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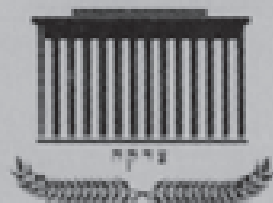
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Jewish Community Federation of Cleveland, Public Welfare
Committee, correspondence, memoranda, and minutes, 1967.



The Jewish Community Federation of Cleveland

1750 EUCLID AVENUE • CLEVELAND, OHIO 44115 • PHONE (216) 861-4360

January 5, 1967

MEMORANDUM

TO: Public Welfare Committee

FROM: Rabbi Daniel J. Silver, Chairman

The next meeting of the Public Welfare Committee has been scheduled for --

TUESDAY, JANUARY 17, 1967; 12:00 NOON
(luncheon)
at the Federation Offices

We shall have the pleasure at this meeting of welcoming a number of new members of the Public Welfare Committee, and we shall plan to review briefly for them the functions of the Committee and the purpose of our special anti-poverty program.

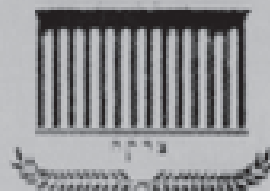
The major agenda item will be a report on the Glenville Project, which is about to be launched. The first orientation session for Project A will have been held before our meeting, and there has been considerable progress in organizing Projects B and C. Additional projects are being discussed with representatives of a number of groups in the Jewish community. As we move from the talking to the action phase of the program, the comments and suggestions of the Committee will be most helpful. In addition, questions are now being raised about the program which warrant the attention of the Committee at this time.

I do hope you can be with us on the 17th. Minutes of the November 4 meeting and a reply card are enclosed for your convenience.

You will also find enclosed with this memo an announcement of a Citizens Rally on Public Welfare which will be held on Monday, January 16, 8:00 p.m. at the Manger Hotel. The Jewish Community Federation is cosponsoring this Rally with the Welfare Federation, the Council of Churches, the Catholic Diocese, and others. The Rally is intended to call the attention of the governor and the state legislators to our deep concern about the deplorable level of public assistance in Ohio. The success of this effort depends on both the quantity and quality of attendance at the Rally. I urge you to attend and to bring friends and associates whom you might like to interest in this issue.

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encls.

President DAVID N. MYERS Vice-Presidents MAURICE SALTZMAN LLOYD S. SCHWENGER WILLIAM C. TREUHART Treasurer IRVING I. STONE
Associate Treasurer LEIGHTON A. ROSENTHAL Executive Vice-President HENRY L. ZUCKER Executive Director SIDNEY Z. VIACENT



The Jewish Community Federation of Cleveland

1730 EUCLID AVENUE • CLEVELAND, OHIO 44115 • PHONE (216) 861-4360

January 13, 1967

Rabbi Daniel J. Silver
The Temple
Ansel Road & East 105th Street
Cleveland, Ohio 44106

Dear Rabbi:

I am sending you a copy of the Chairman's Notes which I prepared for the meeting of the Public Welfare Committee on Tuesday, January 17. I have included a memorandum which was used in the original presentation of the idea of the Public Welfare Committee. Since you were a part of the formation of this Committee, I felt this would be adequate for your purpose.

The Glenville Project is off the ground and I am quite excited about it. Yesterday, for the first time, I had the feeling that our Anti-Poverty Program was really underway. Until now it has been only talk, whereas now we have actually engaged ourselves. The opening dinner for Project A was an interesting one, but we were disappointed that the Negro Community Federation volunteers were outnumbered by our own volunteers (by 11 to 4). However, at yesterday's meeting, they had a full complement of volunteers; every Jewish volunteer had his Negro counterpart. They went through Glenville High School, they talked with the guidance counselors, and they accepted their assignments. On Thursday, January 19, at 3:30 p.m., at Glenville High School, they will be introduced to their students. We're off the ground, but not yet up into the air.

I wanted this to be on your desk when you get back, so you can have a chance to look at it before the meeting on Tuesday. I'll see you Monday night.

Regards.

Sincerely,

Bernie
Bernard Olshansky

CHAIRMAN'S NOTES

Public Welfare Committee
The Jewish Community Federation

Tuesday, January 17, 1967; 12:00 Noon
(luncheon) in the Federation Offices

I. INTRODUCTION OF NEW MEMBERS

A number of new members have been added to the Committee, and they have been invited to attend this meeting. The names of all the new members are listed:

Marshall Bedol	Rabbi Alan Green	Mrs. Ezra Shapiro
*Dr. Arthur Blum	*Harold Klarreich	Daniel E. Simon
Robert S. Garson	*Dr. Roland Moskowitz	*Alan Soclof
*Mrs. Robert S. Garson	Lewis Polster	*Mrs. Shubert Spero
Sherwin Goodman	*Norton Rose	Mrs. Alvyn W. Tramer
	*Dr. Sidney Sachs	

NOTE TO DJS: The asterisk indicates those expected to be at the meeting.

II. MINUTES

Approval of the minutes of November 4 as distributed by mail.

III. FUNCTION OF PUBLIC WELFARE COMMITTEE (Rabbi Silver Reporting)

You will review the purpose and function of the Public Welfare Committee, both for the sakes of new members and present members of the Committee. Points that you will want to cover include the following:

1. The Committee was formed in 1963 to permit the Federation to muster its full resources and play its proper role in the field of Public Welfare, putting within one framework all Federation interest in this field and permitting greater coordination of effort within the Jewish community.
2. The Committee was formed as a result of a recommendation of the Social Agency Committee strongly endorsed by the Community-Relations Committee. Both these standing committees of the Federation are closely involved in the work of the Public Welfare Committee, and a number of their key members are also key members of this Committee.

3. The Committee has evolved from one which dealt with broad general matters of policy to one which is directly involved in giving visability and substance to Jewish community concern in the field of public welfare. While we retain our concern for the broad general issues and lend our support where indicated, the greater part of our time will be spent in our Anti-Poverty Program, which is the concrete expression of our interest.
4. On matters involving public welfare, our Federation works closely with other community agencies and particularly the Welfare Federation of Cleveland. We have looked to them for leadership and guidance in matters of broad social policy and we have consulted with them on our specific program. Our Anti-Poverty Program has also been discussed with other interested groups including the Council on Economic Opportunities, Neighborhood Centers Association, the Cleveland School Department, and other public agencies, and groups representing the Negro Community and others in the inner city.

NOTE TO DJS: I am attaching a copy of the memorandum which was used to propose the formation of the Public Welfare Committee. This will give you a more complete picture of the original presentation.

IV. DESCRIPTION OF THE FEDERATION'S ANTI-POVERTY PROJECT (Bernard Olshansky Reporting)

In moving from the general to the specific, the Public Welfare Committee a year ago proposed a Special Anti-Poverty Program to coordinate and stimulate Jewish community efforts to deal with major social problems in the inner city. Bernard Olshansky will give a brief report on the events which led to the development of our Anti-Poverty Program and its functions.

V. PROGRESS REPORT ON GLENVILLE PROJECT (Edmund Paller Reporting)

The first major effort of our Poverty Program is the Glenville Project, which eventually should be a major effort to deal with problems in the Glenville area.

A number of parts of this project are currently in process of organization, and the first was launched two weeks ago. Edmund Paller the Project Coordinator will describe the Glenville Project and report on progress to date.

There has been considerable progress in our joint work with the Negro Community Federation. Ed will make reference to this, but sometime should be left in the discussion for the Committee to be informed about the NCF and to know its present status.

VI. LOSS OF FEDERAL FUNDS IN WAR ON POVERTY

We have received communications this past week from both the Council of Jewish Federations and Welfare Funds, and the Cleveland Welfare Federation, both expressing concern about the loss of federal funds in the community action programs of the Office of Economic Opportunity. These cuts appear likely to have a very serious negative effect on such programs. Here in Cleveland, the Council of Economic Opportunities' budget has been reduced from \$6,000,000 to \$3,500,000. And this is only a part of the total; it does not include the allocation to the schools and to the Department of Labor.

The CJFWF are urging that we make known to the President and to key members of Congress our concern that Anti-Poverty Programs not be cut back; on the contrary that they be augmented. For the local picture the Welfare Federation is appointing a committee of its Central Planning Board to evaluate programs in Cleveland and recommend means of moving effectively toward accomplishing the objectives of the program of the CEO. It would be helpful to have the thinking of the Public Welfare Committee and its suggestions on appropriate actions by the Jewish Community Federation.

VII. ADJOURNMENT



THE JEWISH COMMUNITY FEDERATION OF CLEVELAND

1601 HURON ROAD • CLEVELAND 15, OHIO • TOWER 1-4260

President M. E. GLASS *Vice-Presidents* EMIL M. ELDER MAURICE SALTZMAN WILLIAM C. TREUHART
Treasurer LEONARD RATHNER *Associate Treasurer* ALEX MILLER *Executive Director* HENRY L. ZUCKER

April 24, 1963

MEMORANDUM

TO : THE EXECUTIVE COMMITTEE
JEWISH COMMUNITY FEDERATION OF CLEVELAND

RE : PROPOSAL TO ESTABLISH A COMMITTEE ON PUBLIC WELFARE

Several months ago the Social Agency Committee recommended that "the Jewish Community Federation establish a Committee on Public Welfare to work toward better public welfare standards for all citizens in need of assistance. This Committee should work closely with the Welfare Federation of Cleveland and other groups..." The Community Relations Committee subsequently joined in urging approval of this suggestion. The Council of Jewish Federations and Welfare Funds and more than thirty local Jewish federations already have public welfare committees.

Protestant and Catholic groups have been active in this field. The National Council of Churches of Christ has maintained a vigorous Department of Social Action for many years. The National Catholic Welfare Conference has been very active, particularly in the health and welfare fields. The Catholic Diocese locally, the Cleveland Church Federation, and other church groups sponsor active programs in the fields of legislation and social action.

