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Series II: Subject Files, 1956-1993, undated.

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Council for Economic Opportunities in Greater Cleveland,
minutes, 1967-1968.

COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND

1350 West Third Street

Cleveland, Ohio 44113

BOARD OF TRUSTEES

Biographical Sketches

Mr. Harold E. Boehm
Vice President
Towmotor Corporation
16100 Euclid Avenue
Cleveland, Ohio 44112

Vice President, Towmotor Corporation;
chairman, Welfare Federation committee
on cooperation with anti-poverty program.
Active in business community and concern-
ed with business involvement in problems of
poverty.

Rev. Emanuel S. Branch, Jr.
Pastor, Antioch Baptist Church
8869 Cedar Avenue
Cleveland, Ohio 44103

Pastor of church in target area. Secretary
of Cleveland Urban League. Immediate past
vice president of NAACP. Active in Cleve-
land Council of Churches. President of
Greater Cleveland Churches Ministerial
Association.

Mr. Donald S. Carmichael
Attorney at Law
1502 Terminal Tower
Cleveland, Ohio 44113

Member of President's Task Force on
Poverty. Special consultant to R. Sargent
Shriver.

Mrs. Samella Carroll
1444 East 65 Street
Cleveland, Ohio 44103

Resident of target area. Elected by resi-
dents as member of Hough Community Op-
portunity Board. Served as member of
Citizens Proposal Review Committee.
Active in church and community affairs.

Dr. Kenneth W. Clement, M. D.
13815 Kinsman Avenue
Cleveland, Ohio 44120

Member of National Social Security Review
Committee; immediate past president of
Cleveland Urban League; former member
of Citizens for Adequate Poverty Program;
former president of Cleveland Baptist As-
sociation; active in NAACP and civil rights
groups.

Mr. William P. Day, President
Cuyahoga County Bd. of Commissioners
County Administration Building
Lakeside & Ontario Avenues
Cleveland, Ohio 44113

President of Cuyahoga County Board of
Commissioners

Mrs. Constance Drummer
8020 Amos Avenue
Cleveland, Ohio 44104

Elected by residents as member of Central Community Opportunity Board; resident of target area.

Mr. Arthur Evans
1996 Hayden Avenue
Cleveland, Ohio 44112

Active in many community action programs, such as, CORE, NAACP, The Businessmen's Interracial Committee, and others; has numerous contacts with many vocal elements of the Cleveland community.

Mr. Joseph C. Fisher
1314 West 23 Street
Cleveland, Ohio 44113

Resident of target area; elected by residents as member of West Side Community Opportunity Board.

Mrs. Marcella Garnett
2365 West Fifth Street
Cleveland, Ohio 44113

Resident of target area; active in community work, chiefly with school PTA's, and with the Tremont Area Civic Council; has served on the executive board of said Council, as well as having served as chairman of various committees; presently representative of the Tremont Civic Council on the city-wide Area Councils Association; also a member of the GCNCA Field Service Advisory Committee.

Mrs. Helen Golub
2706 Loop Drive
Cleveland, Ohio 44113

Lives in target area and elected by residents as member of West Side Community Opportunity Board; served for two years as chairman of Citizens Proposal Review Committee, which reviewed all proposals prior to consideration by the Board of Trustees of the Council for Economic Opportunities.

Mrs. Lucinda Graves
7022 Lexington Avenue
Cleveland, Ohio 44103

Resident of the Hough Area; member of the Hough Community Opportunity Board and former president of said Board; long time community leader and participant in many activities in the Hough Area.

Mr. Paul B. Hamilton
10922 Ashbury Avenue
Cleveland, Ohio 44106

Lives in target area and has business in target area; president of Cleveland Small Business League, an organization of small businesses in the target area; active civic leader.

Rev. Donald G. Jacobs, Pastor
St. James AME Church
8401 Cedar Avenue
Cleveland, Ohio 44103

Lives and has church in target area; Vice President, Council of Churches of Christ of Greater Cleveland; immediate past president of NAACP; active in civil rights; Co-chairman, Emergency Committee of Clergy on Civil Rights.

Mr. Charles P. Lucas
10616 Euclid Avenue
Cleveland, Ohio 44106

Resident of poverty area with business located in poverty area; a long time civil rights leader, known by many as "Mr. Civil Rights"; for years executive secretary of NAACP; led fight for Cleveland's Fair Employment Ordinance; was lobbyist and led fight for Ohio Civil Rights Commission; member of Cleveland Transit Board.

Mr. Thomas E. McDonald
Business Manager
Cleveland Bldg. & Const. Trades
Council
1280 West Third Street
Cleveland, Ohio 44113

Business Manager of Cleveland Building and Construction Trades Council.

Dr. James A. Norton, President
Greater Cleveland Associated
Foundation
700 National City Bank Building
Cleveland, Ohio 44114

Extremely interested and involved in a positive way with many of the problems of the target area; his counsel and advice is sought by many concerned with problems of poverty; has the respect and confidence of target area residents; has been active in Poverty Program from its start, and his foundation has funded many neighborhood-based and responsive programs.

Mr. Patrick J. O'Malley, President
Cleveland AFL-CIO Federation of
Labor
601 Rockwell Avenue
Cleveland, Ohio 44114

President of Cleveland AFL-CIO Federation of Labor

Rev. Robert V. Parks
9909 Newton Avenue
Cleveland, Ohio 44106

Resident of Hough Area; elected by open election in 1966; also elected by residents as member of Hough Community Opportunity Board; member of Board of Community Action for Youth.

Mr. Arnold Pinkney, President
Pinkney-Perry Insurance Agency, Inc.
2131 Fairhill Road
Cleveland, Ohio 44106

Member of Board of Education; first vice president of NAACP; Trustee of Urban League; member Board of Trustees of Phyllis Wheatly Association; active community leader.

Msgr. A. James Quinn
Assistant Chancellor
Catholic Diocese of Cleveland
1027 Superior Avenue
Cleveland, Ohio 44114

Most desirable because of work of the Diocese in the poverty areas and the large Parochial school system.

Rev. Roger S. Shoup, Asst. Pastor
Calvary Presbyterian Church
Euclid & East 79 Street
Cleveland, Ohio 44103

Member of the Citizens Advisory Board to Cuyahoga County Juvenile Court; member of the Hough Area Council and the Church Vocations Committee of the Cleveland Presbytery; special emphasis has been on youth work; church is located in target area.

Rabbi Daniel Jeremy Silver
The Temple
Silver Park - University Circle
Cleveland, Ohio 44106

The Temple is located in Hough target area; he is active with Jewish Community Federation and is recognized as an outspoken foe of injustice, discrimination and poverty.

Mr. James V. Stanton, President
Cleveland City Council
601 Lakeside Avenue
Cleveland, Ohio 44114

President of Cleveland City Council.

Honorable Carl B. Stokes
Mayor, City of Cleveland
601 Lakeside Avenue
Cleveland, Ohio 44114

Mayor, City of Cleveland.

Mrs. Jean Stubbs
16711 Lorain Street
Chagrin Falls, Ohio 44022

Resident of target area of Geauga County, selected by the Geauga County Council for Economic Opportunity.

Mr. John O. Tomb, Managing Dir.
McKinsey and Company, Inc.
100 Erieview Plaza
Cleveland, Ohio 44114

A director of McKinsey & Co., Inc., an international firm of management consultants, and manager of its Cleveland office; he has contributed professionally to the CEO and the Citizens League.

Mr. Richard B. Tullis, President
Harris-Intertype Corporation
55 Public Square
Cleveland, Ohio 44113

President of Harris-Intertype Corp., business leader; interested in urban problems.

Mrs. Gwendolyn Wise
7704 Trenton Avenue
Cleveland, Ohio 44104

Resident of target area; elected in open election in 1966; elected by residents as member of Kinsman Community Opportunity Board.

COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND

1350 West Third Street

Cleveland, Ohio 44113

BOARD OF TRUSTEES

A G E N D A

Regular Meeting

February 23, 1967

2:00 P. M.

City Council Chambers

- I. Meeting called to order.
- II. Approval of Minutes of Regular Meeting of January 25, 1967.
- III. Introduction of new Board members.
- IV. Correspondence.
- V. Report of the Executive Director:
 - A. Special Manpower Program
 - B. Report on Neighborhood Youth Corps
 - C. Report on Status of P. A. L.

VI. Committee Reports:

- A. Management Committee
Bishop John F. Whealon, Chairman
- B. Community Participation Committee
Dr. Kenneth W. Clement, Chairman
- C. Special Committee on Program Evaluation
Mr. Donald S. Carmichael, Chairman
- D. Special Nominating Committee
Mr. Harold E. Boehm, Chairman

VII. New Business.

VIII. Adjournment.



Funded by Labor Dept.

900 out of school & workers
\$2,000 cost/child
in school

OBEN

A. I. M.

47 M.

Aid in MANPOWER

44,000 16-21 out of work

By July 1

5 RECRUITMENT - OUTREACH

4 Job PREPARATION

3) GETTING placement

4) SUPPORTIVE SERVICES

5)

2-375000

SEPARATE COMMITTEE

1/2 1000 funds

1/2 RECLAIMED funds of
LABOR DEPT.

COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND
1350 West Third Street
Cleveland, Ohio 44113

BOARD OF TRUSTEES

MINUTES

Regular Meeting
February 23, 1967

ATTENDANCE:

Mayor Ralph S. Locher, Presiding

Mr. H. E. Boehm
Rev. E. S. Branch, Jr.
Rev. Dr. J. Bruere
Mr. D. S. Carmichael
Mrs. S. Carroll
Mrs. D. Craggett
Mr. G. Dobrea
Mrs. B. Flonnoy
Mrs. H. Golub

Mr. P. Hamilton
Mr. C. P. Lucas
Mrs. M. Matlin
Mr. T. E. McDonald
Dr. J. A. Norton
Rev. R. V. Parks
Mrs. T. Scott
Rabbi D. J. Silver
Mrs. G. Wise

- I. The Regular Meeting of the Board of Trustees of the Council for Economic Opportunities in Greater Cleveland was called to order by Mayor Ralph S. Locher, President, at 2:15 p.m. on Thursday, February 23, 1967 in the City Council Chambers, City Hall, Cleveland, Ohio with the above members present and constituting a quorum.
- II. Bishop Whealon moved, seconded by Mrs. Wise, to approve, as mailed, the minutes of the Regular Meeting of January 25, 1967. Motion passed.
- III. Mayor Locher read a letter from Bishop Whealon, tendering his resignation from the Board due to his assuming new duties as Bishop of the Erie, Pennsylvania Diocese of the Catholic Church. There was no other correspondence.
- IV. Mayor Locher introduced the new Board members; Mrs. Samella Carroll, Mrs. Jean Stubbs, and Rabbi Daniel J. Silver. Mayor Locher then read the inscription on a certificate of membership which was presented to each of the Board members.

At this point, Mrs. Flonnoy stated that it was her understanding that the Board of Trustees is suppose to be composed of not less than one-third representation from the poverty areas and that she doubted that the composition of the Board meets that requirement. Mr. Carmichael stated that the revised statute requires that one-third of the Board membership be "representative" of the poor. It is not required that they be elected by a general vote of the poverty population. He stated that the Council's Board more than meets those requirements. Mrs. Flonnoy produced a printed notice which stated that one-third of the composition of CAA Boards must be representatives of the poor chosen by the poor. She was reading from a copy of "A News Summary of the War on Poverty" issued by the Office of Economic Opportunity, dated October 24, 1966. Mr. Carmichael replied that this question was raised in a meeting in Washington and that the correct interpretation of the statute is that one-third of the composition of CAA Boards must be representative of the poor but that they need not be elected by the poor. He asked if Director Findley would check this point. Director Findley stated that he has been in touch with the Great Lakes Regional Office and that the Council is in full compliance on this matter.

Mrs. Flonnoy stated that until the Council gets something in writing which states that her booklet is in error, the Council should comply with her interpretation of the statute. She asked that the new members not be seated until the matter is resolved. Mayor Locher stated that the new Board members were elected at the last Board meeting and that they would be seated.

V. Report of the Executive Director

Director Findley paid tribute to Bishop Whealon for services rendered to the Board and recalled that as Chairman of the Management Committee, Bishop Whealon has given leadership and continuing support. He asked that Bishop Whealon continue his interest in the Council's efforts.

Director Findley invited the new Board members to visit the Council's offices, promised to arrange a tour of program sites and offered the services of the staff.

Director Findley then reported on progress in the placement of those Outreach workers who were severed as a result of cutbacks in funds. Of the 31 individuals involved, 16 have found employment, 5 were upgraded, 1 re-

turned to school, 2 could not continue to serve for reasons of health, 1 preferred not to work and 4 were invited to discuss employment possibilities but have not responded. One person remains displaced. The Director stated that a proposal for a community health program would be forthcoming within a week. This proposal must be in Washington, D. C. by March 15th but it will be ready in sufficient time for review by the appropriate committees. He stated that it may be necessary to call a special meeting of the Board to pass on this proposal. It is anticipated that some \$2.5 million will be requested for the conduct of this program.

The Director also reported on the status of the Police Athletic League program which was funded through January 31, 1967 and, as a result of low priority, could not be refunded for another year. He reported that the staff has negotiated an extension of this program through April 1, 1967, pending the assumption of responsibility for this program by the City of Cleveland.

The Director then called upon Mr. Frank J. Catliota, Deputy Director, to present a report on the Neighborhood Youth Corps. Mr. Catliota stated that the Neighborhood Youth Corps is the oldest of the anti-poverty programs. There are two Neighborhood Youth Corps programs, one for the out-of-school youth and one for the in-school youth. Funds for both programs are provided by the Department of Labor; the out-of-school program funded for approximately \$2.5 million, \$500,000 provided from local funds. The program is funded to accommodate 900 out-of-school youth participating in 13 community service agencies and must involve 485 males and 415 females. Seventy percent of all funds are spent for enrollee wages. Staff is made up of 15 professionals, 30 community aides, plus office personnel. This is one of the very few community programs which serve exclusively school dropouts. The major problem is in helping enrollees and agencies to adjust to each other. At present, Western Reserve University is developing a training program for aides. It is intended that the coaching phase of the program will be strengthened.

Mr. Catliota introduced Mr. Gleason Glover, Director of the Neighborhood Youth Corps. Mr. Glover reported that the major concerns of the NYC program have been payroll procedures and follow-up on program dropouts. Testing procedures, conducted by the Ohio State Employment Service, have been finalized. NYC continues to do follow-up work on program graduates, dropouts and job placements.

