployment are being counteracted by programs. However, our attention was directed to many problems that had not yet been met with a corresponding CAA