The National Social Work Assembly states that "No social welfare agency, whatever its immediate responsibility, can do its own job well unless it does so within the framework of sound governmental welfare policy." The Assembly points out that as our society grows in complexity, government help is required to meet welfare needs beyond the capacity of voluntary agencies. When government fails to meet its responsibility properly, people suffer and the work of voluntary agencies suffers.

This observation applies forcefully in Ohio. Ohio is one of the richest states in the country, and Cuyahoga County one of the richest communities. Nevertheless, our public welfare programs have deteriorated so badly that we rate close to the bottom in the quality of these programs. Tens of thousands of people in this community suffer thereby. Voluntary agencies have a special burden thrust upon them.

The Welfare Federation of Cleveland has been the central focal point for organizing community opinion and community action with respect to public welfare issues. It has had a Legislative Committee for many years, and recently has established a Commission on Social Welfare Policy to deal with major community welfare issues. The following is taken from a policy statement: "It is desirable that The Welfare

Federation interest itself in matters of legislation and public issues in the health and welfare field and take positive action on matters of appropriate concern to it. This includes pending and proposed legislation or ballot issues under consideration or subject to consideration by local, state, and national legislative bodies or by the executive officers of governmental agencies."

The Jewish Community Federation has worked closely with the Welfare Federation, and has also taken action directly in the public welfare field. The question arises whether it is desirable now for the Jewish Community Federation to organize a Committee on Public Welfare to take a more direct role and possibly a broader role in this field. The following arguments favor an affirmative reply:

- 1) Jewish tradition has always been concerned with human needs and with society's response to these needs. The Jewish community, which plays so vital a leadership role in the health and welfare endeavor, should participate in the efforts to strengthen the public welfare enterprise. An informed Jewish community can be of invaluable assistance in this respect. Education and involvement of Jewish community leaders should be a primary community responsibility. The absence of the Jewish community, on the other hand, is noted by Catholic and Protestant groups who are organized to express themselves.
- 2) The Jewish Community Federation can have greater influence on public welfare issues if it is organized to work directly in this field. Many persons who are devoted to the Federation and to the Jewish community are influential in government. The mobilization of these leaders in a Committee on Public Welfare offers the organizational structure to bring about increased Jewish community influence with respect to crucial public issues.
- 3) Committees and agencies of the Federation and individual members of the community need a central focal point to which to raise their concerns and to think out the Jewish community's position on public issues. A current example: The Jewish Family Service Association and other agencies are concerned about the recent cut in public welfare standards and especially about the position of Governor Rhodes with respect to public welfare issues. Public welfare grants are unbelievably low, and standards of administration are very bad and rapidly deteriorating. Federation owes a responsibility to the public and to its own agencies to inform the Jewish community of the serious nature of this problem, as well as to work with the Cleveland Welfare Federation toward a community solution.

A second example: The CJFWF recently asked each of the local federations to consider proposed changes in the federal tax laws affecting deductibility of gifts to philanthropic institutions. A Committee on Public Welfare could have considered the desirability of the CJFWF's proposals and recommended practical steps to bring Federation's thinking to appropriate public officials.
- 4) There are issues which directly affect the work of our Federation and which may have a somewhat different effect upon the work of the Welfare Federation. Example: Federation is greatly concerned with discrimination in all forms. It had taken a stand on fair housing legislation. It is more active in working for fair housing than the Welfare Federation.

Memorandum to Executive Committee, April 24, 1963, page 3
Re: Proposal to establish a Committee on Public Welfare

- 5) Federation already is involved in matters of legislation and social action, and it would be helpful if all such matters were pursued through a central committee. A policy statement adopted in 1952 states: "The Federation has a positive interest in legislation and social action in the field of health, welfare, education, and community relations. The more direct the effect of the legislation on these fields of primary interest, the greater the responsibility of the Federation to take a position with relation to them." Since this policy statement was adopted, Federation has adopted positions on eight matters within the health, welfare, and community relations field. In addition it periodically approves and supports the County Welfare Levy.

If the Federation organizes a Committee on Public Welfare, it would be important to keep in mind certain limitations:

Commitment of agency time to this field should be carefully delimited. The field of public welfare is very broad and there is a temptation to become involved in many issues. It would be important for the Committee on Public Welfare to guide Federation program, to make certain that only the most crucial issues and those of maximum concern to the Jewish community are selected for action.

Our Federation is conscious of the fact that its role in the field of legislation and social action must be restricted in order not to risk the forfeiture of the tax deductibility of gifts made to it. Federation's legal counsel has submitted a formal opinion on this subject, which is attached to this memorandum.

Finally, some public issues could lead to controversy and divisiveness within the Jewish community. Our policy statement stresses the need for discretion on the part of lay and professional representatives of Federation. This caution has been carefully observed in the past. Legislative positions have been adopted infrequently and only on matters of significance, where there has been overwhelming lay support. Once adopted, the consequent activity has been undertaken with a maximum stress on educational activity.

* * * * *

The staff of the Federation believes that a new Committee on Public Welfare would be a highly desirable development in Federation. It would enable Federation to enlist the interest of community leaders who are particularly qualified in this field. It would put within one framework all Federation interest in this field so that there could be greater coordination of effort. It would provide a visibility and a vehicle to enable Federation to muster its full resources and play its proper role in what is almost certain to be an increasingly important aspect of Jewish and general community concern.

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M I N U T E S

Public Welfare Committee
The Jewish Community Federation

Tuesday, January 17, 1967; 12:00 Noon
(luncheon) in the Federation Office

PRESENT: Rabbi Daniel J. Silver; Dr. Arthur Blum, Mrs. Robert S. Garson, Harold Galvin, William Goldfarb, Sidney D. Josephs, Harold Klarreich, Mrs. Alex Miller, Dr. Roland Moskowitz, Elmer I. Paull, Norton Rose, Ephraim Silver, Alan Soclof, Mrs. Shubert Spero, Lawrence H. Williams, Bennett Yanowitz; Staff.

Rabbi Silver opened the meeting, noting recent reorganization of the Committee and welcoming the following new members attending their first meeting: Dr. Arthur Blum, Mrs. Robert S. Garson, Harold Klarreich, Dr. Roland Moskowitz, Norton Rose, Alan Soclof, Mrs. Shubert Spero.

MINUTES

Minutes of the meeting of November 4 were approved as distributed by mail.

FUNCTION OF THE PUBLIC WELFARE COMMITTEE

For the benefit of new members and as a reminder to those who have been members of the Committee, Rabbi Silver briefly outlined the functions of the Public Welfare Committee. He reported that the Committee was formed in 1963 to permit the Federation to assume its proper role in the field of public welfare, putting within one framework all Federation interest in this field and permitting greater coordination of effort within the Jewish community. The Committee was originally formed as a result of a recommendation of the Social Agency Committee, strongly endorsed by the Community Relations Committee. Both of these standing committees of the Federation are closely involved in the work of the Public Welfare Committee, and a number of their key members are also key members of this Committee. The Committee works closely with other community agencies in matters involving public welfare, particularly the Cleveland Welfare Federation to which it looks for guidance and leadership and to whom it often lends assistance.

While the Committee originally dealt exclusively with broad general matters of policy it soon recognized a need for more direct involvement in the field of public welfare. While the Committee will continue in its concern for broad general issues, a greater part of its attention will be given to direct involvement as expressed through the Anti-Poverty Program. Rabbi Silver spoke of the origins of the Federation's Anti-Poverty Program which was mandated and financed by the Federation a little less than a year ago. The Committee is intended to be broadly representative and will look to many groups in the community for support as the Anti-Poverty Program moves into action. This is a pioneering effort, the first such program of concerted Federation action. It is an experimental approach in which there is ample opportunity for mistakes and it is likely that not all which is attempted will be successful. However, it is hoped that lessons learned from this effort will be of value in attacking problems of the inner-city.

DESCRIPTION OF FEDERATION'S ANTI-POVERTY PROGRAM

Rabbi Silver then called upon Mr. Olshansky to give the background of the Anti-Poverty Program. Mr. Olshansky referred to national and local expressions of the importance of engaging voluntary health and welfare agencies in dealing with the problems of the inner city and the importance of bringing the energies of suburbanites to bear in efforts to deal with these problems. A national Inter-Religious Committee Against Poverty, representing leadership of the three major religious faiths, National Jewish groups, such as the Council of Jewish Federations and Welfare Funds and the National Community Relations Advisory Council, have urged Jewish community participation in such efforts. Locally, the Catholic Diocese, the Cleveland Council of Churches, the Cleveland Welfare Federation, the Council on Economic Opportunities and others have devoted major efforts to dealing with problems of the inner city. Although we have practically no constituency in the city, it was felt that the Jewish community could not turn its back on the problems of the city, and we sought an approach which would make sense.

It was decided that there are certain skills and resources which the Jewish community can bring to bear which might perform a useful function. It was not our intention to try single-handedly to solve the problems of the city; this would be impossible. Rather, it was intended to find ways in which we could make special contributions, either by carrying out programs with limited objectives which could be completed in a relatively short period of time or by engaging in experimental or demonstration programs which could eventually be picked up and carried forward by other voluntary groups or governmental agencies. After considerable investigation, it was decided to concentrate our efforts in the Glenville area and to work in cooperation with the Negro Community Federation.

Both Mr. Olshansky and Mr. Paller who followed him brought out that the Glenville Project provides for a number of projects to be conducted within Glenville High School. Jewish organizations will have responsibility for specific projects, many of which will be carried out in cooperation with counterpart groups from the Negro community. Federation staff is working in close cooperation with the Principal and staff of Glenville High School and the project has enthusiastic approval of the Cleveland School Department, which has assigned a liaison person from the Superintendent's office to work with it.