Board of Trustees
MINUTES
February 23, 1967
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Mrs. Craggett asked if the Council has a report from Washington, D. C. regarding the evaluation made of the NYC. Director Findley replied that there is no such report. Mrs. Craggett then asked if it is true that neighborhood aides are receiving different pay while working under the same job description. Mr. Glover acknowledged this, pointing out that some aides have more experience and more education. Mr. Catliota stated that there is no uniform salary scale. There is a range from \$4,000 to \$4,500, and within that range, hiring is done on an individual basis. Mrs. Craggett stated that some of the aides had been designated as top workers but have not received commensurate pay. Director Findley stated that any individual who is dissatisfied with his salary may appeal to the Management Committee.

Mrs. Craggett referred to a NYC work-site, stating that she understands that enrollees assigned to that site have a chronically poor attendance rate. Mr. Glover acknowledged the problem and replied that Mr. Catliota has a detailed report. He further stated that it would be greatly appreciated if these problems would be brought to his attention before being brought to the attention of the Board.

Director Findley reminded the Board that an internal audit of the Council's accounting records has taken place and that the audit will be completed as soon as all in-kind contributions have been received.

Director Findley reported that the Council has received word from Washington, D. C. that approximately nineteen (19) cities have been invited to develop comprehensive manpower programs. Under the guidelines set forth by OEO, the Labor Department, H. E. W., Community Action Agencies are to be involved as coordinating agencies. Cleveland will be the first city to develop such a program and it is the concern of the Council that the program be developed by Clevelanders, including those concerned with presently operating manpower programs. Director Findley reported that deadlines are near and that whereas only an outline of the proposal could be reported, a more detailed proposal will later be submitted to the Board.

At this point, Mrs. Flonnoy asked if the people on the Project CHAMP payroll were reimbursed for the expenses of families for the trip to Cedar Point. Mr. Catliota replied that only one staff person was authorized to incur overnight expenses for that trip, that Cedar Point was notified of this fact, and that the Council has declined to pay the bill. Director Findley

reported that the Council has received a letter from the people at Cedar Point complimenting the staff for its alertness in refusing to pay unauthorized expenses. Director Findley then asked Mr. John B. Olsen to present an outline of Project A-I-M. Mr. Olsen then gave the following report.

In the last week of February, the Council received verbal information concerning the principle of a comprehensive manpower program for Greater Cleveland. Since agreements had been reached between the Director, Office of Economic Opportunity, and the Secretary of Labor to use funds which were appropriated under the Economic Opportunity Act, the Council (as the Community Action Agency) was to be the primary agency to draw together the planning and getting a program drafted. A brief look at the statistics available indicate that a good number of people are in need of this program in the five target inner-city neighborhoods. The need, in fact, is critical. We have begun to pull together a wide variety of agencies and organizations into a common planning effort; a Task Force to plan this comprehensive manpower program which has been tentatively entitled "Project Action In Manpower."

The federal government has requested that the program be in by not later than March 15, 1967, that it be funded by not later than April 1, 1967 and operational as soon as possible thereafter. It is the objective of the program to have 2,000 inner-city residents employed by June 1, 1967. There have been consultants made available to us by the Office of Economic Opportunity, Manpower consultants from New York University, and New Careers Program consultants from Howard University. However, they can only assist. The ideas, and program design, must be responsive to the neighborhood needs of Greater Cleveland and the plan must bear the imprint of local needs and characteristics.

We have already begun to talk with the Community Opportunity Boards, the Proposal Review Subcommittee, and the Needs and Resources Subcommittee. As soon as more details are available they will be immediately sent to all of those people who have helped in this planning process.

There are five specific areas:

Recruitment - We have to get to the people who need jobs, and to do this we have to have more than an office that will expect them to come in. We want to involve the Outreach principles and the lessons learned in our opera-

tion of Project "1060" this past year. It must be a neighborhood oriented program which employs indigenous people to help go to the cafes and pool halls, the barrooms and other such places that the hard-core unemployed person is likely to be.

Job Preparation - We would like to make this program individualized to the need of each enrollee: to respond to and get the need of each individual who participates and bring to bear the resources that are available from each relevant community agency. We are attempting to do this through involving a wide variety of different agencies and individuals, among which are:

- (a) A one week job readiness program
- (b) Scheuer Programs (programs that put people in training that lead to a specific job at a specific time in the process guaranteed when the person enters.
- (c) Opportunities Industrialization Council
- (d) Project for the 50's and Foster Grandparents

Job Development and Placement - It will be necessary to coordinate and centralize this effort so that, rather than each agency having its own job developers that individually call upon the businesses of the community, there can instead be one central and coordinated group that will be responsible for creating jobs for all the participating programs in a single, orderly, and effective fashion. In order to gain the greatest cooperation within business and industry, the coordination of this operation of the program is altogether essential.

Supportive Services - There are many services which are needed in order to enable the unemployed people to gain and to hold a job. Included in these much needed services are: Day care facilities, transportation, family counselling, medical follow-up, educational advancement opportunities, etc. We have got to be able to not only identify a persons problems as he enters a program but also to help him overcome them by making available to each enrollee the kind and amount of services necessary to make him employable and help him to stay that way.

Mrs. Flonnoy asked if the Foster Grandparents Program would be operated separate. Mr. Olsen answered by saying that there are several programs involved under this comprehensive effort; some will be funded directly as a part of this project, others have been funded -- or will be funded -- on their own but with the explicit understanding that they are integrally related

with this project. This is what we mean when we say a comprehensive program: all elements are working together in a coordinated fashion. The Foster Grandparents Program is presently funded through the Catholic Charities until March 1, 1967; since the Catholic Charities does not wish to continue its sponsorship of the project, the Washington Office of Economic Opportunity requested that CEO undertake this responsibility of sponsorship after March 1, 1967.

Mr. Carmichael inquired into how the project would be handled administratively. Director Findley stated that there are several key objectives in setting up this project. It was not the intent of the Council to in any way dominate it. There was, rather, the concern that many different agencies and elements were involved and that since this whole project dealt primarily with employment, it was absolutely essential to emphasize the involvement of business and industry in it. The guidelines which provides the funds for this project stipulate that the community action agency (CEO) shall be the prime contractor. So as to achieve an operating entity, there will be established a project governing board which will have primary responsibility for overseeing the operation of this program and which will be autonomy similar to that of any of our other delegate agencies. On this project governing board will be members from business, industry and labor, the target neighborhoods, and CEO. There will be a staff which will be responsible to this board for the operation of the program and they will be functionally divided into four specifics which were outlined by Mr. Olsen. Mr. Carmichael asked about how many people would be handled. Mr. Olsen responded that the federal government had requested that 1,000 be employed in the public sector and 1,000 in the private sector by the target date of June 1, 1967. Mr. Carmichael asked how much money the federal government would be providing for this project. Mr. Olsen stated that, on an average, \$5 million was being assured to each of the nineteen (19) selected cities participating. It was conceivable that Cleveland, with its particular complex of problems, might stand to receive a greater portion of the funds. The funds will come from principally the Economic Opportunity Act; the Kennedy-Javits Amendment; the Scheuer Amendment; and CAP Versatile funds. Other funds, particularly the training allowance, will be drawn from available Manpower Development Training Act funds. Mr. Carmichael asked if the application would go forward before the Board had a chance to review it. Mr. Olsen stated that, in view of the fact that we are required to have the application in Washington by March 15, 1967, and since guidelines were still not available for how to put the proposal together, it seemed impossible to get it to the Board before it went off. However, it was clearly understood that the Board would reserve the right to judge the proposal on its merit before

authorizing any contracts to be signed with the federal government. A preliminary draft of the proposal is being duplicated today so that you might read it and immediately give the staff the benefit of the ideas and suggestions relative to it. Mr. Carmichael emphasized that he thought it was important that the Board members have an opportunity to read it and respond with such ideas and suggestions. Director Findley assured Mr. Carmichael that a special meeting would be called as soon as the proposal was completed and requested authority to go ahead on that basis to process the proposal pursuant to the Washington request on the basis that our Board would be involved, and that it would reserve the right of final approval. Dr. Norton stated that the Council staff should be commended for its many efforts in bringing together all of the people who have thus far been involved in the planning of this comprehensive manpower proposal. He raised the question of a sentence in the last line on page 13 which read: "There will also be a Sensitivity Training Program for related employer personnel". Dr. Norton stated that if this sentence were to be translated into an operating program, he wanted the entire Board to have the opportunity to particularly review that part. He expressed his concern about the dangers and the ethics of sensitivity training programs. Director Findley responded by saying that the original draft included that sentence at the suggestion of a psychological consultant. In this whole area, the Council has very little expertise and has relied on others to make suggestions as to what should be done with regard to the training aspects of the program. Dr. Norton stated that he would be prepared to move that under no circumstances that such a training program be imposed on the poor. Mr. Olsen stated that this particular sentence referred to sensitivity training not for the poor, but rather for the job supervisors in the businesses and industries in which the neighborhood people would be placed on jobs. Since so often these supervisors do not fully understand or are not able to communicate with the target area people, it was felt that this kind of an experience might be useful not for the enrollees but for the job supervisors. Dr. Norton stated that he would not be satisfied unless there was a negation of this portion and Director Findley responded that, in deference to the opinion of the Board, this aspect of the proposal would be removed and would not go to Washington.

Mrs. Flennoy asked when the proposal might be completed. Mr. Olsen stated that, while all of the parts had been requested of the several agencies participating by last Friday, many had not yet been received and it was impossible to project a date at this time. As soon as they are all in, however, they will be mailed to all Board members. Mr. Burns stated that he did not agree with the establishment of any further institutions or organizations to coordinate programs. It was his belief that the Council for Economic Opportunities

was constituted as a coordinating board when it was first established and it should perform any and all coordinating functions with regard to a manpower program. Director Findley responded that the point was well taken and the Council would indeed continue in the capacity as the over-all coordinating agency. However, for operational purposes a group which was differentially called a project coordinating board would be established. This project coordinating board is an attempt to bring about the operational coordination. The CEO as the prime contractor will continue to be responsible for over-all coordination among the many agencies concerned. Mayor Locher stated that without actual help of the business community such manpower programs as these could never get off the ground. The community depends on what business and industry can do by way of providing jobs and certainly the Council and the community as a whole will be much indebted to business and industry for the support they will lend to this major and new manpower project.

VI. Committee Reports

Bishop Whealon read the following Management Committee report:

The Management Committee met on January 31, 1967. Items discussed were continuations of three questions which had been previously reported to the Board:

- 1) The CAY - Frumkin Case - Members of the Board will recall that an employee of CAY, Dr. Robert Frumkin, having been dismissed by CAY, appealed to CEO for a hearing on the justice of his dismissal. We asked CAY repeatedly for their records on this case. Because no answer was received, at the last Board meeting an extreme step was taken -- the funds of CAY were held up until the CAY records were submitted to our Management Committee.

On February 9th, I received a letter from Mr. Ray Lewis apologizing for the failure to answer my requests and explaining the situation on a lack of communications for which he and CAY assumed guilt. He made it clear that CAY does not recognize any jurisdiction of CEO over CAY in this personnel question. I answered Mr. Lewis on February 11th, stating that we are at a complete impasse -- CAY does not recognize the jurisdiction of CEO here; CEO feels that it has jurisdiction and also responsibility in this case. I recommended that CAY appeal to the Chi-

cago Regional Office of OEO in order to resolve the impasse, and stated that we would join in the appeal and would, of course, abide by the decision. Since then, I have heard nothing. The CAY funds are still blocked.

- 2) The Final Audit of CAY - Board members will recall our concern that a proper audit be performed before CAY closed its books, our resolution that this be started before January 15 and reports submitted to our satisfaction. Because no reports had been submitted by the last Board meeting on January 25th, a motion was passed authorizing our staff to expend the monies held for auditing CAY.

The Executive Director of CAY, Mr. Ray Lewis, wrote on February 9th that there had been a breakdown of communications in regard to the question of the final audit also. Mr. Lewis said he did not understand our concern over the internal question of a final audit, and that he thought a notification to Ralph Findley -- that Price-Waterhouse and Company would do the auditing -- had met our requirements. So after discussion with Mr. Findley, I wrote to Mr. Lewis an expression of confidence that the final audit could be worked out to our satisfaction in a conference with Mr. Findley, Mr. Lewis and Price-Waterhouse and Company. I recommended that he contact Mr. Findley, and presume that this problem has been ironed out.

- 3) The Charging of a Small Token Fee by the Legal Aid Society at its Neighborhood Law Centers - Board members will recall that this charge was discussed at a previous meeting, that the Board expressed its dissatisfaction over any fee at all, and that the Management Committee was directed to look into the question.

After investigation and discussion, the Management Committee has come to the following four conclusions reached in concert with the Legal Aid Society:

- 1) The charging of a small token fee (\$1.00 and \$2.00) was mentioned in the grant application of the Legal Aid Society and was accepted by us.
- 2) Charging a small token fee is permitted under OEO Guidelines.

- 3) The Legal Aid Society assures us that for prospective clients on public assistance or within the poverty class no fee will be mentioned or charged.
- 4) In view of the expressed attitude of the CEO Board, there is a question of the propriety of continuing in future years the tradition of a small token fee for legal services. This question we refer to the Priorities Committee, the Community Relations Committee, and the Legal Aid Society for study and recommendations before the next funding of this program.

Reverend Parks questioned the purpose of having a Personnel Manager if he does not have the authority to fire an incompetent employee. Bishop Whealon replied that the question here is not the authority to hire or fire, but the right of an employee who believes he has been unjustly treated to appeal to a higher authority. Mr. Olsen stated that OEO guidelines are quite clear in that if a person is fired by a delegate agency, that action is reviewable by the CAA. Delegates must show cause for firing an employee and that employee has the right of appeal. He may appeal to our own Management Committee, to the Great Lakes Regional Office, and to Washington OEO.

Mrs. Flonnoy suggested that the Management Committee look into the procedures followed by some of the delegate agencies and CEO staff itself. She stated that staff vacancies should be advertised and that, in her opinion, all employees receiving funds should be required to take a loyalty oath. Director Findley replied that all job openings have been advertised to the Community Opportunity Boards, the exceptions being those jobs that were filled by Outreach people. Mrs. Flonnoy reiterated it is her belief that a loyalty oath is required. Mr. Olsen stated that the Council has never required anyone to take a loyalty oath but that if anyone wishes to do so, he may.

Director Findley read the following report of the Community Participation Committee:

At the last meeting of the Board, the Community Participation Committee recommended a process by which the five (5) target area representatives on the Board of Trustees would be elected to succeed those whose terms are now expiring. Our recommendation, which was that each Community Opportunity Board be asked to elect a representative from its area and on the basis of guidelines which we would make available, was accepted by the Board and our Committee was instructed to proceed to implement the plan.

