

Staff position openings at the CAA office and at the Centers are advertised publicly and applicants go through a process of interview with the Director of the particular program (such as the Center), the CAA Director, and the CAA Board of Directors. It is this Board that has final word on hiring. Emphasis was placed on the fact that no political group reviews employment applications or has any influence over employee selection.

4. *Control of the Centers*

From all appearances, control of the centers is exercised cooperatively by CAA officials, professionals throughout the county, and staff members connected with the Homemaking Program. The Director of Homemaking in charge of all Homemaking Centers works closely with her Center Directors in preparing curriculum to meet the needs of the clients. Due to the technical nature of this field and the particular training involved, Homemaking professionals were allowed leeway to utilize their own knowledge of the field in planning the programs, taking cues about the area's needs from client comments. As the Center Advisory Councils were not in operation during the first year of the program, the role of the poor was informal and undefined, but professionals attempted to elicit suggestions from members of the poor groups who were Center employees and clients. The establishment of Center Advisory Councils during this second year of operation is expected to bring about a clearer, more explicit and influential role for the poor in center programming.

5. *Center Program*

The fundamental goal of the Center program is to locate low-income mothers and homemakers and work with them in improving their homemaking and home management skills, their child care skills, personal grooming, and the state of relationships with their families. Within the scope of this goal, the Centers try:

(a) To advance, wherever possible, participants or homemakers or Center Directors to higher positions as their skills improve. One Center Director has been advanced to Director of the four Centers. Two homemaker instructors have been advanced to positions as Center Directors; and two resident participants have been employed as homemakers.

(b) To follow a policy of traditional services rather than community action.

(c) To do all possible to enhance the employability of participants.

(d) To provide transportation for participating mothers and their children.

(e) To care for the children of participating mothers during the time their mothers are in the classes.

(f) Where necessary and feasible, go into communities to work with mothers in small groups.

(g) To maintain contact with each family through home visitation.

(h) To refer those families in need of additional assistance to the appropriate service agency existing in the community.

The Center programs hopefully will do much to help resident homemakers in the area make the most efficient use of the resources and potential that are immediately available to them. The program is not designed to raise the families above the poverty level of subsistence. This will have to wait upon the improvement of the general economy of the area or other factors not envisaged in the short run.

6. *Outreach*

To penetrate the area, a great amount of time is expended by Homemakers who travel throughout the mountainous and sparsely-populated region to take information and service to residents. Due to the geographic conditions of the county, outreach to the 5,000 poverty families in the area is no small task. The country is mountainous and rough. Settlements are often located in narrow valleys through which run rivers and creeks which flood easily and which are invariably muddy after the frequent rains. Most of the area's population is clustered in a series of small towns, but a few families remain in the rather dilapidated mining villages, living in rooming houses and dormitories that have been converted into apartments.

A study of the client statistics recorded at the Centers indicates that the Homemakers have been successful in their efforts to reach and give service to the population. In March of 1966, 1230 clients were registered in the Centers' classes. By May, the figure had grown to almost 1500. Also in May, 982 contacts were made outside the Center and 34 of these clients were provided with a specific referral service. Some 900 additional families have been located by the homemak-