The Negro Community Federation is a new group, seeking to introduce a concept of service to the Negro community which is outside the traditional pattern of Civil Rights activities. It hopes to bring together many groups within the Negro community and eventually to perform a function in its community roughly analagous to that of the Jewish Community Federation within the Jewish community. While it is recognized that the form this takes will be different from ours, we have felt that the concept of Negroes accepting responsibility for helping other Negroes is valid and we have agreed to help to the extent we can. This is viewed as a joint endeavor, and every effort is being made to assist the Negro Federation to assume the full privileges and responsibilities of a partner in the project.

As originally conceived, the Anti-Poverty Program had three major components: (1) to engage a person who would be knowledgeable about developments with the Jewish community and within the general community pertaining to the attack on social problems of the city; (2) to stimulate and assist Jewish agencies to add their skills and competence in such efforts; and (3) to encourage wide-spread participation by Jewish volunteers in programs to combat problems of the inner city. The latter involves both individuals and organizations, but there is particular emphasis on the active involvement of Jewish organizations. It was stressed that the intent was

not to shift the focus of Jewish agencies -- it was recognized that their present responsibilities already impose heavy burdens upon them -- but to find ways in which their special skills, knowledge, and experience can be effectively used.

Mr. Paller was then introduced to discuss the projects now under way or in the planning stages in Glenville. He spoke of the role of the Negro Community Federation, the strategy of developing projects cooperatively, and the reason for the selection of Glenville. Glenville provides an opportunity for visible and tangible efforts in an area in which something constructive can be accomplished; there is reason to hope that the process of deterioration in Glenville can be reversed. It is an area in which other groups, notably the schools, are interested and in which there will be related activity, and it is a section of the city with which the Jewish community has special ties.

Mr. Paller described Project A, in which volunteers recruited by the Federation, along with volunteers recruited by the Negro Community Federation, will work intensively with students at the high school. These are primarily boys who show a potential for successful scholastic achievement but are not living up to this potential. More than 20 volunteers have been recruited thus far, equally divided between the Negro and Jewish communities, and each adult volunteer will be assigned one student. Teams of five will work together with guidance counselors. Their objective will be to help the students overcome obstacles to successful completion of their schooling.

Mr. Paller also made brief reference to a number of other projects now in the planning stages. A pre-vocational program is being launched by the Council of Jewish Women in cooperation with women from the Negro Community Federation. A study hall project is being developed, with the help of the Federation's Women's Organization by a number of women's groups. Groups such as the American Jewish Committee, B'nai B'rith, and the Social Action Committees of various congregations are planning scholarship and work programs, extended day activities and others which will be put into effect as they become ready.

In answer to a question from Mr. Williams, Mr. Paller stated that the goal was to have a ratio of 3 men volunteers for every woman because the need for help to boys is much more urgent within the Negro Community. At present, there are 17 men volunteers and 6 women.

Mr. Rose asked about the race of the students, and when told that all are Negro, asked what criteria would be used to evaluate success of the project. Mr. Paller spoke of weekly contacts with the volunteers and follow-up with both students and volunteers. The impressions from these contacts and more concrete evidences, such as academic grades, attendance, expressed interest, would be used to judge the success of these efforts. Thought has been given to comparing students in the project with comparable students not included. For the time being it was decided not to move into this, as the Principal felt it would divert the energies of counselors and teachers from getting the project successfully underway. In response to a suggestion that emphasis should be on vocational objectives, it was noted that while this would be appropriate for some of the students the objectives of this project go beyond the vocational. The intent is to have the volunteer help the student successfully complete his high school education so that he can be adequately prepared for a job when he graduates if this is the best plan for him. For the student who would benefit from technical training beyond high school, the job of the volunteer would be to help him move into such training. And for the student who has the ability to go through college, this would be objective. The intent is to open opportunities for these youngsters.

Another project which has resulted from our activities in Glenville is a School Neighborhood Youth Corps Project in which part-time jobs have been made available to 11 Glenville High School students at Jewish Orthodox Home for Aged. Each student works three hours between the hours of 3 and 8 p.m. under the supervision of a student from the School of Applied Social Sciences of WNU who was hired for this purpose. Mr. Paull raised question about the procedure leading to implementation of this project, pointing out that the Public Welfare Committee had not approved the project. The Chairman agreed with Mr. Paull's reservation and stated that the entire matter would be brought to the Committee for review at the next meeting. He also announced that the agenda for the next meeting would include a discussion of the relationship of the Public Welfare Committee to the two standing committees with whose work it is most closely related: the Community Relations Committee and the Social Agency Committee.

CITIZENS RALLY ON PUBLIC WELFARE

Rabbi Silver reported to the Committee on the Citizens Rally on Public Welfare on January 16, co-sponsored with the Cleveland Welfare Federation, the Catholic Diocese, the Council of Churches, and others. Elizabeth Wickenden, a national authority on public welfare was the featured speaker and Irving Kane, past Chairman of this Committee, chaired the meeting. The Rally was intended to bring the attention of the Governor and state legislators to Cleveland's concern about the inadequate levels of public assistance in the State of Ohio.

Reference was made to an article in the previous day's newspaper in which a spokesman for the State Department of Public Welfare was reported as attacking Cuyahoga County for failing to meet its share of the costs of Aid to Dependent Children. Mr. Olshansky reported on a conversation he had with staff of the Cleveland Welfare Federation in which it was brought out that Aid to Dependent Children always has been primarily a Federal and State responsibility, with a very small share of the burden met by counties from a .15 mill tax assessed by the State. With the 1966 reorganization of welfare departments in Ohio, the County has assumed approximately \$1,000,00 more in obligations for ADC; in addition it now is assessed 10% of the non-Federal share of Aid-for-Aged, a program which previously was entirely supported by the State. Both of these are added to the continuing responsibility of the County for General Relief. The State has increased its allocations somewhat, and by virtue of doing this has had the benefit of increased Federal Funds; but Dr. Blum pointed out that a significant part of the increased State allocation was made from the Public Utilities tax which, prior to the reorganization, had been a County tax. Thus, the State gets credit for monies which previously were available to the counties.

Because it was recognized that there is a good deal of confusion and many conflicting claims are being made, it was agreed that the following steps should be taken:

1. Find out what actions the Welfare Federation is now planning to take and assist them as fully as possible.
2. If on the basis of information obtained, a letter to Mr. McKenna or other representatives of the State administration seems indicated, the Chairman should write such a letter.
3. The Chairman should report to the Federation Board of Trustees and a fact sheet should be prepared to present a correct picture of the situation.

It was brought out in discussion that the Federation already is on record as favoring

a standard of assistance of 100% of a minimum standard for health and decency, and that the Public Welfare Committee has instructions to cooperate fully with the Cleveland Welfare Federation in efforts to attain such a standard.

CUT IN BUDGET OF THE COUNCIL OF ECONOMIC OPPORTUNITIES

Rabbi Silver also called attention to cuts in appropriations for programs of the Economic Opportunities Act and a resulting cut in Cleveland of the Council on Economic Opportunities' Program from \$6,000,000 to \$3,500,000 per year. We have received communications from both the Welfare Federation and the Council of Jewish Federations and Welfare Funds expressing concern about this development.

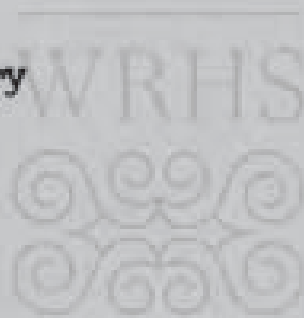
It was reported that the Central Planning Board of the Welfare Federation is forming a subcommittee to look into the effect of these cuts upon OEO programs in Cleveland. It was agreed that the Committee would want to be kept informed of developments.

Meeting adjourned.

Respectfully submitted,

Bernard Olshansky, Secretary

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[Jan 1967]

PROJECT EQUALITY

An Interreligious Program for Equal Employment Opportunity

Project Equality is an interfaith program providing the methods, tools, techniques and administrative procedures to religious institutions so they may lend their moral suasion and economic power to achievement of equal employment opportunity for all citizens. It recognizes the obligation of the Church to act in accordance with its teachings. Because discrimination has itself become so thoroughly a way of life, Project Equality recognizes the necessity of affirmative action toward fair employment if it is ever to be practiced fully.

Project Equality is a program developed for the religious communities in America by the National Catholic Conference for Interracial Justice, the program was developed from the experiences of the federal government in one of its attempts to deal with the problem of equal employment opportunities as the largest purchaser of goods and services in the United States.

In March 1961 President Kennedy issued Executive Order No. 10925, which created the President's Committee on Equal Employment Opportunity. This Committee, under the Executive Order, had a two-fold purpose ... (1) to base the entire employment practices, including hiring, transfer and promotion, of the federal government and all of its agencies on merit alone, and to eliminate discrimination based on race, creed, color or national origins and, (2) to utilize the tremendous purchasing power of the federal government to bring about non-discriminatory merit employment practices in all those firms and businesses which did, or wished to do business with the federal government.

This was followed two years later by a second Executive Order, No. 11114, which specified that, where federal funds were being used in private construction projects, all businesses engaged in those projects would also be required to utilize non-discriminatory merit employment practices. The federal government recognized that it was the moral and constitutional right of every citizen to seek employment and to be employed based on his ability, and that discrimination because of his race, his creed, his color, or his country of origin, denied his natural and constitutional right of equal opportunity.

As the second largest purchaser of goods and services in the United States, the religious community can hardly be expected to act in a less moral manner in so vital an area of our community life. In fact, our failure to take our own pronouncements seriously in practice has been one of the largest deterrents in bringing about the urgently needed change. If those spending the money or the religious community do not care enough to act thusly then it is not likely that firms with purely economic objectives will care enough to act affirmatively in stamping out this moral evil.