On February 1, 1967, I personally wrote to the presidents of each of the Community Opportunity Boards and informed them of the decision of the Council's Board of Trustees, the details of the plan for election of the target area representatives, and the guidelines for the conduct of the election process and eligibility requirements. Further, I asked the Council's staff to cooperate fully in this process and, as a result, the Council's public information officer wrote a letter to each of the Community Opportunity Board presidents volunteering any service or assistance in promoting the elections in the target areas.

I am pleased to report that the elections by the Community Opportunity Boards, pursuant to the guidelines which we have issued, are proceeding. All of the elections in each of the five (5) target areas will be completed by February 28, 1967 and I have been assured that the Committee will be provided with the name of the person elected from each area by not later than March 1, 1967. Thereupon, the Community Participation Committee will meet and prepare a report to the Board of Trustees at its next regular meeting in March, 1967.

Needless to say, many people have cooperated to make possible this plan. The assistance of the Council's staff and the Neighborhood Opportunity Center directors, as well as the continuing support of Martin Kelley and the Resident Participation program, have proved invaluable.

Mrs. Flonnoy stated that according to Field Service interpretation, only the elected representatives, 38 people, can vote. Mr. Olsen replied that any questions regarding this matter should be directed to the Committee.

Mrs. Flonnoy stated that space in the Neighborhood Opportunity Centers and necessary working materials should be allotted to representatives of the poor sitting on the Board. Mr. Olsen replied that OEO has not authorized us to use funds for this purpose. Mrs. Flonnoy stated that she cannot see why it is necessary to go through so much red tape to get materials. Mr. Olsen stated that Director Findley had issued a memorandum ordering the availability of supplies to Board members. Director Findley stated that staff would note Mrs. Flonnoy's concerns and take action upon them.

Mr. Carmichael reported that the last meeting of the Special Committee on Program Evaluation had been concerned with introducing delegate agencies

to the Management Information System. On February 2, 1967, members of the staff met with faculty representatives of Case Institute of Technology and Western Reserve University in an all day session, exploring the question of program evaluation. Out of this has grown a willingness on the part of the Battelle Memorial Institute to assist the staff in evaluating the poverty program of Cleveland. Mrs. Flonnoy stated that residents in the poverty areas are reluctant to give personal information and that Outreach workers are not interested in filling out unnecessary forms. Mr. Carmichael replied that the Committee is looking for just this kind of information and is interested in this sort of reaction on the part of residents and staff people. Mrs. Flonnoy stated that there is a misunderstanding as to whether the Management Information System is a test program or an absolute necessity. Mr. Carmichael replied that it is a test program but that a test is not a test unless it is made mandatory.

Mr. Boehm read the following report of the Special Nominating Committee:

NOMINATION FOR OFFICE FOR YEAR 1967

As provided by the By-Laws of the Council for Economic Opportunities in Greater Cleveland, the officers of the Council shall be elected annually by the Board of Trustees of the Council.

The Special Committee on Nominations for officers of the Board of Trustees is well aware of the excellent qualifications of every member of the Board of Trustees, and the Committee is confident that the responsibility of holding office could be assumed by other members.

The Committee nominates the following officers for the year 1967:

President	Mayor Ralph S. Locher
Vice President	Mr. Charles P. Lucas
Secretary	Mrs. Helen Golub
Treasurer	Mr. Clarence Holmes

The Committee feels that we should rely on the knowledge and experience gained by the nominees during the past year in office. This could serve the Council for Economic Opportunities in Greater Cleveland to advantage in the year 1967.

Mr. Hamilton moved, seconded by Mrs. Wise, to approve the reports.
Motion passed.

Board of Trustees
MINUTES
February 23, 1967
Page 14.

- VII. Mrs. Wise referred to summaries of the Administration and Coordination Program Proposal, noting that it is indicated therein that a surplus exists in local contributions. She asked what the Council proposes to do with this money. Mr. Olsen replied that this surplus cannot be carried forward into the next program year.

Mr. Lucas stated that, in his opinion, Board members should not come to meetings with potentially damaging information but should give the staff a direct communication. If the problem is not solved, it should then be referred to the appropriate committee.

Mrs. Flonnoy asked that the salary of the Center Directors be scrutinized. She stated that she is particularly concerned about Mrs. Cargill's salary. Director Findley replied that Mrs. Cargill's salary will be adjusted as soon as the Neighborhood Opportunity Center's program is refunded. Mrs. Flonnoy stated that Outreach workers in Glenville started at a lower salary than those in other target areas. Director Findley asked Mrs. Flonnoy if she would please refer this matter to the Management Committee. Mrs. Flonnoy stated that she wanted this to be a matter of record. Director Findley stated that the Council had attempted to keep salary levels consistent with what GCNCA had been paying these people. Mrs. Flonnoy stated that Outreach Unit #1 in St. Clair is being closed, that this is an area of high need and that something should be done to keep this center open. Mr. Catliota stated that everything possible will be done to do just that. Mrs. Flonnoy asked him to please have the sign removed which states that the office will be closed as of March 1, 1967.

Mrs. Flonnoy stated that Board members are receiving only proposal summaries. She stated that each Board member should receive complete proposals. Mr. Olsen replied that the proposals are too big to be mailed economically, but that any Board member or individual may obtain copies of proposals by coming to the Council's offices.

Mrs. Wood expressed her thanks for the privilege of sitting on the Board.

- VIII. The meeting was adjourned at 4:23 p. m.

Respectfully submitted,

Mrs. Helen Golub
Secretary

:mlr

COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND

1350 West Third Street
Cleveland, Ohio 44113

N. as planned
Tues. 10:00
@ -

BOARD OF TRUSTEES

AGENDA

Regular Meeting

March 29, 1967

2:00 P.M.

City Council Chambers

- I. Meeting called to order.
- II. Approval of Minutes of Regular Meeting of February 23, 1967.
- III. Correspondence.
- IV. Report of the Executive Director.
- V. Committee Reports:
 - A. Community Participation Committee
Dr. Kenneth W. Clement, Chairman
 - E. Priorities Committee
Dr. James A. Norton, Acting Chairman
 - (1) Comprehensive Neighborhood Family Health Care Centers Proposal
 - (2) Project AIM-JOBS Proposal
- VI. New Business.
- VII. Adjournment.



COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND
1350 West Third Street
Cleveland, Ohio 44113

BOARD OF TRUSTEES

MINUTES

Regular Meeting
March 29, 1967

ATTENDANCE:

Mayor Ralph S. Locher, Presiding

Mr. H. E. Boehm
Rev. E. S. Branch, Jr.
Rev. Dr. J. Bruere
Mrs. S. Carroll
Dr. K. W. Clement
Mrs. D. Craggett
Mr. G. Dobrea
Mrs. C. Drummer
Mr. J. Fisher
Mrs. B. Flonnoy
Mrs. H. Golub

Mr. P. Hamilton
Mr. C. Holmes
Mr. C. P. Lucas
Mr. T. E. McDonald
Dr. J. A. Norton
Rev. R. V. Parks
Rabbi D. J. Silver
Mrs. G. Wise
(Mr. S. Minter sitting in
attendance for W. P. Day)

- I. The Regular Meeting of the Board of Trustees of the Council for Economic Opportunities in Greater Cleveland was called to order by Mayor Ralph S. Locher, President, at 2:15 p.m. on Wednesday, March 29, 1967 in the City Council Chambers, City Hall, Cleveland, Ohio, with the above members present and constituting a quorum.
- II. The minutes of the Regular Meeting of February 23, 1967, were approved as mailed.
- III. Mayor Locher read a letter which he had received from Mr. Edmond Pace, Jr. of the Protestant Ministry to Poverty, stating that in the judgment of that organization, the Council is not in compliance with Section 202C of the 1966 amendments to the Economic Opportunity Act. This Section deals with representation of the poor on Community Action Agency governing boards. The letter was referred to the Community Participation Committee for study.
- IV. Report of the Executive Director

Director Findley noted that approximately \$7 million were involved in the two proposals on the agenda. He reported that Versatile CAP funding had

been approved and that Opportunity 1060 will be extended so that it may be included in the proposed manpower program. He reported that the Legal Services proposal had been approved, and that Headstart approval was expected soon. Director Findley also reported that over \$90,000 has been approved for the Foster Grandparents program.

At this point, Director Findley introduced Mr. Ralph Brody, Director, Neighborhood Opportunity Centers. Mr. Brody reminded the Council that April is the anniversary month of the Neighborhood Opportunity Centers' program, and that April 30th will be a celebration date at each of the five Centers. The Centers will be open that Sunday afternoon between 2:30 and 5:30 p.m.

Mr. Brody reported that as of February 1, 1967 the Outreach program became the direct responsibility of the Council. A manual was designed and distributed to the Outreach workers and a new system of contact records has been started.

Mr. Brody stated that coordination of efforts is one of the major concerns of the Centers. Neighborhood Opportunity Centers' personnel has been working with the city government to develop a program for providing city services in the Neighborhood Opportunity Centers. Through the efforts of the NOC and Cleveland State University personnel, an institute on poverty programs has been organized. Neighborhood Opportunity Centers' staff has also communicated with the Ohio State Employment Service and counseling services will be offered in the Centers.

Mr. Brody reported the development of new ideas for involving the residents in programs. For example, in the Central Neighborhood Opportunity Center there is a typing class for women who want to improve their typing and office skills in order to find jobs. A workshop was held in the Hough NOC for young men seeking employment opportunities. The Board of Education is being consulted as to the possibility of conducting classes for people with less than eighth grade education.

Mr. Brody reported that the NOC staff is involved in problem-solving projects at the community level, with the Center Directors working with attorneys, Field Service and residents on special problems of the community. He gave as examples the need for expanded food stamp distribution facilities, police-citizen relations, and the expansion of consumer education programs. Director Findley thanked Mr. Brody for his report and urged all Board members to attend open house ceremonies at the Centers.

Director Findley thanked everyone who participated in the development of the health and manpower proposals. He recalled that in the early part of 1965 the staff, in cooperation with the Welfare Federation, developed a medical proposal which was submitted to OEO. OEO suggested that the Council apply for a planning grant and such a grant was subsequently secured. He thanked Dr. Joanne Finley and Mr. Clarence Gaines for their help in conducting the Planning Grant and in developing the health proposal.

Director Findley thanked Mr. Morris Riger for his help in developing the Comprehensive Manpower Proposal. He stated that Cleveland will be one of the first cities to submit such a proposal. He paid tribute to the members of the Task Force which had prepared the proposal, and thanked the business community for its continuing help and interest in the problems of the poor. He commended the CEO staff for its loyalty, time and hard work. He also thanked the members of the Proposal Review Subcommittee, the Needs and Resources Subcommittee, and the Priorities Committee.

V. Committee Reports

Dr. Clement read the following report on behalf of the Community Participation Committee:

The Community Participation Committee, pursuant to the authorization and direction from the Council's Board of Trustees at its meeting on February 23, 1967, has proceeded to request each of the Community Opportunity Boards to elect a representative from its respective area. These representatives to the Board of Trustees will succeed those whose terms began last year at this time.

I am pleased to report that, as of this meeting, elections have been held in each of the five target areas. Each Community Opportunity Board President has informed me of the person so elected.

It has been the responsibility of the Community Participation Committee to oversee these elections and to make certain that they were carried out impartially and with due regard for the standards and guidelines established.

I am prepared to report to the Board at this time the names of four of the members so selected by the respective Community Opportunity Boards.

They are:

Board of Trustees
MINUTES
March 29, 1967
Page 4.

- Central - Mrs. Constance Drummer (elected at the Community Opportunity Board meeting of the Central Area on February 22, 1967).
- Hough - Rev. Robert V. Parks (elected at the Community Opportunity Board meeting of the Hough Area on February 27, 1967).
- Kinsman - Mrs. Gwendolyn Wise (elected at the Community Opportunity Board meeting of the Kinsman Area on February 28, 1967).
- West Side - Mr. Joseph Fisher (elected at the Community Opportunity Board meeting of the West Side Area on February 21, 1967).

Dr. Clement reported that there is no contest in these elections. He moved that the Board approve the elections as reported. Motion was seconded and passed.

Dr. Clement further reported that Mr. Thompson Gaines, President of the Glenville Community Opportunity Board, has advised the Committee of the election of Mrs. Gwen Louise Gaston by the Glenville Community Opportunity Board at its meeting of March 6, 1967. However, a complaint has been filed by Mrs. Betty Flonnoy (also a candidate for election as the representative of that area) which raises serious doubts as to whether or not that election was held in accordance with the guidelines issued. I am not prepared to report, at this time, a representative from the Glenville Area. I have written to Mr. Gaines as of March 17, 1967 advising him of the nature of the formal complaint filed by Mrs. Flonnoy, sent him a copy of her letter, and requested a formal reply to the charges made. We have recently received an answer to the complaint filed at that time. It is our desire to give both sides an opportunity to be heard so that we may, hopefully, make a commendation to the Council for further action.

It is gratifying to note the kind and amount of cooperation that has been received from the Community Opportunity Boards, from the Council's staff, and from Mr. Martin Kelley and the Resident Participation program. Certainly this level of involvement, and the democratic process by which it is obtained, is the key to our entire program effort and will condition the success of these efforts.

Two of the four Community Opportunity Boards did suggest that an enlargement in the terms of each COB member elected to the Board of Trustees is desirable from their point of view. We feel that it would be appropriate to take this matter up at a meeting of the Community Participation Committee. He moved acception of the Committee's report. Motion was seconded and passed.

Dr. Norton reported that the Priorities Committee had met just before the Board meeting and agreed to recommend that the Board accept and approve the Comprehensive Neighborhood Family Health Care Centers proposal, and read the following resolution:

The Council for Economic Opportunities in Greater Cleveland's Board of Trustees shall delegate to the Project AIM-JOBS Governing Board operating control over, and decision-making authority for the medical services standard third party contract agreement.

In keeping with generally accepted auditing practices, OEO requirements, and as may be specifically set forth in the proposal as funded, the Council for Economic Opportunities in Greater Cleveland shall be the prime contractor.

The Council's Board of Trustees pledges its total commitment to, and full support of, the Project's goal of meaningful jobs for the hard-core unemployed residents of Cleveland's inner-city, and stands ready to assist in every way possible to assure the Project's success.

Dr. Norton moved, and it was seconded, that the resolution be accepted. Rev. Branch asked for the location of the proposed Center. Dr. Norton replied that the Center will be at the 55th Street location, and that the next Center will be in the Kinsman Area. Motion passed.

Dr. Norton then read the following resolution on the Project AIM-JOBS proposal:

The Council for Economic Opportunities in Greater Cleveland's Board of Trustees shall delegate to the Project AIM-JOBS Governing Board full operating control over, and decision-making authority for, Project AIM-JOBS as provided by the standard third-party contract agreement. Responsibility for operating policies, and for the selection and appointment of the Project's Chief Executive Officer, shall be vested in the Project Governing Board.

In keeping with generally accepted auditing practices, and as specifically set forth in the Project proposal as funded, the Council for Economic Opportunities in Greater Cleveland shall be the prime contractor with the Federal government for Project AIM-JOBS. As such, the Council shall exercise such responsibility as customarily required of the prime contractor by the Manpower Administrator of the U. S. Department of Labor.

The Council's Board of Trustees pledges its total commitment to, and full support of, the Project's goal of meaningful jobs for the hard-core unemployed residents of Cleveland's inner-city, and stands ready to assist in every way possible to assure the Project's success.

Dr. Norton moved that the resolution be approved. The motion was seconded. Mr. Riger requested that the word "customarily" be removed.

Mr. Boehm asked for clarification of the nature of the proposed Governing Board. Specifically, he questioned whether the Council could sub-contract with such a Board unless it is a recognized legal entity. Director Findley replied that this is to be a governing board that would have the responsibility for administering the program and making policy decisions.

Rabbi Silver stated his continuing concern about certain questions which he had communicated to Director Findley. He asked what guarantees that the jobs obtained from private employers will, in fact, provide career jobs rather than odd jobs and busy work. Director Findley replied that advisory committees and other individuals involved in the implementation of the program will be responsible for checking the nature of jobs obtained from private employers. Rabbi Silver asked if this means that the Project is depending on the commitment of the business community. Director Findley replied that five people from the business community will sit on the Board, and that a member of the CEO Board of Trustees will also sit on the Board. Rabbi Silver stated that it would seem that beyond the matter of securing the cooperation of employers and a pool of jobs which offer career possibilities, there must be some specific responsibility within the Project to help employers and their personnel staff to deal with special problems of these employees. He stated that he did not find this back-up work in the proposal. Director Findley replied that there is tremendous involvement of employers. They will be asked to contribute top people from their personnel staff.

Rabbi Silver stated that the drop-out rate will probably be much higher than the anticipated twenty percent, and, for that reason, provisions should be

made for carrying workers through one, two, or three job placements. Director Findley replied that supportive services are built into the proposal and pointed out several of these provisions.

Director Findley paid tribute to the City, the County, and the Board of Education for work done on the Scheuer Amendment Component of the manpower program.

Mr. Boehm stated that his question concerning the legal status of the Governing Board of the manpower program had not been answered. Mr. Riger replied that the contracting agency will be the Council for Economic Opportunities. He stated that legal consultation will be sought and that the Department of Labor will assure that all necessary legal steps will be taken. He stated that he was pleased with the progress made toward completion of the manpower proposal and indicated that efforts to involve the business community are meeting with success.

Mr. Lucas asked if the proposal was not yet ready. Director Findley replied that the proposal has been critiqued by all concerned, and has been redrafted and readied for a final reading. Mr. Lucas asked if there is any danger that the proposal would not be ready by the target date for submission. Director Findley replied that the proposal will be ready.

Mr. Minter asked that the timetable be spelled out. Director Findley replied that the timetable was simply to have everything in Washington by the next Tuesday. Mr. Riger stated that facilities for the budget are under consideration and that an advance in funds is anticipated. Mr. Minter asked for the target date for actual program operation. Director Findley stated that the target date is May 8th.

Mrs. Craggett asked what kind of evidence exists that jobs in the public sector will actually be available. Director Findley replied that the Board of Education, the City and the County have made commitments, which only a reduction in their budgets will change. Mr. Riger stated that the state agencies are making plans for full-time, permanent jobs. Mrs. Drummer stated that some of the job qualifications for staff positions require a high school education. She stated that people who did not graduate from high school but have had work experience are capable of performing these jobs. Mr. Olsen replied that many positions will not require a high school education including the position of Counselor-Coach. The position of Typist-Clerk will be a training position for those not qualified for secretarial positions. He stated that Project AIM-JOBS is going to waive many job requirements in an effort to do the same things that it will be asking others to do.

Director Findley stated that 65% of the total allocation for the manpower program will be used for enrollees' stipends. Another 25% will go to supportive services on behalf of the enrollees. Mrs. Cragget asked if Neighborhood Youth Corps personnel would be given an opportunity to up-grade themselves by taking higher level positions in the manpower program. Mr. Catliota replied that this will be done.

Mayor Locher asked for a motion to adopt the resolution. Mrs. Flonnoy moved, seconded by Mrs. Wise, to adopt the proposal with necessary modifications which might come about later. Dr. Clement asked Mrs. Flonnoy if she meant modifications of the document which was to be approved. Mrs. Flonnoy said yes, that she understood that further meetings had been scheduled. She noted that time is important and that she is confident that the Department of Labor will not put forward any unacceptable modifications. She stated that the sense of her motion was that the Board accept the manpower proposal with latitude for any necessary modifications, including those that may come about in future meetings. Rev. Bruere asked if it were not possible for the proposal to be modified in an unacceptable way. Director Findley replied that the Council, as the contracting agent, would not contract to conduct a program unacceptable to the Board. Rabbi Silver stated that there is no stipulation as to how the Governing Board is to be appointed. Mayor Locher replied that the power to make such appointments resides with the president of the Board. Rabbi Silver stated that this should be made clear and that such is not stated in the proposal. Mayor Locher replied that the matter would be attended to.

- VI. Mrs. Flonnoy reported that children are already asking for applications for a summer employment program. She stated that the 1960 program had been very well received in the community and that it is the responsibility of the Board to attempt to mount such a program during the coming summer.
- VII. The meeting was adjourned at 3:28 p. m.

Respectfully submitted,

Mrs. Helen Golub
Secretary

:mlr

COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND
1350 West Third Street
Cleveland, Ohio 44113

COMMUNITY PARTICIPATION COMMITTEE

M I N U T E S

April 26, 1967

PRESENT: Dr. Kenneth W. Clement
Mrs. Daisy Craggett
Mrs. Betty Flonnoy
Mr. John B. Olsen
Mr. James E. Reynolds

The meeting of the Community Participation Committee was convened April 26, 1967 at 8:45 a.m. in the Council for Economic Opportunities for Greater Cleveland's fourth floor Conference Room.

The discussion generally concerned the status of the Glenville Community Opportunity Board elections relative to electing a representative to sit on the Council's Board of Trustees. More specifically, the discussion centered around how the COB election of April 24, 1967 was conducted and why the Community Participation Committee did not honor this first election.

Dr. Clement stated that the Glenville COB should have had a quorum in order to elect anyone to the Board of Trustees as stated in the guidelines issued by the Committees; and that the Committee must accept the fact that we do not have any nominees, and this means, of course, no election. He further reiterated that until the president of the Glenville COB announces the holding of a new election, we do not have any issue, and that Betty Flonnoy will sit on the Board until that COB elects someone to take that seat.

Mrs. Craggett stated that in order to keep from having the election issue hanging in the air for an unduly long time, which may cause a bigger problem, could not the Committee recommend or designate a date for a new election so as to get this thing out of the way as soon as possible.

Mr. Olsen replied that this would not be proper because the people in the neighborhoods would say that the people downtown are telling them what to do.

MINUTES

Community Participation Committee

April 26, 1967

Dr. Clement concurred and remarked that what is obstructing forward motion is that we really cannot have a real issue until that COB gets a quorum. He further said that once they have a quorum and, then an issue is raised, the Committee would make an appropriate recommendation to the Board. If the Board's view is different from the Committee's view, the Board would render the final decision. This would be paying tribute to the Board. He was of the opinion that the Community Opportunity Board in Glenville should proceed again to have new nominations and, thereby, elect a representative.

Mr. Olsen mentioned that the Council's staff would send a letter to the president of the Glenville COB requesting information as to what steps had been taken in regard to structuring new elections. Also, letters would be sent to the chairman of the Protestant Ministry to Poverty, and Mr. Burt Griffin, Director of the Legal Services Program. Both parties have raised questions relative to the elections.

The Protestant Ministry to Poverty is concerned about representation of the poor on the Board of Trustees. In a letter dated April 26, 1967 sent by Hilbert Perry, PMP Chairman to Mayor Ralph S. Locher, Mr. Perry requested that the Community Participation Committee meet with representatives of the PMP. Dr. Clement stated that if the PMP wanted to meet privately with the Committee, they should be advised that the Committee is bound by a set of guidelines issued by the Council's Board of Trustees. These guidelines require that any and all Community Participation Committee meetings in which business is conducted must be public meetings. Therefore, if they wish to bring a delegation to the next committee meeting, the meeting must necessarily be public. However, Dr. Clement stated that the committee would extend every courtesy and consideration to the PMP and would meet privately if they so requested. But they must be aware of the above guidelines governing our committee meetings.

Mr. Olsen agreed with Dr. Clement and stated that a letter would be forwarded, at once, to the PMP chairman, Mr. Perry, responding to his letter of April 26, 1967; and also advising him of the next committee meeting.

With regard to Mr. Griffin, Dr. Clement suggested sending him a letter advising him that the Committee would be happy to meet with him after the elections have taken place. Until such time, no issue is at hand.

Mr. Olsen expressed agreement with Dr. Clement; and said that Mr. Griffin would be sent a letter at once. Furthermore, the Committee members should be notified about the next meeting which would be held on May 5, 1967; and that these problems should receive major importance on the agenda.

The meeting was informally adjourned at 10:15 a.m.

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COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND
1350 West Third Street
Cleveland, Ohio 44113

BOARD OF TRUSTEES

MINUTES

Regular Meeting
May 24, 1967

ATTENDANCE:

Mayor Ralph S. Locher, Presiding

Rev. E. S. Branch, Jr.
Mr. D. S. Carmichael
Mrs. S. Carroll
Mrs. C. Drummer
Mr. J. C. Fisher
Mrs. B. Flonnoy
Mrs. H. Golub

Mr. P. B. Hamilton
Rev. D. G. Jacobs
Dr. J. A. Norton
Mrs. J. Stubbs
(Mr. David Quere sitting in
attendance for Mr. H. E. Boehm)

- I. The Regular Meeting of the Board of Trustees of the Council for Economic Opportunities in Greater Cleveland was called to order by Mayor Ralph S. Locher, President, at 2:20 p.m. on Wednesday, May 24, 1967 in the City Council Chambers, City Hall, Cleveland, Ohio, with the above members present and constituting a quorum.
- II. Motion was made by Mr. Carmichael, seconded by Mrs. Golub, to approve, as mailed, the Minutes of the Regular Meeting of April 26, 1967. Motion passed.
- III. Mayor Locher referred to two letters he had received: one from Mr. Clarence Holmes tendering his resignation from the Board of Trustees due to his new position with Project AIM-JOBS; the other from Mrs. Betty Flonnoy tendering her resignation from the Board of Trustees due to her position with Project AIM-JCBS.

Mayor Locher stated that he was pleased to announce that the Council has been instructed to proceed with plans for summer programs with a tentative budget of \$700,000. He announced an additional grant of \$300,000 to supplement the Cleveland Board of Education's summer Headstart Program so that 800 children may be added. He announced that a Family Health Care Center has been approved for approximately \$1,800,000. He further reported that Cleveland is the lead city in the development of Comprehensive Manpower Programs and that Cleveland's program will soon be funded for approximately

\$5,500,000. He observed that the \$8,300,000 involved in these programs are funds in addition to the Council's normal allocations.

IV. Report of the Executive Director

Director Findley stated that the grants to which Mayor Locher referred would not have been possible without the dedicated work of the Council's staff. He expressed regret that the Board is to lose the services of Mrs. Flonnoy and Mr. Holmes. He also thanked everyone connected with the planning of the Neighborhood Opportunity Centers open house celebrations and thanked all those who supported and attended the celebrations.

Director Findley mentioned that R. Sargent Shriver had come to Cleveland to speak before the Academy of Medicine and had announced the funding of the health center. The Council has been assured that a second center will be funded.

Director Findley announced that Mr. Alan Beals, Acting Director of the Great Lakes Regional Office had visited Cleveland and had invited the Council to develop a proposal for a summer work experience program for youths. Staff has proceeded on this development and hopes to design a program for 2,500 young people.

Director Findley then introduced Major General Stanley W. Connelly, USAR, Acting Director, Project AIM-JOBS. General Connelly reported that funding preparations are almost completed. An advance funding has been obtained and the program will begin on June 1st. He stated that AIM-JOBS is not a summer program and that the goal is to place 2,000 unemployed people in permanent jobs in the next 12 months. He thanked the Council's staff for translating the project guidelines into a working document and praised the work of the AIM-JOBS staff people who are on loan from other agencies and businesses. He stated that firm commitments had been obtained for 17 jobs in the private sector and for 300 jobs in the public sector. However, many more jobs must be secured quickly to assure sufficient jobs for the first group of enrollees. He emphasized that the program is designed to do everything possible to keep enrollees from dropping out.

Director Findley then introduced Mrs. Dagmar Utz, Director of the Family Day Care Program; Mrs. Ermelda Cooper, Director of the Catholic Diocese Child Development Program; Mr. Martin Berdit, Director of the Council of Churches Child Development Program; Miss Shirley Lautenschlager, Director of the Greater Cleveland Neighborhood Centers Association Child Development Program; and Mrs. Irma Sharp, representing the Geauga Economic Opportuni-

ty Council Child Development Program. Each of these project directors gave brief descriptions of his program and introduced target area residents who have been associated with his program. These community people praised the programs and the opportunities which they have offered.

Director Findley then introduced Mr. Frank J. Catliota, Deputy Director of the Council who reported on plans for the summer employment program for teenagers. Mr. Catliota stated that the program will be designed to accommodate 2,500 enrollees. He reported that the agencies which used "1060" enrollees last summer have begun to request youngsters for this summer. He stated that all social agencies, city agencies, Neighborhood Opportunity Centers and schools will be asked to help in recruiting. Enrollees will earn an average of \$20 per week at the rate of \$1.25 per hour. The only requirements for enrollees are that they meet poverty guidelines and have a social security number and a work permit. He stated that staff has been informed that funds will be available for this program.

Mayor Locher requested a motion to the effect that the Headstart Supplement and the Summer Employment Opportunities for Youth proposals be forwarded to O. E. O. for consideration for funding. Rev. Jacobs so moved, seconded by Rev. Branch. Motion passed unanimously.

- V. Mrs. Flennoy mentioned that a group of youngsters is attempting to form an organization for the purpose of opposing radical elements in the community. She stated that this group has in mind a charter and that they need the help of the city's Law Department.

Mayor Locher promised that the city would help in any appropriate way.

Rev. Jacobs asked what has happened to the request of the Protestant Ministry to Poverty for a hearing concerning representation of the poor on the Council's Board of Trustees. Mayor Locher replied that this matter has been referred to the Community Participation Committee.

- VI. The meeting was adjourned at 3:38 p. m.