The procedures to be utilized under the Project Equality program have been adopted from those proven in four and one-half years experience of the President's Committee on Equal Employment Opportunity and its successor, the Office of Federal Contract Compliance, created by executive order of President Lyndon Johnson in October 1965. The program is a positive and affirmative one, and is properly expressed in words such as, "encourage," "assist," "promote," and "educate." The program, in its direction and in

[Jan 1967]

PROJECT EQUALITY

- page 2

(An Interreligious Program for Equal Employment Opportunity)

its emphasis, is not negative...is not punitive...is not restrictive. It does add a new enlightened dimension to daily affairs in keeping with the spirit of *aggiornamento*, both within the churches and within society in the United States and in the world.

It is a reaffirmation of the churches' role in bringing the teachings of justice and charity to all mankind.

QUESTIONS AND ANSWERS

1) WHAT IS IT?

PROJECT EQUALITY is a program developed and serviced by the National Catholic Conference for Interracial Justice to utilize the hiring and purchasing power of religious institutions to end employment discrimination in religious institutions and all those firms which supply them with goods and services.

2) WHY IS IT NEEDED?

Today discrimination has unfortunately become part of the American way of life due to a defect in our education. Therefore, persons and firms practice as much unconscious discrimination as they do of the more overt type. For this reason affirmative actions are required to eliminate discrimination particularly in employment practices.

3) WHAT ARE AFFIRMATIVE ACTIONS?

Affirmative actions are positive steps taken by management to adopt an equal employment opportunity policy and to implement it in their organization. Examples of affirmative actions are:

- a) Contacting sources of minority group employees to fill job openings.
- b) Communicating the policy of Equal Employment Opportunity to all management echelons, all employees, and particularly to the personnel department.
- c) Contacting current sources of new employees and advising them of the firm policy of hiring on a non-discriminatory basis.

4) HOW MANY AFFIRMATIVE ACTIONS ARE THERE?

Basically there are twenty-five affirmative actions, but these are effective in a sequence of time, so that other affirmative actions replace these and are added to them as the total employment picture in the country or a particular area changes.

5) WHAT AREAS WILL THE PROJECT EQUALITY PROGRAM COVER?

Project Equality is designed to overcome employment discrimination in three specific areas:

- 1) general manufacturing and services,
- 2) construction, and
- 3) insurance, banking and real estate.

6) HOW WILL THE PROJECT EQUALITY PROGRAM WORK?

PROJECT EQUALITY is a four stage program. First, the religious institutions will survey their own employment practices to

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insure that they will fill all their needed positions without regard to race, color or when not a bonafide theological requirement, the religion of the applicant.

They will then call upon those firms which supply them with goods and services to affirm their willingness to maintain employment practices which affirmatively promote opportunities for minority persons at all job levels. These firms will also be asked to communicate their affirmation to their own employees and to outside recruiting services, and to take reasonable affirmative steps to hire minority persons in their company. Firms cooperating with PROJECT EQUALITY will be listed in a booklet to be supplied to all religious institutions participating in PROJECT EQUALITY for their use in helping them determine their future purchasing decisions.

In the third phase of the program, construction firms will be asked to supply similar assurances and in the program's fourth phase insurance, banking, and real estate firms will be covered.

7) HOW WILL THE PROGRAM BE SUPERVISED AND DIRECTED?

The participating religious bodies may establish a non-profit corporation or set up a department in an existing interreligious structure to direct the work of the project.

8) IS PROJECT EQUALITY ACTUALLY A CHURCH BOYCOTT?

PROJECT EQUALITY is not a boycott but rather an affirmative use of the hiring and purchasing power of religious institutions to end employment discrimination by making equal employment opportunity a product specification. Thus these institutions will evaluate bids from suppliers not only on the basis of price, quality and service, but also on the equal employment opportunity policy and practices of the suppliers. Those institutions which provide equality in employment opportunity will be favored over those which do not.

9) IF SOME FIRMS ARE FAVORED OVER OTHERS, ISN'T THIS A SANCTION OR BOYCOTT?

Religious institutions have a moral responsibility to spend their funds in a moral manner. If a company received a contract award because it provided a superior combination of price, quality and service, we would not say that the firm which did not receive this award had been boycotted or suffered from economic sanction. Similarly a preference in purchasing from those firms which offer true equal employment opportunity is also not necessarily a boycott or sanction in regard to other firms.

10) HAS THIS TYPE OF PROGRAM BEEN EMPLOYED SUCCESSFULLY ELSEWHERE?

The affirmative action concept was first utilized by the President's Committee on Equal Employment Opportunity created by executive order of President John F. Kennedy in April 1961. Since then it has provided the most effective means of opening job opportunities to members of minority groups. A recent example of governmental action in this area was the awarding of a contract for the construction of a new post office in Detroit to the third lowest bidder, passing over the first two low bidders because they did not meet the government's equal employment specifications.

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PROJECT EQUALITY

- page 4

11) WHAT IS THE DIFFERENCE BETWEEN PROJECT EQUALITY AND POSSIBLE STATE FAIR EMPLOYMENT PRACTICE PROGRAMS?

PROJECT EQUALITY is an educative approach based on a contractual relationship. Fair employment practice laws do not generally become operative unless and until a complaint is filed. In the first approach the employer is required to act affirmatively as a precondition to entering into a contract. In the latter approach the employer is proscribed from acting negatively under threat of legal sanction.

JANUARY, 1967



[Jan 1967]

D R A F T

(ALL CAPS)

SOME considerations on the relationship between federation's
COMMITTEES ON PUBLIC WELFARE, COMMUNITY RELATIONS,
AND COMMUNITY SERVICES PLANNING

The dramatic extension of government concern with problems of health, education and welfare on the one hand, and the increasingly articulate demands from racial and religious groups for more social services on the other, have faced Federations throughout the country with many new challenges.

One result has been that Jewish community concern with legislation and social action is no longer limited to the traditional areas of community relations activity -- equal rights, separation of church and state, anti-Semitism. Instead, it has been broadened to touch almost every aspect of communal activity. Every field of service (care of the aged, care of the sick, care of children, education, vocational training, leisure time activity) and almost every individual Jewish agency is affected by one or another public program.

Nationally, this development has resulted in the establishment of an important Committee on Public Welfare by the Council of Jewish Federations and Welfare Funds, which strongly urges Federations to become involved in national and local problems of this nature. There has also been established the Tri-Faith Conference on Public Welfare, which has been intensively involved with governmental representatives in the many broad programs that have developed. The national Jewish religious organizations have vastly stepped up their activities in both the area of community relations and general social amelioration.

Cleveland has responded to this national trend. Federation established its Committee on Public Welfare about three years ago; the Jewish Community Center and the Jewish Family Service Association have set up formal committees on public welfare and public issues; many congregations have created committees on social action; almost every Jewish agency is concerned today with the changing relationship between its private program and governmental demands.

A problem of relationships within Federation has emerged out of all this activity. What are the distinctive roles of the Public Welfare Committee, the Community Relations Committee and the Community Services Planning Committee? How can they most effectively supplement each other's work without undue duplicated effort? The problem is, of course, complicated here -- as elsewhere -- by the growing difficulty in distinguishing between the fields of social welfare and community relations. Community Relations agencies throughout the country are increasingly coming to feel that their traditional approaches fall short of meeting human needs; that is, that fair practice means little without full opportunity; fair employment requires full employment, fair housing requires adequate housing, etc. The net result is a broadening of concern beyond traditional community relations to social welfare in general.

On the other hand, increasing concern with public welfare, standards and performance projects major problems that affect the field of community relations. Programs of social amelioration more and more tend to use sectarian agencies as the conduits for disbursements, thus provoking uneasiness about separation problems. National proposals on poverty and education project this twilight zone of concern most dramatically, since profound social issues and separation problems are both involved.

[Jan 1967]

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At the present time, the objectives of each Committee could be described as follows:

1. The Community Relations Committee is charged with carrying out a unified program in the field of intergroup relations, interreligious relations, interracial relations, and to be concerned with problems in the fields of church - state, civil rights, anti-Semitism, and international affairs.
2. The Community Services Planning Committee is assigned to serve as the planning arm of Federation in the local Jewish community with respect to the fields of health, education and welfare, devoting its efforts towards meeting community needs in these areas.
3. The Public Welfare Committee is responsible for the development of policies that will express Federation's concerns in the area of public health and welfare. It seeks to enlist support from Federation and the Jewish community for raising standards in the public sector. As the Committee sought for ways to cooperate with the local "War on Poverty", it was assigned the task of developing and executing Federation's anti-poverty program.

The following pattern appears to have evolved within Federation which may serve as a guide to how clearance, coordination, supplementation and non-duplication might be achieved:

1. Leadership of the Community Services Planning Committee and the Community Relations Committee is represented on the Public Welfare Committee. (The present officers of the Public Welfare Committee - is a classic of such organization.)
2. The Public Welfare Committee has assumed prime responsibility for those problems that involve social action or legislation in the fields of health, welfare, and community organization. (Medicare, public assistance standards, the Mortmain statute revision, taxation proposals governing charitable institutions.)
3. The Community Services Planning Committee has assumed prime responsibility for keeping its agencies informed and active in such fields and in encouraging such agencies to inform and involve the Public Welfare Committee in matters they believe to be of importance.
4. The Community Relations Committee has assumed prime responsibility in matters affecting equal rights, separation of church and state and intergroup relationships. (Housing, immigration, shared time proposals.)
5. On those issues where the three Committees have common interests, they have been exchanging information and consulting among themselves. In an area where a Committee has prime responsibility for a program or policy statement requiring action by Federation's Board of Trustees, the other Committees have been kept informed and on occasion, have offered formal approval before the proposal was taken to the Board.