Respectfully submitted,

Mrs. Helen Golub
Secretary

:mlr

COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND
1350 West Third Street
Cleveland, Ohio 44113

BOARD OF TRUSTEES

MINUTES

Regular Meeting
June 28, 1967

ATTENDANCE:

Mayor Ralph S. Locher, Presiding

Mr. H. E. Boehm
Rev. E. S. Branch, Jr.
Rev. Dr. J. Bruere
Mr. D. S. Carmichael
Mrs. D. Craggett
Mr. J. C. Fisher
Mr. P. B. Hamilton
Mr. P. J. O'Malley

Rev. R. V. Parks
Rabbi D. J. Silver
Mrs. G. Wise
(Mr. R. F. Edwards sitting in
attendance for Mr. G. Dobrea)
(Mr. J. Spezzaferro sitting in
attendance for Mr. W. P. Day)

- I. The Regular Meeting of the Board of Trustees of the Council for Economic Opportunities in Greater Cleveland was called to order by Mayor Ralph S. Locher, President, at 2:15 p.m. on Wednesday, June 28, 1967 in the City Council Chambers, City Hall, Cleveland, Ohio, with the above members present and constituting a quorum.
- II. Motion was made by Mr. O'Malley, seconded by Mr. Carmichael, to approve, as mailed, the Minutes of the Regular Meeting of May 24, 1967. Motion passed.
- III. There was no correspondence.
- IV. Committee Reports

Mr. Carmichael read the following report of the Special Committee on Program Evaluation:

For the past five months the Council for Economic Opportunities in Greater Cleveland/Battelle Memorial Institute--Joint Research Committee has been conducting an evaluation of the Council for Economic Opportunities in Greater Cleveland's (CEO) activities. The purpose of this evaluation is to determine if the operation of CEO can be improved, and how. The basic question being considered is "how effective are CEO's activities in breaking the cycle of poverty?" Specifically, "what might be done within the present organization of CEO to insure a greater result for the same amount of staff time?"

The approach to evaluation taken by the Joint Committee can be described as the "systems" approach. This approach to evaluation has frequently been used by the Federal Government and industry with considerable success; however, the systems approach has not had frequent use in the area of social welfare.

One of the distinguishing features of the systems approach is that this approach focuses on accomplishments as opposed to activities. For example, one of the major objectives of the War on Poverty is to reduce the number of people that fall below the poverty line. The systems approach may indicate how much the various CEO programs have done this. That is, "what difference has the presence of CEO programs made in the lives of people served by these programs?" The systems approach may also reveal alternate ways of approaching the same problem. It is often possible to select from these alternatives a better approach than the one that had previously been employed, and obtain information on whether a given program is achieving the purpose for which it was designed.

To answer the questions listed above, the Joint Committee is undertaking a variety of related analyses. The first analysis concerns examining the basic purpose or function of a particular CEO program (Outreach). For example, "is the basic purpose of Outreach to discover problems, to contact all people in a neighborhood to make them familiar with CEO's services, or is it to give intensive social case work services to those with the most serious problems?" The activities of the Outreach workers are being observed to find out how much time is spent detecting problems, and how much time is spent giving case work services.

A second activity, which follows from the first, is the development of standards by which the success of CEO's activities can be measured. Assuming Outreach gives top priority to discovering problems, the number of problems uncovered becomes a standard by which to evaluate the activity. For example, if one activity is locating unwed mothers in a neighborhood, the comparative success of CEO can be measured by the number of unwed mothers located by the staff in relation to the total number of unwed mothers actually living in the target area. Similar standards can be developed by comparing the number of school dropouts contacted with actual school records of the number of dropouts for the district.

A third area of investigation will involve comparing the amount of time required to achieve a result under differing methods of operation. How much interview time is required to diagnose a family problem? Would interviews in bars, or on the street, enable the worker to contact more people and thus identify more problems in a given day?

A fourth area of analysis will involve defining the amount of time presently needed to accomplish a given result. Essentially, this is done by comparing the total number of hours spent by the staff on an activity with the total results achieved by this activity. A case worker may devote all of his time to interviews during a 40-hour week, for example, and uncover 20 major social problems requiring remedial action. Thus, it may be said that it requires two case worker hours to uncover one problem. The hours of supervisory staff can be similarly allocated according to the number of problems uncovered by the total staff under their direction.

A final Joint Committee concern will involve translating time figures described above into cost figures. This can be done by allocating the amount of overhead cost necessary to support a worker for one hour. Ultimately, this will make it possible to determine how much a given result costs. For example, it may cost a total of \$20 or \$220 in salaries and overhead to contact one high school dropout.

The essential value of the over-all analysis will be to provide a standard for measuring the relative effectiveness of the different CEO activities, and to indicate if the various program activities compliment each other as they are intended to do. Another value of this analysis is that areas where problems can be processed or solved with less expenditure of staff time may be revealed, or the number of people removed from the cycle of poverty might be increased by re-organizing CEO programs. When the research activity reaches this point, the Board and administrators can determine if the job is being done in the best possible way and how improvement might be achieved in the near future.

The evaluation considered here is not focused on a single point in time, rather, this type of evaluation is conducted over a period of time (several months). However, a major benefit that might result from the evaluation is, that by knowing what the CEO programs have accomplished or failed to accomplish, this information can be used as a basis for future planning. This additional knowledge will not only assist the future planning of CEO programs, but can be applied to all of the programs designed to assist the poor.

This is an interim report; the final product of this effort will contribute to the re-design of programs in time for next year's refunding. However, positive gains have already been noted as program administrators, and Board members of this Committee, have carefully re-examined operations in light of the goals expressed in the funded proposals. Furthermore, the Priorities and Management Committees, whose chairmen serve on this Committee, have instituted reviews of field and central program operations.

Rev. Branch read the following report of the Management Committee:

The Management Committee has been meeting regularly so as to properly discharge the assignments given it by the Board of Trustees.

In summary, since the last meeting of the Board, the Committee has:

- (1) Received financial audits from Mr. Elmer J. Whiting, Jr., Certified Public Accountant, for the following component programs:

- (a) Community Information Service
- (b) Outreach Program
- (c) Hough Outreach Program
- (d) Resident Participation Program

Also, the Committee has received an audit report, in the form of a management letter, on the Council's financial operation from Peat, Marwick & Mitchell.

- (2) Passed a resolution instructing the Council's staff to establish an employee benefit plan which would be in keeping with the Code of Personnel Policies and Procedures adopted by this Board of Trustees on May 13, 1966, and which would be made available to the staff of all delegated programs as well. (copy of Resolution follows this report)
- (3) Issued a letter to all delegate agencies emphasizing the requirement that monthly reports on financial and program participation operations must be submitted to the Council by the 10th of the preceeding month. To date, the reports have been straggling in, arriving anywhere from the 12th to the 25th, and this has made it impossible for the Council to submit reports, in turn, to the Office of Economic Opportunity. Due to this fact, OEO has called several times and complained, threatening action if our delegate agencies cannot be made to comply. Again, we--the Council--are seeking cooperation; if we fail to receive such, we shall have no recourse but to ask that this Board instruct the staff to withhold grant funds from any offending delegate agency.
- (4) Instituted a monthly review of reports on the operations of all programs, including both the financial and participation data.

It has been necessary for the Committee to devote a considerable amount of time to the business at hand. Moreover, there is every indication that more time will be needed if we are all to feel satisfied that these programs are

well-managed and operating effectively. In conjunction with the work of the Special Committee on Program Evaluation, we have been careful to examine what we are doing, and how well, in the field. Again, may I invite any Board member, or any member of the community, to join with us; we welcome your time and assistance.

Rev. Branch moved, seconded by Mr. Boehm, the acceptance of the Management Committee report and the adoption of the following resolution:

RESOLVED that, pursuant to the Code of Personnel Policies and Procedures adopted by the Council on May 13, 1966, and the program funds allocated by the U. S. Office of Economic Opportunity, the Council's staff is hereby authorized to conclude appropriate agreements with the John Hancock Insurance Company for an employee life insurance program, and with the Prudential Insurance Company for an employee retirement program.

The motion was approved unanimously.

Dr. Norton read the following report of the Priorities Committee:

The Priorities Committee has been meeting and, since the last regular meeting of this Board, has:

- (1) Reviewed the Poverty Law Training Program jointly sponsored by the Cleveland Marshall Law School and Western Reserve University Law School. Since the Citizens Proposal Review Subcommittee raised six strong objections to this proposal, it was referred back to the Subcommittee for further study and reconsideration.
- (2) Reviewed the Hough Housing Improvement Arbitration proposal and, in view of the fact that it had been funded as a direct demonstration grant by OEO and the Governor's office had requested the review of the Council prior to granting his approval, accorded the program approval. Further, the Committee instructed that the Council's Executive Director convey this action immediately to the Governor's office, together with a request for his approval, since the time period on the grant approval would expire before this meeting of the Board of Trustees.
- (3) Reviewed the Project 1060B (Summer Employment for Youth) program and accorded it full approval. Further, the Committee requested that the Citizens Proposal Review Subcommittee form a task force from its membership that would visit the operating summer programs and make immediate suggestions concerning how the operations were proceeding in the neighborhoods.
- (4) Requested that the Council's staff develop a system to handle inquiries, information requests, complaints, etc., so as to insure

that such matters receive prompt consideration, an early review, and the attention of the Council's Executive Staff, or Board of Trustees committee, as appropriate.

The next major project before the Committee concerns planning for the re-funding process. In August, it will be necessary to issue the guidelines instructing the delegate agencies in the way to prepare refunding proposals. In order to prevent a deluge of proposals, and so as to give the Committee and Citizens Proposal Review Subcommittee ample time to do the careful review expected, a schedule must be drawn. Needless to say, the Committee welcomes any member of the Board, or any person from the community, to its meetings and to join with us in the considerable amount of work before us in the near future.

Mr. Boehm, on behalf of the Nominating Committee, placed in nomination Mr. Paul B. Hamilton to fill the office of Treasurer which was vacated by Mr. Clarence Holmes who resigned from the Board. Mrs. Wise seconded the nomination and Mr. Hamilton was elected unanimously.

Mr. Hamilton moved, seconded by Rev. Parks, to accept and approve the committee reports.

V. Report of the Executive Director

Director Findley expressed his sincere thanks to stations WKYC and WERE. WKYC had a program on legal services and WERE assigned staff to talk with people in the target areas about CEO programs. A two-hour documentary prepared by WERE was sent to Washington OEO and the Council has had calls for copies of the tapes. He stated that these tapes will be played at a future Board Institute.

Director Findley thanked the committee members for their time and hard work and invited Board members to attend the various committee meetings. Director Findley announced that a tour of CEO program sites has been arranged for July 20th.

Director Findley announced that the Grants Management-Audit Department staff will soon begin on-site program audits. He introduced Mr. Donald L. Martin, Director of the department and called upon Mr. John B. Olsen to outline what will be the concerns of the audit team.

Mr. Olsen recalled that the subject of program audits has been discussed several times. It has been difficult to get time for staff people to conduct these audits, but they will begin soon. Most of the Council's programs are designed without testing in the field and it is the purpose of the audit team to recommend changes in program operation according to what has been learned in the field. The audit team will spend two or three days with a

given program to learn its problems and functions in relation to CEO. Areas of concern to the audit team will include (1) Program Planning and Development, (2) Mobilization of Resources and Coordination, (3) Involvement of the Poor, (4) Organization, Management and Direction, (5) Administrative Management, and (6) Relationships with CEOGC.

Director Findley reported that the Board of Education has notified CEO that its enlarged Summer Head Start Program will be able to handle all children who will be starting school in September. He urged Board members to help make the target public aware of these openings.

Mr. Catliota was called upon for a report and he introduced Mr. Melvin Crouther, new Director of the Neighborhood Youth Corps who was appointed June 1st. Mr. Catliota reported that the Summer Employment Opportunities for Youth program has been funded in the amount of \$570,000. The intention is to find 2,000 summer jobs for youngsters. He stated that strict rules of eligibility for participating youngsters will be adhered to. He introduced Mr. Lou Aiken, Project Director.

Mr. Aiken stated that the project is an employment program for 14 to 16 year olds. There are 30 to 35 staff people to handle placement and enrollee problems. Over 1,000 youngsters have already been placed. Dr. Bruere asked what sort of jobs these are. Mr. Aiken replied that all jobs are with non-profit agencies, mostly in aide capacities. Rev. Parks asked how soon the job quota would be filled. Mr. Aiken replied that the quota would be filled in two or three weeks.

Director Findley commented that over 92% of this total grant will be used for enrollee wages. He stated that needy college students from the target areas will be employed as work-site supervisors. Mr. Hamilton asked if the project will involve youngsters from outside the target areas. Director Findley replied that this will not be the case, as applications from the target areas far exceed the number of jobs available. He noted that the Board of Education's in-school Summer NYC program has been increased. This program handles youngsters at ages 17, 18 and 19 and, with the Council's program, gives a total involvement of 5,000 youngsters.

Mrs. Wise asked what will happen to these youngsters after July 5th. Mr. Aiken replied that July 5th is merely a starting date and that enrollees starting on that date will work the rest of the summer. Rev. Parks asked how the enrollees are screened for this program. Mr. Aiken stated that Outreach workers in the Neighborhood Opportunity Centers screen applicants according to the guidelines. He stated that "phase-ins" of new youngsters will occur every two weeks and that every effort will be made to re-

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assign funds so that a maximum number may be employed. Director Findley commented that funds had been saved by acquiring a rent-free building for the project from the city. These funds are now free to be reassigned. He also noted that the Proposal Review Subcommittee will visit as many of the work-sites as possible.

Director Findley announced the funding of the Summer Camping Project. This is a special program that has been encouraged by Congressman Vanik. He paid tribute to Mr. Glenn Olson and the Planning Department staff who wrote the proposal on short notice. The Director introduced Mr. Seymour Slavin of the Welfare Federation who outlined the program. He ~~stated~~ that this grant is unique in that it is the first time that OEO funds have been used for this purpose. He noted that middle and upper-class children take for granted a camping experience but that poverty children seldom have such an experience.

Director Findley noted that of the \$69,000 granted for this project, \$67,000 will actually be used for camping. Mrs. Craggett asked if all allocated funds are being spent, stating that CAY could use some funds because it has found a camp site but does not have money to send youngsters. Mr. Slavin replied that all allocated funds will be used. Mrs. Wise asked when applications will be available. Mr. Slavin stated that all of the agencies will be glad to accept applications now and that it would be best to contact them directly.

Mr. Catliota was called upon to introduce Mrs. Boone and Mr. Lancaster of the Hough Outreach staff. The workers outlined the efforts and concerns of the Outreach staff in Hough and invited Board members to come to Hough to see the program in operation.