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POLICY QUESTION

With respect to the direction of Federation's anti-poverty program, a number of questions have arisen since its formulation which may require resolution in the near future. There are those who view the involvement of Jewish communal resources as paramount to the program with lesser emphasis on supporting official anti-poverty efforts. There are others who feel that if the Jewish community is to become engaged in inner city problems, it should be on a larger scale rather than focused on programs of limited scope and impact. A third group appears to be urging additional direct services to meet inner city needs with supplementary services made available from Jewish social service agencies.



March 13

PUBLIC WELFARE COMMITTEE

1 9 6 7

<i>yes</i> Rabbi Daniel J. Silver, Chairman	The Temple	44106	791-7755
Jordan C. Band, Vice Chairman	1130 Keith Building	44115	621-8400
Harold Galvin, Vice Chairman	700 National City-E. 6th Bldg.	44114	621-9230
 Mrs. Sanford R. Arsham	 2889 Manchester Road	 44122	 751-9596
Dr. Arthur Blum	3042 Lincoln Boulevard	44118	231-7700
<i>yes</i> Judge Victor Cohen	1 Lakeside Avenue	44113	241-2700
<i>yes</i> Eugene H. Freeheim	800 National City-E. 6th Bldg.	44114	621-0150
<i>yes</i> Judge Bernard Friedman	1 Lakeside Avenue	44113	241-2700
Robert S. Garson	1815 East Ohio Building	44114	241-2788
Mrs. Robert S. Garson	18120 Parkland Drive	44122	751-8979
William B. Goldfarb	800 National City-E. 6th Bldg.	44114	621-0150
Sherwin H. Goodman	1414 South Green Road	44121	382-9600
Rabbi Alan S. Green	2200 South Green Road	44121	381-6600
<i>yes</i> Robert D. Gries	1236 National City Bank Bldg.	44114	861-6727
Frank E. Joseph	1750 Union Commerce Bldg.	44115	621-5800
<i>yes</i> Sidney D. Josephs	616 The Arcade	44114	861-2323
<i>yes</i> Irving Kane	3139 Kingsley Road	44122	751-7977
<i>yes</i> Harold L. Klarreich	2717 Lorain Avenue	44113	651-3838
Sidney Lewine	Mt. Sinai Hospital	44106	795-6000
Maurice Maschke, Jr.	3611 Payne Avenue	44114	431-0035
<i>yes</i> Robert L. Merritt	650 Terminal Tower Bldg.	44113	781-8550
<i>yes</i> Howard M. Metzenbaum	700 Union Commerce Bldg.	44115	771-4515
Mrs. Alex Miller	2958 Fontenay Road	44120	991-5732
<i>yes</i> Dr. Roland W. Moskowitz	2073 Abington Road	44106	791-3900
Elmer I. Paull	1001 Union Commerce Bldg.	44115	621-3800
Lewis H. Polster	12000 Shaker Boulevard	44120	561-8282
<i>yes</i> Morton W. Rose	5777 Grant Avenue	44105	271-4000
<i>yes</i> Dr. Sidney H. Sachs	10900 Carnegie Avenue	44106	795-3752
Mrs. Ezra Z. Shapiro	13900 Shaker Boulevard	44120	991-2374
<i>yes</i> Raphael D. Silver	3224 Prospect Avenue	44115	881-8388
Daniel E. Simon	2630 Payne Avenue	44114	621-0992
<i>yes</i> Alan B. Soclof	916 Euclid Avenue	44115	621-1600
Mrs. Shubert Spero	3426 Blanche Avenue	44118	932-6425
Saul G. Stillman	3619 Blanche Avenue	44118	621-5416
<i>yes</i> Mrs. Alvyn W. Tramer	3356 Clayton Boulevard	44120	751-6648
William C. Treuhart	10701 Shaker Boulevard	44104	229-3000
<i>yes</i> Lawrence H. Williams	839 Society National Bank Bldg.	44114	621-6784
<i>yes</i> Bennett Yanowitz	1040 Leader Building	44114	621-7933
<i>yes</i> Sidney Zilber	1500 Union Commerce Building	44115	241-5498
 <i>yes</i> Bernard Olshansky, Secretary			

Alan D. Kandel
yes Edmund C. Paller
 Sidney Z. Vincent
 Henry L. Zucker

Ruthi Walter

yes Dr. Lester Jaffe

STANDARD OF PUBLIC ASSISTANCE

Rabbi Daniel J. Silver, Chairman of the Public Welfare Committee, stated that his committee has since its establishment joined with other groups in attempting to improve the level of subsistence in our state, which he termed "the shame of Ohio". The present program permits many families on public assistance to exist on the basis of only 73¢ a day, or 70% of the standard that the state itself has declared is necessary to establish for decent living. This entire situation was reviewed in depth at a recent public meeting, of which our Federation was a co-sponsor, culminating in a pledge by all those present to continue vigorously to press state officials to improve the present extremely low standards of public assistance. The effect of the meeting was evidently substantial enough so that various spokesmen from Columbus, in a series of press releases, attempted to demonstrate that it was the county, rather than the state, that was failing to meet essential obligations. Rabbi Silver then traced in detail the fallacy of this claim, pointing out that certain recent administrative changes required the county to devote a substantial share of its funds to other programs of help, and moreover the state had arrogated to itself sources of income that had previously gone to the county. Finally, the state had used federal funds to make very minor increases in the level of support but had not itself made increased allocations. Rabbi Silver pointed to a recent fine editorial in the Cleveland Plain Dealer (Exhibit "C") as outlining this situation in more detail. He concluded by calling for increased support for a program of improved public assistance.

Mr. Freedheim strongly urged following this final suggestion, stating that public pressure had produced some results in the past and there was hope that the forthright program led by the Cleveland Welfare Federation for which Irving Kane has assumed substantial leadership, might alleviate the deplorable situation.

FEDERATION INVOLVEMENT IN HOUSING

Bennett Yanowitz, Chairman of the Community Relations Committee, pointed out that almost since its establishment, the CRC has been interested in problems of housing. Originally, its interest was primarily with discriminatory practices, mostly aimed at Jews, and he traced the history of our activity in this area. Although housing discrimination against Jews has abated, such discrimination against Negroes has become more serious as they began to move out of the central city. The CRC has worked for various alleviative measures, both by way of education and occasionally in connection with legislation.

In more recent years, and even before the tragic outburst in the Hough area, it became apparent that housing problems went beyond civil rights. Inadequate housing in the inner city ranks as one of the great problems facing Cleveland, with most menacing prospects of further deterioration if remedies are not soon provided. The

Social Action Committee and the Housing Committee of the CRC had explored in depth such questions as whether the Federation could become fruitfully involved in such problems, and if so, in what ways, and together with what partners. After a lengthy discussion, it had been universally agreed that our profound concern as a Jewish community and as a Federation with the well being of all groups in society and our obligation to be concerned about the health of the general community, as well as the traditional Jewish commitment to social justice, made it necessary for us to play a role in this area. Other religious groups were arriving at similar conclusions so that a substantial part of what progress has taken place has been the result of actions by religious groups.

The committee had investigated the feasibility of various proposals and had considered the danger that well meant measures might ironically contribute to increased segregation. The committee had also reviewed the experience of many groups already active, such as Fair Housing, Inc., Fair Housing Council, PATH, HOPE, and the Neighborhood Association for Better Housing, and had come to the tentative conclusion that it would be best for the CRC to correlate its activities with those of other religious groups, such as Interfaith Housing. This organization requires an initial investment of \$3,000 and a total investment of \$25,000.

Mr. Yanowitz stated that the CRC wanted to be prudent without being withdrawn and optimistic without being naive. Although at the present time, there was no specific project it wished to recommend, the CRC did wish to ask the Federation to approve its exploration of possibilities of affiliation with the Interfaith Housing Corp., and to assent to CRC commitment to become increasingly involved in this area.

An extended discussion period followed Mr. Yanowitz's report. Mr. Guren felt that there were already many groups active within this field and that it would be a grievous mistake for Federation to become involved in such a complicated situation, where individuals might play a much more effective role than a Jewish Federation, which had no reason to become directly involved as such. Mr. Rosenthal agreed thoroughly with Mr. Guren, adding that the question of housing was not a religious function and although there was great need for involvement for people in the community, this was too technical a field for anybody but experts.

Mr. Garson and Rabbi Silver both felt that there was great need for involvement of the religious communities in housing, and that it was painfully clear Cleveland needed such efforts if it were not to deteriorate tragically. Both pointed to contributions that had already been made by religious groups and deplored any prospect of non-involvement of a community like ours which had so much to offer.

After some further discussion it was universally agreed that this matter was of such crucial importance that no attempt should be made so late in the meeting to arrive at a conclusion, but that the whole matter be put over so that it could be examined in depth.

The meeting adjourned at 1:55 p.m.

Respectfully submitted,

Sidney Z. Vincent
Secretary



[Feb 20, 1967]

SOME CONSIDERATIONS ON THE RELATIONSHIP BETWEEN FEDERATION'S
PUBLIC WELFARE, COMMUNITY RELATIONS, AND SOCIAL AGENCY COMMITTEES

The dramatic extension of government concern with problems of health, education and welfare, and the increasingly articulate demands from racial and religious groups for more services to translate principles of equality into concrete terms, have faced Federations throughout the country with many new challenges.

One result has been that Jewish community concern with legislation and social action is no longer limited to the traditional areas of community relations activity -- equal rights, separation of church and state, anti-Semitism. Instead, it has been broadened to touch almost every aspect of communal activity. Every field of service (care of the aged, care of the sick, care of children, education, vocational training, leisure time activity) and almost every individual Jewish agency is affected by one or another public program.

Nationally, this development has resulted in the establishment of an important Committee on Public Welfare by the Council of Jewish Federations and Welfare Funds, which strongly urges Federations to become involved in national and local problems of this nature. There has also been established the Tri-Faith Conference on Public Welfare, which has been intensively involved with governmental representatives in the many broad programs that have developed. The national Jewish religious organizations have vastly stepped up their activities in both the area of community relations and general social amelioration.

Cleveland has responded to this national trend. Federation established its Committee on Public Welfare about three years ago; the Jewish Community Center and the Jewish Family Service Association have set up formal committees on public welfare and public issues; many congregations have created committees on social action; almost every Jewish agency is concerned today with the changing relationship between its private program and governmental demands.

A problem of relationships within Federation has emerged out of all this activity. What are the distinctive roles of the Public Welfare Committee, the Community Relations Committee and the Social Agency Committee? How can they most effectively supplement each other's work without undue duplicated effort? The problem is complicated here -- as elsewhere -- by the growing difficulty in distinguishing between the fields of social welfare and community relations. Community relations agencies throughout the country are increasingly coming to feel that their traditional approaches fall short of meeting human needs; that is, that fair practice means little without full opportunity; fair employment requires full employment; fair housing requires adequate housing, etc. The net result is a broadening of concern beyond traditional community relations to social welfare in general.

On the other hand, increasing concern with public welfare standards and performance introduces major problems that affect the field of community relations. Programs of social amelioration more and more tend to use sectarian agencies as the conduits for disbursements, thus provoking uneasiness about separation of church and state. National proposals on poverty and education project this twilight zone of concern most dramatically since profound social issues and' separation problems are both involved.

[Feb 20, 1967]

- 2 -

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2. The Social Agency Committee is assigned to serve as the planning arm of Federation in the local Jewish community with respect to the fields of health, education, and welfare, devoting its efforts towards meeting community needs in these areas.
3. The Public Welfare Committee is responsible for the development of policies that will express Federation's concerns in the area of public health and welfare. It seeks to enlist support from Federation and the Jewish community for raising standards in the public sector. As the Committee sought for ways to cooperate with the local "War on Poverty", it was assigned the task of developing and executing Federation's anti-poverty program.

The following pattern appears to have evolved within Federation which may serve as a guide to how clearance, coordination, supplementation, and non-duplication might be achieved:

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action by Federation's Board of Trustees, the other Committees have been kept informed and on occasion, have offered formal approval before the proposal was taken to the Board. This should continue, but a more active process of communication wherein each of the Committees periodically reports to the others on matters of mutual concern, would help to articulate major issues which cut across Committee lines and encourage pre-consultation and other means of coordinating Committee activities.

FEBRUARY 20, 1967



February 22, 1967

MEMORANDUM

TO: Bernard Glushansky

FROM: Ed Paller

As per your request, here is the latest development report on Glenville projects in our Anti-Poverty Program (in chronological order):

Already begun:

- 1) SNYC-JONA job program
- 2) Project A, one-to-one with 20 volunteers and students
- 3) Patrick Henry's Pride, preparing, learning lessons for transitional 7th grade classes

About to begin (with target date for actual initiation following orientation)

- 4) Extended Day tutoring at F. D. Roosevelt Jr. High (Feb. 28)
- 5) Vocational Guidance Program (March 15)
- 6) Scholar's Club (March 20)
- 7) Study Hall Specialists (March 20)

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The Jewish Community Federation of Cleveland

1750 EUCLID AVENUE • CLEVELAND, OHIO 44115 • PHONE (216) 861-4360

February 28, 1967

MEMORANDUM

TO: Public Welfare Committee

FROM: Rabbi Daniel J. Silver, Chairman

We have scheduled the next meeting of the Public Welfare Committee for --

MONDAY, MARCH 13, 1967; 12:00 NOON
(luncheon)
in the Federation Office

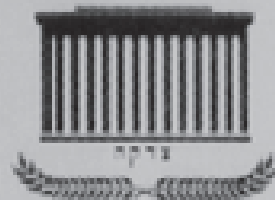
The agenda will include discussion of: a report to the Endowment Fund Committee on the Anti-Poverty Program with a request that funding of the program continue for the balance of the three-year period; the relationship of the Public Welfare Committee to the Community Relations and Social Agency Committees; and procedures for authorizing expenditures in the Anti-Poverty Program.

The request that the Endowment Fund Committee continue support of the program will be made on March 22 when that Committee will consider its program for the coming fiscal year. The original authorization of the Anti-Poverty Program for three years was made with the understanding that it would be reviewed at the end of the first year for determination of further participation. The question of relationships among the three standing committees has been raised in a number of instances where issues have arisen in matters which fall within the purview of more than one committee. We are sending you a staff memorandum which suggests a set of guidelines which might be helpful in delineating the functions and the relationships of the standing committees; also, a progress report to bring you up-to-date on the present status of our Glenville Project.

In addition, the Committee asked for a summary of the Public Welfare situation in the State of Ohio; the enclosed editorial from the Cleveland Plain Dealer summarizes the situation and puts it into proper perspective. We are also enclosing minutes of the meeting of January 17 and a reply card for your convenience.

You may have heard about the 25th Annual Health & Welfare Institute of the Cleveland Welfare Federation scheduled for March 14 at the Sheraton-Cleveland Hotel. Federation has reserved a table at the luncheon; if you are interested in being seated with us please contact Bernard Olshansky.

President DAVID H. MYERS Vice-Presidents MAURICE SALTZMAN LLOYD S. SCHWENGER WILLIAM C. TREUHART Treasurer IRVING H. STONE
Associate Treasurer LEIGHTON A. ROSENTHAL Executive Vice-President HENRY L. ZUCKER Executive Director SIDNEY E. VINCENT



The Jewish Community Federation of Cleveland

1750 EUCLID AVENUE • CLEVELAND, OHIO 44115 • PHONE (216) 861-4360

March 2, 1967

MEMORANDUM

TO: Rabbi Daniel J. Silver

FROM: Bernard Olshansky *BO*

At the January 27 meeting a question was raised about the procedures used in financing the School Neighborhood Youth Corps Project at the Jewish Orthodox Home for Aged. I would suggest that this project and one other which has financial implications be taken up and dealt with by the Committee at the next meeting.

On the JOHA Project, it is estimated that a total of \$1,020 is required to fund the project. Although there was originally some thinking that this could probably be absorbed within the budget of the agency, and while the funds for this may very well be available, there is some question as to whether in a strict interpretation of the JOHA budget for this fiscal year an expense of this type ~~could~~ be included. The grant to the Anti-Poverty Program from the Endowment Fund provides money for the employment of a staff person together with the necessary ancillary expenses. Since the program was not in effect for the full fiscal year, there are funds available here which, if the Committee considers it appropriate, could be used for this purpose.

These projects

In connection with the Study Hall Specialists Program, worked out with the Federation Womens Organization, Hadassah, and others, provision was made for transportation of women from the Heights area into Glenville. It has been requested that the Anti-Poverty Project cover the cost of cab fare for women in the project. This would require four round trips per week for twelve weeks at an estimated maximum cost of \$350. There are funds in the budget of the Anti-Poverty Project which could cover this.

In addition to the above, from time to time there will be situations which will require minor expenditures of funds. I would suggest that it be understood that the Chairman will participate in decisions of this kind and, where appropriate, will bring the matter to the full Committee.

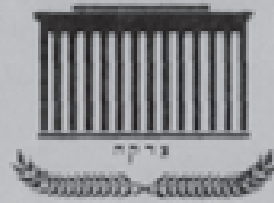
TO: Rabbi Daniel J. Silver
FROM: Bernard Olshansky

Page -2-
March 2, 1967

With reference to the memo I referred to in our conversation yesterday, I am attaching a copy of a memo from Ed Faller simply naming projects currently in the works. I have asked Ed to send me a memo on each new project as he begins discussion on it, so that you and I can both be abreast of latest developments in the Anti-Poverty Program.

I am working on a draft progress report to the Endowment Fund Committee in preparation for our request that the Anti-Poverty Program be supported through the remainder of the three-year period. I will be in touch with you as soon as it is ready to go over.





The Jewish Community Federation of Cleveland

1750 EUCLID AVENUE • CLEVELAND, OHIO 44115 • PHONE (216) 861-4360

March 3, 1967

Rabbi Daniel J. Silver
The Temple
Ansel Road at Silver Park
Cleveland, Ohio 44106

Dear Rabbi:

I am sending you a draft report to the Endowment Fund Committee on the progress of our Anti-Poverty Program to this point; also, a draft of a cover letter to Bill Treuhaft. I shall welcome your suggestions for improvements in both.

I'll call you on Monday to discuss these. We do have a time factor operating, as the Endowment Fund Committee would like to distribute the report in a mailing which will be sent out on Wednesday, March 8.

Best regards.

Sincerely,

Bernie

Bernard Olshansky

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encl.

March 13, 1967

PROGRESS REPORT ON ANTI-POVERTY PROGRAM

Our Glenville Project, focus of our Federation's young Anti-Poverty Program, is just getting underway. It centers on the secondary school youth of Cleveland's Glenville community, labeled one of our five areas of poverty.

Presently, four specific programs have already begun, and three more will be starting within the next few weeks; the latter are presently undergoing initial orientation training for their volunteers.

Among current programs is "Project A" which is our most intensive effort. It has been in full operation for the past three weeks.

Also, at our Jewish Orthodox Home for Aged, we employ and supervise ten Glenville High School students on a part-time basis in the dietary, nursing care, secretarials, and custodial departments. Other programs already begun include an evening tutorial service (one volunteer to three students) at Franklin D. Roosevelt Jr. High, and a special lesson-writing program for transitional students at Patrick Henry Jr. High.