Rev. Parks spoke in defense of Hough, stating that other areas have as many problems but that Hough seems to get all of the "bad publicity". Mr. Catliota replied that this is true and that the reason for having the Hough Outreach workers report is because of the interest in that area and in its fine Outreach staff.

Dr. Bruere asked if it were true that the County administration has decided to move the Hough Welfare Office to West 3rd Street. Rev. Parks stated that the office is being moved to East 79th Street.

Dr. Bruere asked if, in the future, it would not be possible to have reports mailed to Board members before meetings, rather than having them delivered verbally at the meetings. He stated that Board members should use meetings to discuss reports rather than listen to them. Mayor Locher urged the staff to consider this point.

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Mayor Locher stated that Project AIM-Jobs has been funded for \$5,580,000; Head Start Supplement and the summer employment program for a total of close to \$1,000,000. He reported that the implementation of the Health Services grant is proceeding as rapidly as possible. A problem in this connection has been negotiations with the State of Ohio concerning its in-kind contribution of \$246,000. This may take another two or three weeks. He stated that in spite of these negotiations, he was prepared to sign contracts implementing the program. (The Mayor signed the contracts.)

- VI. There was no new correspondence.
- VII. The meeting was adjourned at 3:45 p. m.

Respectfully submitted,

Mrs. Helen Golub
Secretary

:mlr

COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND
1350 West Third Street
Cleveland, Ohio 44113

COMMUNITY PARTICIPATION COMMITTEE

MINUTES

June 30, 1967
8:00 a.m., CEO Office
Fourth Floor Conference Room

ATTENDANCE:

Dr. Kenneth W. Clement, Chairman

Rev. Emanuel Branch
Rev. John Bruere
Mrs. Daisy Craggett

Staff

Mr. Thomas Brown
Mr. Donald Martin
Mr. William Reed

Mr. John Olsen
Mr. Glenn Olson
Mr. James Reynolds

I. INTRODUCTION

The meeting was opened at 8:20 a.m. by Dr. Kenneth Clement, Chairman.

II. CITIZEN PARTICIPATION

Memorandum #57 was under discussion relative to the question of adequate representation of the poor on the Council's Board of Trustees. Dr. Clement asked what was the pleasure of the group as far as our response to the communication? Rev. Bruere said that there is adequate representation in compliance with memorandum #57 and anyone wishing to press further is offered the opportunity to do so. The basic concept is that we want to do something to increase community participation. At the next meeting, they will be bringing in nominations for vacancies and nominations for the Board. They can be received at anytime. Representation should be of everyone within the poverty area; everyone who lives on a given street are victims of what goes on. There is grave danger of having all the poor participating when there must be other people involved in order to cure this situation.

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III. SEPARATE FUNDING FOR AREA COUNCILS

Area Councils had a meeting and their concern was that they wanted to be funded separately and not be dependent upon GCNCA. They thought they would be in a better position to augment their needs if it were done in this way.

This is totally Welfare Federation money and they had talked with Frank Catliota to see if we could be involved as well. The request was that they not be funded through the Welfare Federation but provided with their own staff. In terms of innovation, this might be something that the committee might want to study or think about in terms of new approaches to be used for the Resident Participation Program. One point to study is that Resident Participation is a difficult thing and we may not be achieving all that we want to achieve. We are seeking alternatives (better ways of doing new ideas).

The Priorities Committee will have to formulate the guidelines for refunding proposals and one of the things that the committee would be grateful to the Community Participation Committee for, would be to know what kinds of guidelines to give to the Resident Participation Program. The Management Committee would then be advised as to what you would like to say as far as the Resident Participation Program is concerned. The guidelines will be formed in August.

At the present time, there is staff in each of the five areas from Resident Participation. In one area, GCNCA could continue this operation with funds and in one area, fund the Council to do Resident Participation and see what the differences are.

Questions - Rev. Bruere asked what would the advantages of this change be? The service and the staff people could devote more of their time to Area Councils organization and/or business.

Are there any staff to take on this new assignment? There is no new staff, there could only be reassignment of the same staff. There is the question of what to say to the groups that come in to say they are more indigenous and say that they could do a more effective job if the staff was individual and accountable to them. They should be required to initiate a specific program and it appears that this particular group should be invited to initiate a total program. It puts us in a position to have to make a determination that would be the same for any group coming in.

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Discussion - Mr. Brown said that the Area Councils feel they could function more effectively if they received their service and their paid stipends direct. As long as someone controls the services as well as the money, you get only what they want you to have.

Daisy Craggett said that one of the concerns in Hough is that Field Service serves any organization in the community where they see fit and the Area Councils feel that the lack of professional service and clerical service hampers their service. They feel that if they had this service working with them, they could operate more effectively. They are asking to be provided with two persons.

It is said that the Neighborhood Opportunity Center feels that they should receive more money to operate with in order to do a more effective job. If the Board sees things that need to be done in the Field and they had funds to operate with, they could do with their own resources instead of waiting for something to open up in order to iron out a problem.

Dr. Clement probed the committee for a reaction to the establishment of a different and individual program. It is said that OEO self-imposes programs upon them. They should be asked to make a presentation and say to us that they want this money. To say that they are going to use two people more effectively does not solve the problem. Those two points alone apply to any one as far as asking for extra funds to help the poor.

A total area could be funded rather than a street club or the like because a given area would include many small groups. Mrs. Craggett said that Hough is not the only one asking for this, all the areas are.

Mr. Olsen said that Resident Participation funds all five areas and some of this is covered by GCNCA. The Area Councils Association said that they did not want GCNCA between them and the funds.

Some of the problems in these given areas might clarify some of these issues. Throughout the country, Resident Participation has failed and has not been very constructive. There are a number of reasons, the major one being that those people who control the purse strings do not want it to be overly successful. Really successful Resident Participation tends to threaten the people in power. The more

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structure you put under it, the less successful it can be. In Cleveland, the Community Opportunity Boards are set as a parallel structure to the Area Councils who have not been really successful and have never had enough staff service. Then the COB's were set up without adequate staff. Many people on the West Side do not even want the COB's; they want the Area Councils strengthened. The staff problem eluded to has been one of the problems of the Resident Participation. There are not enough funds and not enough trained people in the program. The alternative things that could be done and the possibilities of each alternative should be looked at. Finally, Resident Participation is a most difficult thing to measure and how can you say if you have succeeded when it depends on the whole total neighborhood and sometimes the whole city. It is the most difficult of all the poverty programs to measure in terms of success.

Dr. Clement stated that if we have to write a program for them, this is not Resident Participation. We could let them know that we want a program to be recommended to the Board. Rather than come out and put the burden on the Community Participation Committee, a committee could be organized so that they have an organization that speaks for itself. Someone has to accept the responsibility and then go to work on it. Unless indigenous groups take it upon themselves to try to raise the money one way or another, they will always have the problems mentioned here.

There must be a group that will go out and get money on their own, either neighborhoods through small groups of people or through a foundation. One real problem is that those who could effectively work within the framework of OEO themselves are being unfortunately used outside at something they would function much better at inside. There is a problem of externally attempting to discredit the whole thing instead of improving some part of it. How can we encourage the groups to come up with recommended programs? It could be recommended that the West Side Area Council be funded directly, but it has to be realized that when we make the recommendation, GCNCA will not just agree without making programmatic criticisms.

Mr. Olson said why not ask the Area Council if they want to submit a proposal. They would take the load off this committee to which Mr. Brown replied that with or without the money, they are going to make the break. They have been encouraged to take their arguments outside of Memorandum #57. On a regular basis, they would have had more legal representation.

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Dr. Clement replied that if there are some people who are going to get on that Council and bring to it some viable participation, we would be better off to get these people on rather than having to deal with these theoretical considerations. No one is concerned about this theoretical consideration except the Protestant Ministry to Poverty. If we could get some people who are really doing something; who are self-motivating and already have a sense of self-esteem, we would be moving ahead. Hough and the West Side Councils could come up with a recommendation of its own. There was a recommendation before the Board for cutting GCNCA out so this is not a new issue. Suggestions to:

- 1) Bring in Hough and West Side Area Councils;
- 2) Get the names of some people out there who are doing something;
- 3) Recommend an orientation session for the newly elected poor.

Dr. Clement further said that it is interaction between people with personal program suggestions that is important. The real education comes when you interact under personal program ideas. The committee is in sympathy with having a proposal submitted, the reasons why and how they would use it - and it should go to GCNCA. Mrs. Craggett said that maybe certain guidelines should be given these Councils as to how they will be involved in the program. Available staff will work with them in compliance with what they write up.

Emergency Relief Fund - Mrs. Craggett asked about this fund which could have been set up so that those needing help could get it and pay back when they were able to. Rev. Bruere said this had proved not to work out very well. These funds have been exhausted, and will be funded again, but the act will probably not be passed by Congress until September or October.

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Action - Mr. Olsen suggested inviting the thinking and the drafting of a proposal by the two groups and try to provide the staff assistance to them to see what ideas they have and report back to this committee; and if there is a merit in these ideas, you may recommend to the Priorities Committee that this different kind of format be funded. (This would include the two areas--Hough and the West Side). Mrs. Cragget made this a motion and Rev. Branch seconded that staff assistance as available be provided to help present a proposal based on these ideas. The motion passed unanimously.

IV. NEIGHBORHOOD CONFERENCES

Mrs. Reynolds expressed the concern of Mrs. Samella Carroll about Field Service in Hough. She feels that it is largely the responsibility of Field Service to see that these conferences are participated in and that there are members out at the meetings. They have seven neighborhood conferences in Hough and the concern is namely with the Director of Field Service who is too involved with other activities instead of with these conferences. This is directly related to what was discussed previously.

V. VETO POWER FOR THE COMMUNITY OPPORTUNITY BOARD

It has been suggested that the Community Opportunity Board have the power to veto a program. How do you decide who is delegated to veto? They believe this exercise of power would increase community participation but it is not practical to give the power to any group to veto a program. It should not be phrased in such a way that it would indicate indifference and would encourage opposition for programs that have to get underway. Motion by Rev. Bruere and seconded by Mr. Branch that every community group will be invited to express its opinion on any given program; however, no single group, or simple combination, may be put in the position of denying needed services. Such expressions are an invaluable tool to shape, amend, and increase services, as necessary to render such community responsive.

What is the mechanism by which a community may veto a program from coming into its area?

Every community group will be invited to express its opinion on any given program; however, no single group, or simple combination, may be put in the position of denying needed services.

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Such expressions are an invaluable tool to shape, amend, and increase services, as necessary to render such community responsive.

Motion by Bruere, Branch. PASSED.

Committee will hold open committee meeting in Hough in early August.

VI. ADJOURNMENT

The meeting was adjourned at 9:40 a.m.



Respectfully submitted,
DONALD L. MARTIN, Director
Grants Management - Audit Dept.

RESOLUTION RE: PROJECT AIM - JOBS

*Composition -
more community
control*

The Council for Economic Opportunities in Greater Cleveland's Board of Trustees shall delegate to the Project AIM-JOBS Governing Board full operating control over, and decision-making authority for, Project AIM-JOBS as provided by the standard third party contract agreement. Responsibility for operating policies, and for the selection and appointment of the Project's Chief executive officer, shall be vested in the Project Governing Board.

In keeping with generally accepted auditing practices, and as specifically set forth in the Project proposal as funded, the Council for Economic Opportunities in Greater Cleveland shall be the prime contractor with the Federal government for Project AIM-JOBS. As such, the Council shall exercise such responsibility as customarily required of the prime contractor by the Manpower Administrator of the U. S. Department of Labor.

The Council's Board of Trustees pledges its total commitment to, and full support of, the Project's goal of meaningful jobs for the hard-core unemployed residents of Cleveland's inner-city, and stands ready to assist in every way possible to assure the Project's success.

COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND

1350 West Third Street

Cleveland, Ohio 44113

BOARD OF TRUSTEES

MINUTES

Regular Meeting

September 20, 1967

ATTENDANCE:

Mayor Ralph S. Locher, Presiding

Mr. H. E. Boehm
Rev. E. S. Branch, Jr.
Mrs. S. Carroll
Mr. G. Dobrea
Mr. J. C. Fisher
Mrs. H. Golub
Mr. P. B. Hamilton
Mr. C. P. Lucas

Dr. J. A. Norton
Rev. R. V. Parks
Msgr. A. J. Quinn
Rabbi D. J. Silver
Mr. J. O. Tomb
(Mr. A. Pinkney from
Bd. of Education)

- I. The Regular Meeting of the Board of Trustees of the Council for Economic Opportunities in Greater Cleveland was called to order by Mayor Ralph S. Locher, President, at 2:21 p.m. on Wednesday, September 20, 1967 in the City Council Chambers, City Hall, Cleveland, Ohio, with the above members present and constituting a quorum.

Mayor Locher stated that he believed it would be appropriate to indicate the grief of the Board members at the sudden passing of the Rev. Dr. Bruere. He then requested that everyone stand for a moment of silent prayer.

Rev. Branch paid tribute to the late Dr. Bruere and recommended that the staff draw up a memorial resolution to pay tribute to his great contribution. It was properly moved and seconded that the recommendation made by Rev. Branch be enacted.

- II. The Minutes of the Regular Meeting of June 28, 1967, were approved as mailed.

Mayor Locher introduced two of the three new Board members: The Very Reverend A. James Quinn and Mr. John O. Tomb. He stated that Mr. Arthur Evans was unable to attend because of a previous commitment.

III. There was no correspondence.

IV. Committee Reports:

Rev. Branch stated that the Management Committee did not have a formal report. He stated that the members of the Management Committee had received an audit report of the Council from Peat, Marwick, Mitchell & CO. He further stated that he has not had a chance to review the report as yet.

Rev. Branch stated that the Management Committee had been meeting quite often. A meeting was held recently with the representatives of the Outreach program. The Committee will meet at each of the Neighborhood Opportunity Centers in the next two weeks with the Outreach workers to hear their grievances and concerns. He stated that the Committee would be pleased if the other members of the Board were present at each of their meetings, especially at the NOC's.

Mr. Boehm read the following report of the Nominating Committee:
The Nominating Committee has met since the last meeting of the Board of Trustees and is prepared, at this time, and after deliberation, to hereby nominate to fill unexpired terms on the Board of Trustees:

Mrs. Lucinda Graves - resident of the Hough Area, long time community leader and participant in many activities in the Hough Area. (To fill an unexpired term to January 1, 1970).

Mrs. Marcella Garnett - resident of the Tremont Area, very active in community affairs, member of the Tremont Area Civic Council Executive Board, representative of the Tremont Civic Council to the city-wide Area Councils Association. (To fill an unexpired term to January 1, 1970).

Mr. Richard B. Tullis - President of Harris-Intertype Corp., business leader. (To fill an unexpired term to January 1, 1968).