The programs to begin within the next few weeks include a pre-vocational guidance program for the entire sophomore class; a personalized program with the top students of the sophomore class; and a study hall-specialists group which will provide assistance to all-level students during their study hall periods. More about these programs will be forthcoming in the near future.

Glenville is a "crossroads" community, i.e. it still has the strengths of an established group of Negro home-owners, but is also being inundated with the spill-over and exodus from the hard-core poverty area of Hough. The high school's enrollment has jumped from 1,400 to 3,100 in the past 5 years, an indication of the mushrooming in population. These high school youth, soon to enter the adult world, are instra-

mental in determining direction for their community.

In full harmony with Cleveland's Superintendent of Schools and with Glenville High School's dedicated principal and staff, we have entered into these programs. Our focus is to help better prepare these youth, particularly tenth graders, for their futures. Each of these programs has been suggested by the school as worthy and needed in Glenville High's particular situation.

Wherever possible, we are doing these things in cooperation with the Negro Community Federation, thus involving members of the Negro adult community as partners in these efforts. Thereby, not only will students be helped, but bridges will be built uniting suburbanites and city residents, Negroes and Whites, Christians and Jews in facing their common problems.

This pilot program is just getting started; therefore to evaluate is premature. However, there has been a good response. Much effort has been exerted to interest both the Jewish and Negro individuals and groups to participate. The unorganized Negro community is not easy to tap, but the persistent efforts of a corps of leaders has resulted in a growing interest and commitment. Within our own, highly-organized community there has also been a growing response out of heightened interest.

In the pilot projects, about 130 different persons will be giving of their time and effort in some specialized way. Our Jewish agencies have been extremely cooperative in offering staff assistance to serve as consultants to our "Glenville Project".

SPECIFIC PROGRAMS AT GLENVILLE HIGH SCHOOL

I. Project A

Purpose: To assist selected Glenville High School students in removing barriers to the fulfillment of their potentials in employment or advanced education through one-to-one relationships with trained volunteers.

Present Status: A total of twenty-four carefully selected volunteers (18 men - 6 women) have been equally recruited by the Jewish Community Federation and the Negro Community Federation. Two orientation sessions have already been conducted, and inter-racial teams of six adults have been assigned to each of Glenville's four unit guidance counselors. In turn the counselors have selected students for each volunteer and have presented the volunteers with informative brochures on their respective students. Parental permission has been granted for each student participant. Volunteers and students were introduced by the counselors at a February 7 meeting, after which they have continued to meet on a weekly basis. Volunteers maintain weekly contacts with their respective counselors, reporting on the progress of each meeting with the student. Future orientation sessions for volunteers are scheduled.

Our agency executives and key community professionals serve as an advisory group for this project. Special consultants have been assigned to the project by the Jewish Vocational Service, Jewish Children's Bureau, Jewish Family Service Association, Jewish Community Center, and Mt. Sinai Hospital. A group of consultant professionals have offered their services as back-up persons to assist volunteers, counselors, and students as needs arise. The Negro Community Federation's co-sponsorship in this program represents the initial service effort by this new group.

II. Vocational Guidance Program

Purpose: To provide the sophomore class with a better general overview of the various families of work, vocational requirements, and preliminary, vocational pre-requisites.

Present Status: The Council of Jewish Women and the Women's Group of the Negro Community Federation are each currently recruiting 15 - 20 women to participate weekly on Wednesday morning or afternoon shifts. They would be responsible, under Glenville's guidance coordinator's supervision, for arranging large-group lectures by resource persons and themselves conducting small-group discussions. Four orientation sessions have been arranged for all volunteers prior to the opening of the program on March 15.

The two volunteering groups, the Glenville counseling staff, the Jewish Vocational Service and the Jewish Community Federation have coordinated efforts in mapping this unique attempt to bring vocational guidance to 10th graders in a much more individualized intensive manner than previously possible through school staff alone.

III. Study Hall Specialists

Purpose: To provide a staff of tutors to be available to assist students with their academic work during study hall periods. The availability of such special help would increase value of these often wasted study periods.

Present Status: A special committee of the Women's Organization, under the leadership of Mrs. Ezra Shapiro currently is recruiting volunteers.

Hadassah has adopted this program as one of its major projects. Other women's groups have expressed interest. Glenville department heads will conduct orientation sessions for volunteers in their particular subject areas.

Teams of volunteers will service either morning or afternoon study halls one day per week. Transportation pool facilities from and back to a common Heights area location ~~are~~ being arranged for the teams. This program's target starting date is March 20.

IV. Scholar's Club

Purpose: To provide special higher education, professional, and scholarship information and job opportunities for a select group of outstanding students in the sophomore class through group and individual programming.

Present Status: The American Jewish Committee has adopted this as its special project. Two orientation meetings have already been conducted in close conjunction with Glenville's college counselor. Previously, no such program has ever been available before the senior year. Mid-March is the anticipated time for beginning the program with 25 Glenville students in bi-weekly evening meetings.

V. S.N.Y.C. - J.O.H.A. Job Placements

Purpose: To provide meaningful, well-supervised, part-time job opportunities for Glenville students under the School Neighborhood Youth Corps program.

Present Status: Since January 9, eleven Glenville students have been working up to 15 hours per week, at the Jewish Orthodox Home for the Aged on Lakeview Road, adjacent to the Glenville High grounds. Their work is in the areas of nursing care, secretarial work, dietary assistance, and custodial services. Under the government program, the students, all from poverty families, are paid \$1.25 per hour for their services. The Jewish Community Federation has arranged for a student of the W.R.U. School of Applied Social Science to supervise their work.

This represents the first opportunity for such a program to offer work in any setting other than a school building.

PROGRAMS AT JUNIOR HIGH SCHOOLS IN GLENVILLE

I. Patrick Henry Transition Class Aides

Purpose: To assist the National Teachers' Corps program in providing stimulation to special classes at Patrick Henry Junior High.

Present Status: A Jewish Community Federation volunteer is assisting the director of the program in contacting Patrick Henry alumni in many fields of work. She will interview them and re-write their experiences at a reading level which could stimulate these classes. This is an example of a program personalized for a particular group to meet a specific purpose.

II. Franklin D. Roosevelt Extended Day Services

Purpose: To provide evening tutorial services for Roosevelt students in need of special help in academic areas.

Present Status: Fairmount Temple's Young People's Congregation is recruiting personnel to initiate this program as part of the Board of Education's evening services in the building which formerly housed the old Glenville High School.

III. Library Extension Program

Purpose: To expand the program of library services in the Glenville area junior high schools.

Present Status: In conjunction with the Cleveland Board of Education's Mrs. Dolezal, secondary school library supervisor and Mrs. Butera, director of volunteers, new ideas for volunteer services are being explored.

RECRUITMENT AND INTERPRETATION

The Women's Organization of the Jewish Community Federation has organized a special steering committee to serve as a liason for the Anti-Poverty Program among women's groups.

The committee has established an Anti-Poverty Program Interpretation Team to present the details and purposes of this new program to interested groups. It also plans to survey the women of the Jewish community regarding their interests in volunteering.

ADDITIONAL ANTI-POVERTY PROGRAM ACTIVITIES:

Arranging Jewish Community Center advisory role to Hough Area, CAY's plan for a center similar to the Council Educational Alliance.

Effecting co-operation of Jewish agency professionals with Cuyahoga County Welfare Department in-service training program.

Providing transportation and job opportunity assistance to Neighborhood Opportunity Centers.



CHAIRMAN'S NOTES

Public Welfare Committee
The Jewish Community Federation

Monday, March 13, 1967; 12:00 Noon
(luncheon) at the Federation Office

I. INTRODUCTORY REMARKS

You might want to introduce Mrs. Alvyn Tramer, a new member attending his first meeting of the Committee.

*Dr. Louis Jaffe - Vandy Bigg found
Remorse!*

At the last meeting, we reported on the Citizens' Rally on Public Welfare and the fact that those who attended were asked to sign cards indicating their approval of grants to public assistance families adequate to meet the state's full minimum standards based on current prices. The Welfare Federation has requested that interested people, not present at the Rally, sign these cards also. These are available, and any member of the Public Welfare Committee who is so inclined is requested to sign the cards.

II. MINUTES

Approval of minutes of January 17 as distributed by mail.

III. PROGRESS REPORT ON GLENVILLE PROJECT

Members of the Public Welfare Committee received a Progress Report with the notice of this meeting. We shall not take the time to review this in detail, but Ed Paller is prepared to present one or two highlights for the attention of the Committee, and an opportunity might be provided for any questions or discussion.

IV. REPORT TO THE ENDOWMENT FUND COMMITTEE

When the Public Welfare Committee requested Endowment Fund support for the Anti-

Poverty Program, the Endowment Fund Committee and the Board of Trustees of the Federation approved the program on a three-year basis with the provision that the success of the program be reviewed at the end of the first year for determination of further participation in the program.

Although the program did not become fully operative until September, the Endowment Fund Committee is now preparing its program for the coming fiscal year, and it has requested a report on the Anti-Poverty Program for its March 22 meeting.

On the assumption that the Public Welfare Committee would consider the progress of the Anti-Poverty Program to warrant continuation through the balance of the three-year for which the original request is made, a report to the Endowment Fund Committee has been prepared (copies of the report are available for distribution). The report is, in effect, an elaboration of the March 13 memo that was distributed to the Committee.

If it is the thinking of the Committee that the Project, should, in fact, be continued for the balance of the three-year period, the chairman should be authorized to request continued support of the Project from the Endowment Fund Committee and the Board of Trustees.

V. RELATIONSHIPS BETWEEN THE PUBLIC WELFARE COMMITTEE AND THE COMMUNITY RELATIONS AND SOCIAL AGENCY COMMITTEE

A memorandum was distributed to the Committee outlining some considerations to pertain to the relationship of the three Committees of the Federation which have mutual interest in matters pertaining to public social policy. The memorandum was drawn up by staff to help define the functions of the three committees as they relate to one another and to present some guidelines which might help in relating their work. It

should be pointed out that staff of the Public Welfare Committee also have staff responsibilities with the Community Relations and Social Agency Committees.