Rev. Roger S. Shoup - Assistant Pastor of Calvary Presbyterian Church, involved in a great deal of work in the Hough Area, and the chief assistant to the late Dr. Bruere, having acted as the representative to prior CEO Board meetings. (To fill an unexpired term to January 1, 1970).

Each of these persons will bring not only special competence, but a confirmed dedication to helping resolve the problems associated with poverty. The Committee will continue to meet, and wishes to reaffirm its invitation to the members of the Board to, at any time, suggest names of persons qualified for, and willing to, serve on the Council's Board of Trustees.

It was MOVED (Boehm - Norton) that the report of the Nominating Committee be accepted. Carried

Mayor Locher stated that Mrs. Robert Warren, Chairman, Development of Human Resources, League of Women Voters and Board Member of League of Women Voters of Cuyahoga County, was not present to give her report to the Board of Trustees but would appear at the Board Institute.

V. Report of the Executive Director:

Director Findley expressed the grief of the staff at the passing of Dr. Bruere. He stated that a floral piece from the staff would be sent to Calvary Presbyterian Church in memoriam.

Director Findley continued by stating that the Council has funded the Comprehensive Family Health Care Center which will be in the Hough Area. This was a difficult program to implement. As a result of this health center, the Comprehensive Health Services, Inc. was evolved. The Department of Health & Welfare and the Finance Department of the City of Cleveland were also involved in the planning of this center. He thanked Dr. Joanne Finley and Mr. Clarence Gaines for their cooperation and fine work. He assured the Board that with the hiring of Dr. Miller, the Medical Director, this program is moving ahead rapidly. He also stated that the Advisory Committee in Hough has been set up.

A letter from Dr. Jule M. Sugarman inviting CEO to be involved in a planning grant for a Parent/Child Center was read by the Executive Director. A grant of \$10,000 is presently being sought with possibilities of another \$75,000 later.

Director Findley further stated that Cleveland has been selected as one of the cities to participate in a Follow-Through Head Start Program and that we would have a staff person attending a conference in Washington relative to this program.

Mr. John B. Olsen, Assistant Executive Director, was called upon to explain the purpose of the Parent/Child Center. Mr. Olsen stated that this will be a program in which we will be able to account in one area, on a demonstration basis, services for youngsters under 3 years of age and for the entire family. He stated that Dr. Norton's report would give the full details of this project. Mr. Olsen also divulged that we had two people from the Planning Department of CEO at a seminar in Washington who would view one of these centers in operation.

The Assistant Executive Director continued by stating that Dr. Sugarman had also invited us to participate in a demonstration variance in our Head Start programs. We are going to try some things such as a special education center and the Montessori Method at some of the centers. He stated that we do have a great number of ideas and we have been given the "go ahead" on the basis that Cleveland has operated a good Head Start program and one bit of tangible evidence is that the Cleveland Board of Education will get the grant for the Head Start Follow-Through Program. There will be an involvement of the neighborhood people in the planning and operation of that program. The Council stands ready to give all of its support and cooperation in the planning of this program.

Director Findley then called upon Mr. Frank J. Catliota, Deputy Executive Director, to give a report on Project 1060. He stated that a full report on the Summer Camping Program would be given at the next meeting of the Board of Trustees. This summer program was administered by the Welfare Federation of Cleveland.

Mr. Catliota stated that he would call on Mrs. Wise to assist in giving the report on the "1060" program. Mrs. Wise was used as a monitor in the program and was able to visit the 170 work-sites to make some determination and judgment as to how they were functioning.

Mr. Catliota stated that so many people ask what is "1060." Last summer it got its name by adding 600 school age youth and 460 young adults in a work program which gave us the total of 1060. This summer we were able to engage 1831 youngsters in the program initially. But, the name was so successful and we had so many requests for the continuation of the program that we decided to call it "1060B." We had a total of 2,068 (14, 15 and 16 year olds) from the five target areas. There were 434 from Central; 375 from Glenville; 714 from Hough; 167 from Kinsman; and 197 from the West Side. There were also 181 from the other areas not necessarily designated as target areas, including: Collinwood, Mt. Pleasant, Lee-Saville. Our next report will include a number of things from the program that we found from our research.

We found that 87% of these young people never had a job before. Some 40 of them indicated that they were not going back to school. We will be spending time with them to try to encourage them to go back to school. The response to this program has already been excellent. We are hoping that there will be sufficient unexpended funds to continue a program for perhaps 400 or 500 junior high youths to run about 8 to 10 weeks. We do not have the final report on the program yet but we would like to have your approval for staff to go to the Priorities Committee and the

Citizens Proposal Review Subcommittee to permit us to extend this program if the funds are available. Perhaps for 4 days a week for 2 hours a day. The enrollees earn \$1.25 an hour. The work assignments during the summer were varied as they were assigned to community agencies, settlement houses and the City of Cleveland. This program would never have gotten off the ground without the cooperation of these agencies and governmental units. From the very beginning (first placements recorded on June 19th, school was out on the 16th) the county, the city, the Welfare Federation have all sought to assist CEO.

Mr. Catliota referred to letters from various organizations which applauded the program for helping these youngsters. He stated that 110 college students were used as work supervisors and earned \$2.00 an hour. 89% of these people came from the target areas. A letter from the juvenile court also praised the program. The Deputy Director felt that our staff did a wonderful job and that the program helped to dispel disorder during the summer months by its positive approach.

Director Findley then called on Mr. Spezzaferro, Director of Guidance, of the Cuyahoga County Welfare Department to give a report on Title V Programs.

Mr. Spezzaferro stated that at present there are 899 people enrolled in the programs. There are 558 males and 341 females. The Title V programs have been in operation for almost 3 years. We have slots for 1100 people and there are some vacancies. A prepared report was read. (See Attachment)

At the end of the Title V report, Dr. Norton complimented Mr. Spezzaferro on a fine report. He asked why they are not working with more people. Mr. Spezzaferro replied that it is surprising how tough it is to get these slots filled. At present there are 60% men, they are trying to get more women. Dr. Norton then asked if they (Title V) have continuing contacts with Project AIM-Jobs to work in a related field. Mr. Spezzaferro replied yes, we do work with them. Dr. Norton asked further if Project AIM-Jobs ever did any recruiting for Title V. Mr. Spezzaferro stated that they do recruiting for Project AIM-Jobs. Rabbi Silver asked if any approach is made to the schools to acquaint people with the program. Mr. Spezzaferro replied yes, they are working on a positive program with the school board. He further stated that they have made program arrangements to work with young women who have dropped out of school. He reminded the Board that Title V is for people on ADC or other public assistance. The County Welfare Department has written to all of its case workers trying to get these slots filled. The biggest trouble is communicating with the public. Mrs. Golub stated that people complain that they cannot get into Title V. Mr. Spezzaferro stated that many people are not accepted because of health reasons, inability attend the classes, etc. He then invited the Board members, who might know of people eligible for the program, to refer them to his office.

VII. New Business:

Rev. Parks asked Mayor Locher if he could use his influence with the City Council to get a parking lot across from Newton D. Baker Health Center. Mayor Locher stated that they are waiting for the approval of two bond issues which will be on the ballot next fall.

Mayor Locher urged the participation of every Board member at the meeting (Board Institute) to be held on Wednesday, September 27th. He also stated that Project 1060 does terminate on September 30th and we would like to extend it. Therefore, it was MOVED (Lucas - Hamilton) that the Board of Trustees authorize Director Findley to apply for an extension of 1060. Carried

Dr. Norton stated that, as he understood it, the original intention of the staff was to bring this matter up with the Priorities Committee and the Citizens Proposal Review Subcommittee. Director Findley replied yes, but the approval of the Board was needed to do this.

VIII. The meeting was adjourned at 3:28 p.m.

Respectfully submitted,

Helen Golub, Secretary
Board of Trustees

:pw

(ATTACHMENT)

ECONOMIC OPPORTUNITY ACT PROGRAMS
CUYAHOGA COUNTY WELFARE DEPARTMENT
TITLE V

I. INTAKE & JOB PLACEMENT OF TITLE V TRAINEES SINCE PROGRAM STARTED-APRIL 1, 1965

INTAKE	3095
PRESENT ENROLLMENT	899
EMPLOYED IN PRIVATE INDUSTRY	1130

OTHER PROGRAM STATISTICS:

MOVED	78
WOULD NOT COMPLY	234
TRANSFERRED TO ADCU	50
(Hospitalized, etc.)	
TRANSFERRED TO GR	259
(Husband out of home, hospitalized, etc.)	
LEFT PROGRAM	<u>445</u>
(Physical condition, mental health, death, etc.)	

TOTAL 1056

II. WORK EXPERIENCE AND TRAINING PROJECTS

a) City of Cleveland	30
b) County	21
c) State	2
d) Red Feather Agencies	10
e) Board of Education	10
f) Metropolitan Housing	8
g) Miscellaneous	<u>12</u>

Total 93

WE HAVE SEVERAL OUTSTANDING TRAINING PROJECTS THAT INVOLVE THE PURCHASE OF SERVICE.

- a] Meltzer and Rich Dental Lab.
- b] Boiler Operator Vocational Training
- c] Basic Electricity Course
- d] Refrigerator Course
- e] Custodial Training Project
- f] Teachers Aide (completed)

III. EDUCATIONAL PROJECTS

- a) Adult Education Center
 - (1) Cuyahoga Community College
 - (2) Jane Addams
 - (3) Griswald Institute
 - (4) Dyke College

Economic Opportunity Act Programs
Cuyahoga County Welfare Department
TITLE V
Page 2.

- (5) Wilkins Beauty School
- (6) Moler Barber College
- (7) Erma Lee Beauty School
- (8) Cleveland School of Nursing
- (9) Cleveland Barber College
- (10) International Data Processing

IV. RECENT TITLE V PROCEDURE CHANGES AND ADDITIONS

- a) Orientation
 - (1) Streamlined Intake
 - (2) Expanded Orientation Period
- b) Post-Training Workshop
- c) "Bird-Dog" Program
 - (1) Increase Frequency of Evaluations
 - (2) Better Attendance Check
- d) Vocational Planning and Screening Committee
- e) Revised Work Experience and Training Project Criteria

9/19/67
:las



COUNCIL FOR ECONOMIC OPPORTUNITIES IN GREATER CLEVELAND
1350 West Third Street
Cleveland, Ohio 44113

BOARD OF TRUSTEES

MINUTES

Regular Meeting
November 15, 1967

ATTENDANCE:

Mr. Charles P. Lucas, Presiding
Honorable Carl B. Stokes

Rev. E. S. Branch, Jr.
Mr. D. S. Carmichael
Mrs. S. Carroll
Mr. A. R. Evans
Mr. J. C. Fisher
Mrs. M. Garnett
Mrs. H. Golub
Mr. P. B. Hamilton

Dr. J. A. Norton
Rev. R. V. Parks
Rev. A. J. Quinn
Rev. R. S. Shoup
Rabbi D. J. Silver
Mrs. G. Wise
(Mr. E. F. Burns sitting in
attendance for Mr. W. P. Day)

- I. The Regular Meeting of the Board of Trustees of the Council for Economic Opportunities in Greater Cleveland was called to order by Mr. Charles P. Lucas, Vice President, at 2:19 p.m. on Wednesday, November 15, 1967 in the City Council Chambers, City Hall, Cleveland, Ohio with the above members present and constituting a quorum.

Mr. Lucas introduced the newly elected Mayor of the City of Cleveland, the Honorable Carl B. Stokes. Mayor Stokes thanked all of the Board members and interested persons in attendance for their warm welcome. He expressed his anticipation of a close working relationship with the Council because of his own interest in the Council's efforts and what those efforts mean to the people of the City of Cleveland. Mayor Stokes further stated that he felt that the basic factor that contributes to community problems is unemployment. He stressed the importance of giving a man a job and giving him an opportunity to gain a self sufficiency in fulfilling his role as the head of the household and a wage earner.

Mayor Stokes stated that the fight we have been waging in trying to save the OEO Program is not over. He stated that at this moment we have sustained a kind of victory but there is still some legislative maneuvering that could defeat the basic appropriations that we must have to sustain our programs. He emphasized the real need to save this Program because of what it means to Cleveland as well as the other industrial cities of the nation.

Mayor Stokes said tribute should be paid to Congressmen Vanik and Feighan because of the fight they are making in Washington to sustain the OEO Program. He further stated that he is looking forward to a lot of hard work with the Council and that he would be bringing new proposals to the Board. He said that his anticipation is that the OEO Program will become a very prominent program in the efforts of the city administration to solve some of the city's problems. He stressed the need for more participation on the part of everyone; that this is one of the kinds of reasons the Mayor's Civic Committee was established. Mayor Stokes stated that participation with groups such as the Council are going to require and deserve, and almost demand, the Mayor's cooperation and participation. Mayor Stokes then asked the Board to excuse him from the meeting because of pressing city business but said he would do everything possible to try to be in regular attendance at upcoming Board meetings.

- II. Motion was made by Mr. Carmichael, seconded by Rev. Branch, to approve, as mailed, the Minutes of the Regular Meeting of September 20, 1967. Motion approved.
- III. Mr. Lucas introduced the four new Board members: Mrs. Marcella Garnett, appointed to serve on the Needs & Resources Subcommittee; Mr. Richard B. Tullis, appointed to serve on the Priorities Committee; Mrs. Lucinda Graves, presently serving as a member of the Proposal Review Subcommittee; and, Rev. Roger S. Shoup, appointed to serve on the Community Participation Committee. Mr. Arthur Evans, who was seated on the Board at the September 20th meeting, was introduced to the Board.
- IV. There was no correspondence.
- V. Committee Reports:

Dr. Norton stated that the Priorities Committee and the Proposal Review Subcommittee of the Priorities Committee have held numerous meetings to review program proposals and prepare recommendations to the Board in order that they may be transmitted to the Regional Office as part of the funding process. He reported that, to date, the Committee has reviewed all of the Head Start-Child Development Programs. These include the Child Development Programs of the Council of Churches, Project PEACE, the Greater Cleveland Neighborhood Centers Association, the Family Day Care Project of the Family Day Nursery Association, the Cleveland Board of Education Summer Head Start, and the Head Start Program of the Geauga County Economic Opportunities Council.

He stated that, again this year, there will be five Head Start-Child Development Programs serving the target areas. Within the target areas, over

1,000 four to five year olds will be enrolled in year-round programs conducted at 32 centers with funds from the Council for Economic Opportunities in Greater Cleveland. An additional 1,600 children will be enrolled in a similar program conducted by the Cleveland Board of Education with Title I funds. In addition, another 2,000 children will be enrolled for six weeks in the Board of Education's Summer Head Start Program. The Committee feels that by utilizing all of the different auspices of the contracting agencies, we are able to reach more youngsters. The various agencies use different approaches; they work with the youngsters in different ways. The Committee feels, however, that it is important that we watch closely the various Head Start Programs to assure conformity with OEO guidelines.

Dr. Norton reported that the total funds requested for 1968 for all six programs, including Geauga County Head Start, is \$2,186,000. This is about 10% greater than the amount requested for 1967.

Dr. Norton paid tribute to the members of the Proposal Review Subcommittee for their fine work in reviewing all of these proposals. He stated that the Priorities Committee has gone primarily by the recommendations of the Subcommittee and the public owes these people a debt of gratitude for their fine and diligent work.

Dr. Norton then presented the following recommendations for Board action:

Recommendation 1: That the allowance to be paid to members of the parents administrative committee be dropped from the budget and the money be used to expand a program into other areas of the community. The Committee felt that parents should not be paid for taking interest in a program concerned with the welfare of their children, but should serve on committees as a result of concern for the welfare of their children.

Recommendation 2: That the volunteers share some administrative and clerical duties of the parent counselors so as to free the parent counselors to do the job they were hired to do. The Committee felt that because of the many duties the parent counselors had to assume in the past, they have not had time to work as effectively as possible with the parents in the program.

Recommendation 3: That a letter of commitment be obtained from organizations that are going to contribute clothing or money for clothing to the Council of Churches program and that the clothing be distributed equally to all centers according to the need of that center. The Committee felt that provision of good clothing to the children in the program is an important part of the program and is pleased at the increased amount of funds budgeted for this item. Because this is one of the larger parts of the local contribution to appear in

the budget, the Committee wishes to make certain that clothing or money for the clothing will in fact be available. The Committee was aware that some of the suburban churches have a close relationship with some of the inner-city churches where the Council of Churches is located, and wants to see the Council of Churches take the responsibility for seeing to it that clothes are distributed equally to all the centers according to the need with no favoritism shown to any one center.

Recommendation 4: That if the Council of Churches were to receive the same level of Federal funding that they received in 1967, that they again establish a Head Start-Child Development Center in the Tremont Area; with a suggestion that goes along with GCNCA to make an effort to recruit white children as a group, rather than as individuals, and make the policy known to the parents in the area. Of the 33 social planning areas within the City of Cleveland, the Tremont Area ranks sixth as having the highest number of persons having less than an eighth grade education. There are at present no Head Start-Child Development centers in the Tremont Area other than one center operated by the Board of Education. This center is at present serving 43 children and has a waiting list of 59 children. The Council of Churches request for Federal funds in Fiscal Year 1968 is \$30,000 less than the amount of Federal funds the Council of Churches received in 1967. This is the amount of funds Rev. Rawlings stated would be necessary to operate a center in the Tremont Area.

Recommendation 5: That the Board of Trustees approve the Council of Churches Head Start Program according to the narrative and revised budget submitted to and approved by the Proposal Review Subcommittee and the Priorities Committee and subject to the recommendations of the Subcommittee which have been transmitted to the Council of Churches and, subject to the amount of that budget to reflect that all aides be paid a minimum wage of \$2.00 per hour. This wage would bring them up to the same standard as the other programs.

Dr. Norton moved that these recommendations be approved, seconded by Rabbi Silver. Mr. Carmichael asked how many children were served in the first Head Start Program, how many were served this year, and how many will be served in the recommended program. Dr. Norton called on Mr. Whitlatch, Director of the Council's Planning Department, to reply to these questions. Mr. Whitlatch stated that, at present, some 2,800 children are being served; the proposed program would serve 3,500. He said that he would have to get the other figures concerning previous enrollment to Mr. Carmichael. Rabbi Silver stated that there are 7,800 children in the City of Cleveland within the age range of the poverty program and we are only touching 3,500 of them. He asked what is going to be done to try to reach more of these children. Dr. Norton stated that the Committee has asked the staff to look into this problem.

He further stated that the Council of Churches will move a coordinating program into the Tremont Area. The various agencies have been working together to set standards and share ideas on how money can be saved and how people can be served. He stated that the only way to meet the needs of the people is to get more money than we have now.

Mr. Hamilton asked if a letter of commitment had been received from the Council of Churches. Dr. Norton replied that the letter had not been received as yet but that the Priorities Committee had sent a letter to the Council of Churches stating all of the recommendations of the Committee. He added that Rev. Rawlings has given assurances that these recommendations do not seem out of line and they can respond to them. The motion made by Dr. Norton previous to this discussion was then passed.

Rev. Branch gave the report of the Management Committee. He stated that the Management Committee had been quite active since its last formal report to the Board. He reported that the Committee had adopted a resolution that the audit of Project AIM-Jobs, pursuant to OEO regulations, be let to Ernst & Ernst.

The major portion of its attention has been directed toward matters of personnel and concerns of Outreach workers. This was briefly alluded to at the September 20th meeting of the Board of Trustees. Rev. Branch reported that the members of the Management Committee had met with Outreach workers on pre-arranged dates at each of the Neighborhood Opportunity Centers. Among the concerns of most were low salaries and in-service training.

It was noted that CEO assumed responsibility for operation of the Outreach Program in February, 1967, and that CEO staff had been vigorously working in all areas of concern. With regard to the problem of low and certain salary inequities, the Management Committee, after considerable review, adopted a new standardized and scaled salary schedule which would provide review and incentive increments at regular intervals. This schedule was extended to include all CEO personnel and is consistent with the permissible OEO restrictions on wages and the frequency of allowable increments. It was further noted and explained that the Outreach Program provided entry level positions for non-professional employees and was not necessarily comparable to requirements for other jobs. Classes for the purpose of orientation and continued in-service training for Outreach workers are now in session in cooperation with Case-Western Reserve University.

The Management Committee urges the acceptance of its report and the adoption of its resolutions and recommendations set forth within the report.

If a more detailed knowledge of the actions and deliberations of the Management Committee is desired by any Trustee, a complete set of the minutes of the Com-

mittee is on file within the Grants Management-Audit Department of the Council for Economic Opportunities.

Mr. Carmichael asked if it was now the judgment of the Committee that the matter has been satisfactorily resolved. Rev. Branch stated that there is a sense in which the Outreach workers feel that a great number of their needs and grievances have been met. There is a new sense in which they feel that there is a relationship that enables them to air their grievances. Mr. Lucas stated that he also met with the Outreach workers and he felt that they were satisfied that they did get the hearing they wanted. The report of the Management Committee was approved.

Mayor Stokes invited everyone present to attend the Inaugural Ball to be held on Friday evening at Public Auditorium. He stated that the proceeds from that affair would be used, in its entirety, to help clothe children from ADC families. He mentioned the fact that as a result of the combined efforts of the county commissioners, and others, a slight increase in monies was made available for this purpose. However, the state of Ohio does have \$17,000,000 that they cannot use because of the lack of matching funds required of the counties. The Mayor said his intentions are to use the money from the Inaugural Ball and try to work out the details of getting the matching funds from the state. He then asked Mr. Eugene Burns how the plans along these lines were progressing. Mr. Burns stated that he must now confer with the Governor. Mayor Stokes assured the Board that the local people are doing everything possible to set this up. He then asked to be excused from the meeting because of pressing city business.

- VI. Director Findley thanked the Mayor for his remarks and expressed his gratitude to the Mayor for his leaving an urgent meeting to attend the Board meeting.

Director Findley expressed thanks to all of the Board members, civic and business leaders who sent telegrams to the area congressmen in Washington urging the retention of the OEO Program. He thanked the League of Women Voters for their interest and support in this endeavor. He then read the following telegram which was sent to the four area congressmen in Washington:

"We, the following, from the Greater Cleveland Community know the local OEO Programs are useful, necessary and vital to resolving Cleveland's critical urban problems.

We fully support the Economic Opportunity Act of 1964 and as amended in 1966.

We urge your support of the House Bill's request of \$2.06 billion.

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We urge defeat of the 10% local cash share which would seriously curtail and eliminate valuable local programs.

The serious urban problems facing Greater Cleveland make mandatory OEO's continued assistance, without 'spinning off' its coordinating programs."

Signed:

Ralph Besse, Pres.
Illuminating Co.

Wm. O. Walker, Dir., Dept.
Ind. Relations, State of Ohio

Rev. Bruce Whittemore, Dir.
Council of Churches

Lawrence Evert, Dir.
Businessmen Interracial Comm.

John Kellogg, Councilman
City of Cleveland

Paul Briggs, Superintendent
Cleveland Public Schools

Judge Perry B. Jackson
Common Pleas Court

Dr. Robert H. Courtney, Pres.
Council of Churches

Charles H. Loeb
Call & Post

Ralph S. Locher, Mayor
City of Cleveland

Atty. Paul Walters, Pres.
Y. M. C. A.

George Dobrea, Pres.
Cleveland Board of Education

Mrs. Frank Zack, Pres.
Cuy. Co. League of Women Voters

Tom Boardman, Editor
Cleveland Press

Herman Sanford, Exec. Dir.
Foreign Language Publications

Judge Albert Woldman
Juvenile Court

Judge John Toner
Juvenile Court

Judge A. J. Gagliardo
Juvenile Court

Judge Walter Whitlatch
Juvenile Court

Msgr. Richard McHale
Catholic Board of Education

Sam Brooks, Councilman
City of Cleveland

W. T. McCullough, Exec. Secy.
Cleveland Welfare Federation

Mr. Sabastian Lupica, Exec. Secy.
AFL-CIO

Msgr. Casimir S. Ciolek, Dir.
Catholic Charities

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Sherman Titens, Pres.
Junior Chamber of Commerce

Wendell Erwin, Pres.
NAACP

Dr. James A. Norton, Dir.
Associated Foundation

Robert Carr, Pres.
Urban League

David N. Myers, Pres.
Jewish Community Federation

Judge George McGonagle
Common Pleas Court

Mr. Stuart Buchanan, Vice Pres.
Marschalk Co., Inc.

Mr. Arthur A. Watson, V.P. &
Gen. Mgr., WKYC TV

Dr. Harold L. Enarson, Pres.
Cleveland State University

Hon. James Stanton, Pres.
Cleveland City Council

Rev. Emanuel S. Branch, Jr.
Pastor, Antioch Baptist Church

Pay Day, Pres.
County Commissioners

Frank Gorman
County Commissioner

William Speeth
County Commissioner

Eugene Burns, Dir.
County Welfare Dept.

Harold Boehm, Vice Pres.
Towmotor Corporation

Mr. Carl Fazio, Sr., Chairman
Fisher-Fazio-Costa Foods

Mr. John S. Millis, Chancellor
Case-Western Reserve Univ.

Mr. Charles E. Chapman, Pres.
Cuyahoga Community College

Thomas Vail, Editor
Plain Dealer

Leo Jackson, Councilman
City of Cleveland

Director Findley stated that Mr. Seth Taft and Mr. Carl Stokes also sent telegrams urging the adoption of the President's Bill.

Director Findley stated that with the cuts that were proposed, our programs would be cut in half. With all that we are trying to do, we are still limited. He stressed the fact that this city cannot stand further cuts.

Director Findley thanked former Mayor Ralph S. Locher for the support that he gave to the Council. He stated that many city facilities were made available to us and, without the help of the city, our program could not have gone forward. He mentioned that the Mayor never missed presiding

at a meeting of the Council when in the city. He found time to attend the Great Lakes Regional Conference of the OEO in Chicago last December and headed the delegation to Washington the first of this year to secure more funds for Cleveland. The Director mentioned that the Council is the applicant agency for \$15 million in programs and over \$21 million in the past two years of its existence.

Director Findley reported on recent staff changes. He introduced Mr. William Whitlatch, the new Director of the Planning Department. He mentioned the fact that Mr. John Olsen is now serving in the U. S. Army but that he does keep in touch and will be returning to the city in early December and will be with us until the first of the year. He informed the Board that Mr. Ralph Brody has taken a position with AIM-Jobs as the Director of Supportive Services and that Mr. Curtis Hall is replacing him as Director of the Neighborhood Opportunity Centers. Director Findley stated that the Council now has an internal auditor and a Director of Finance. He stated that it is the intention of the Council, whenever possible and judged by performance, that indigenous personnel presently employed will be moved up in administrative positions without strict regard to college qualifications. Director Findley introduced Mr. Eddy Stinson of the Planning Department and Mr. Tom Brown of the Grants Management-Audit Department, both former Outreach workers, who have been upgraded and are now working in the central office. Mr. Evans asked who the Director of the Finance Department is and Director Findley replied that Commander George Finley is the new Director.

Director Findley stated that progress is being made on the planning grant for the Parent-Child Center. He stated that six months was given to develop the plan but, hopefully, it will be completed in five. The Center will be located in the Hough Area.

The Director informed the Board of the Halloween party which was held for the Foster Grandparents at the Hotel Sheraton. (The room was made available by the Sheraton.) He stated that the participants in that program are truly grateful for the opportunity to be useful and helpful in such an important and meaningful way.

Rabbi Silver asked Director Findley if another room in City Hall might be made available for the Board meetings. He felt that a smaller room might be more appropriate for our purpose. Director Findley stated that he would inquire as to the availability of another room and, if necessary, will try to get an in-kind contribution. Director Findley then read the following report from the Needs & Resources Subcommittee:

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At the November 15th meeting, the Priorities Committee heard the report of the Needs & Resources Subcommittee concerning their activities in regard to the Hough Multi-Purpose Service Center. The Subcommittee has played an important role in developing the plans for the Council for Economic Opportunities' part in the Hough Multi-Purpose Service Center. The Subcommittee has completed a review of the space needs for CEO in the new center and is now presenting them to the architect--Mr. Robert Madison of Madison, Madison & Madison--who is developing a suggested model of administration for the center. The Subcommittee is making periodic reports to the Priorities Committee as to the specific developments of the Center plan. This proposal must be submitted to the Department of Housing and Urban Development by January 19, 1968. Mrs. Wise stated that she wanted the Board to know that they are meeting.

Mr. Fisher asked what are some of the programs proposed for the Near West Side. Director Findley replied that the West Side is getting a new health center which was passed with a bond issue during the recent election.

Mr. Carmichael made a motion that in view of the original initiative and in view of his continued support and leadership, it seemed appropriate that a resolution recognizing Ralph Locher's efforts be drawn by this Board. Rev. Branch seconded the motion. Motion passed.

Mr. Lucas then appointed the following Nominating Committee, with the consent of the Board, to have recommendations for new Board members for the December meeting: Harold E. Boehm, Chairman; Rev. Roger S. Shoup as a member; and, Mrs. Samella Carroll as a member. Mr. Lucas stated that it was necessary to have their recommendations for the December meeting so that the Board may take action on them.

VII. There was no new business.

VIII. The meeting was adjourned at 3:28 p. m.

Respectfully submitted,

Mrs. Helen Golub
Secretary

:mlr