The intent of this memorandum is not to personalize functions and procedures to the point that they become inflexible; rather to clarify and, to the extent possible, avoid the confusion which might result from several groups being involved in similar kinds of activities.

If acceptable to the Public Welfare Committee, this memorandum might be referred to the other two committees for consideration and approval.

VI. FINANCING SPECIAL PROJECTS

At the January 27 meeting a question was raised about the financing of the School Neighborhood Youth Corps Project at the Jewish Orthodox Home for Aged. While there were no objections to the project itself, there was a question raised about the method of financing it, and it was agreed that the matter would be discussed further at this meeting.

It is estimated that a total of \$1,020 is required to fund the JOHA project through the balance of this school year. The authorization of the Anti-Poverty Program included some funds which might be used for necessary expenses, and there are funds available which could be used to cover this cost, particularly since the program was in operation only for 10 months of the fiscal year. If the Committee authorizes this expenditure, it should be on the basis of a one-time arrangement without any commitment to accept the responsibility for any further expenditures of this type.

One other project in which there has been a request for Federation support is the Study Hall Specialists Program, worked out by the Federation Women Organization in

cooperation with Hadassah and other women's groups. Because some of these organizations expressed concern about sending members into inner city unescorted, there was discussion of the possibility of transportation from the Heights into Glenville and back. The original thinking was that a Bureau bus might be used to take substantial numbers of women into Glenville. Since then, the development of the project has been directed to small groups of women coming in at different times, and transportation by the Bureau system would not be practical. It has been requested that the anti-poverty project finance cab fare for women in the project. This would require four-round trips per week for 12 weeks (the full term of the project this school year) at an estimated maximum cost of \$350. There are funds in the Anti-Poverty Project which could cover this.

Despite the fact there are available funds, questions have been raised as to appropriateness of this kind of subsidy, and staff has suggested to the chairman of the coordinating committee that it might be preferable for the women volunteering in the project to arrange car pools. Mrs. Francis Green, who is the chairman, has agreed to discuss this with her group and the subsidy may not be necessary. However, in the event that the women request this support, it would be helpful to know whether the Public Welfare Committee would consider this acceptable.

VII. ADJOURNMENT

M I N U T E S

Public Welfare Committee
The Jewish Community Federation

Monday, March 13, 1967; 12:00 Noon
(luncheon) at the Federation Office

PRESENT: Rabbi Daniel J. Silver, Chairman; Judge Victor Cohen, Eugene H. Freedheim, Judge Bernard Friedman, Robert D. Gries, Sidney D. Josephs, Irving Kane, Harold L. Klarreich, Dr. Roland W. Moskowitz, Norton W. Rose, Mrs. Ezra Z. Shapiro, Raphael D. Silver, Alan B. Soclof, Mrs. Shubert Spero, Mrs. Alvyn W. Tramer, Bennett Yanowitz, Sidney Zilber; Dr. Lester Jaffe; Edmund C. Paller, Sidney Z. Vincent, Rudi Walter; and Bernard Olshansky, Secretary.

Rabbi Silver opened the meeting, introducing Mrs. Alvyn Tramer, a new member attending her first meeting of the Committee, and Dr. Lester Jaffe of the faculty of the Hebrew University, who is in Cleveland as a visiting professor at the School of Applied Social Sciences of Western Reserve University.

MINUTES

Minutes of the meeting of January 17 were approved as distributed by mail.

CITIZENS RALLY FOR PUBLIC WELFARE

Rabbi Silver made reference to the Citizens Rally on Public Welfare last January and the fact that those who attended were asked to sign cards indicating their approval of grants to public assistance families adequate to meet the State's full minimum standard based on current prices. The Welfare Federation has requested that interested people, who did not attend the rally, sign these cards. The cards were distributed at that point for the signature of those who had not already signed.

Irving Kane, who is Chairman of the Public Welfare Committee of the Cleveland Welfare Federation, reported that this week the Committee sent a letter to the Governor expressing the thinking of the Cleveland Welfare Federation on this matter. The one new thing referred to in this letter is a declaration that the Welfare Federation is willing to support the Governor in any increase in taxes that might be required to meet the cost of bringing public assistance to a full minimum standard of health and decency at current prices.

It was then moved by Mr. Freedheim, seconded by Mr. Kane, and voted to instruct the Chairman of the Public Welfare Committee to express, in a letter to Governor Rhodes, the thinking on this matter of the Jewish Community Federation.

PROGRESS REPORT ON THE GLENVILLE PROJECT

Rabbi Silver noted that a Progress Report has been distributed to the Committee. He called upon Edmund Paller, coordinator of the Anti-Poverty Program, to discuss some of the highlights of the program and indicated that this would be an opportunity for any questions or discussion.

Mr. Paller reported that five programs currently are under way, and there are two additional programs, at Patrick Henry and Franklin D. Roosevelt Junior High Schools, in which we have become interested. Mr. Paller noted that the Cleveland Schools

have undertaken to upgrade by a half year students in grades 3, 6, 7 and 8 who entered school during the January term. This is a step toward the ultimate integration of the school system into full rather than half grades. Projects have been launched for 7th and 8th grade students at the two junior high schools referred to in order to help motivate the students and to help them make up the extra work necessary to move ahead half a year. Mr. Paller made reference to the work which Jerome Cohen has done in sitting up this program at Patrick Henry; the program at FDR is a logical extension of this. He also announced that the School Board has appointed Mr. Roland Thompson to a new position, coordinator of educational programs for the entire Glenville area; the work in these schools will be carried on in cooperation with him.

It was reported that the schools are prepared to operate summer programs in order to help children in the affected grades make the transition. Each of the elementary schools in the Glenville area will have summer classes. The School Department will be looking for large numbers of volunteers to help carry out this crash program, and we will be requested to assist to the extent we can in recruiting volunteers. In response to a question from Mrs. Tramer about the reason for this move, Rabbi Silver noted that this change is taking place throughout the entire Cleveland School system and he expressed his own concern about its feasibility. This will apply to all students; while it may not present any special problems for the more gifted students, average and slow students may be faced with serious problems. The move seems motivated by a drive for efficiency in the school system.

REPORT TO ENDOWMENT FUND COMMITTEE

The Chairman indicated that when the Public Welfare Committee requested Endowment Fund support for the Anti-Poverty Program last year, the Endowment Fund Committee and the Board of Trustees of the Federation approved the program on a three-year basis with the provision that the success of the program be reviewed at the end of the first year for determination of further participation in the program. Although the program did not become fully operative until September, the Endowment Fund Committee is now preparing its program for the coming fiscal year, and it has requested a report on the Anti-Poverty Program for its March 22 meeting.

On the assumption that the Public Welfare Committee would consider the progress of the Anti-Poverty Program to warrant continuation through the balance of the three-year period for which the original request was made, a report to the Endowment Fund Committee has been prepared. (Copy attached). The report is an elaboration of the memorandum of March 13 distributed to the Committee in advance of this meeting.

The question was posed for the Committee: Is it the thinking of the Public Welfare Committee that it should request continuation of the Anti-Poverty Program for the balance of the three-year period for which the original request was made and is the Chairman authorized on behalf of the Committee to request continued support of the project from the Endowment Fund of the Federation?

Mr. Gries commented that the project is much further along than anyone, a year ago, would have dreamed it would be at this time. In response to a suggestion from Mr. Vincent that we get beyond the paper report and into the human response to the program, Rabbi Silver announced that a meeting for this purpose would be scheduled this spring with volunteers, representatives of participating organizations, representatives of the schools, and others with whom we are cooperating.

Responding to a question from Mr. Soclof, Rabbi Silver commented that the Endowment Fund grant covers the cost of the project coordinator, a secretary, and related expenses. He noted that there are a couple of items on the agenda which deal specifically with expenses related to the program. Mr. Kane suggested that the Public Welfare Committee or the Endowment Fund might want to consider shifting the cost of the program to private foundations which might be willing to pick up this expense, and he indicated that he knew of one or two that might respond favorably to such a request. Mrs. Shapiro, Mr. Rose, and Rabbi Silver felt that there would be value in being further along with the project before we look to other sources for support. It was recognized that there will be projects developing from this which may require substantial financing, and the fact that there has been a successful experience growing out of the Endowment Fund support will contribute to a more favorable response by those from whom additional support might be requested.

It was then moved by Mr. Zilber, seconded by Mr. Gries and voted to authorize the Chairman to request continued support of the project from the Endowment Fund Committee and the Federation Board of Trustees.

RELATIONSHIPS BETWEEN THE PUBLIC WELFARE COMMITTEE AND THE COMMUNITY RELATIONS AND
SOCIAL AGENCY COMMITTEES

Rabbi Silver called attention to the memorandum distributed to the Committee in advance of the meeting (copy on file) outlining some considerations pertaining to relationships of the three committees of the Federation which have a mutual interest in matters pertaining to public social policy. The memorandum was drawn up by staff to help define the functions of the three committees as they relate to one another and to present some guidelines which might help in relating their work. The draft was cleared with the chairmen of the three committees involved. The Chairman stated that the intent of this memorandum is not to concretize functions and procedures to the point of inflexibility, but rather to clarify them and to the extent possible avoid confusion which might result from several groups being involved in similar kinds of activities.

Mr. Yanowitz noted the omission of any delineation of where prime responsibility lies in a given field of activity. As these three committees of the Federation explore new areas of interest, he was not clear on their responsibility to clear their activities with one another. Rabbi Silver expressed agreement on the importance of being clear on areas of responsibility. Mr. Olshansky pointed out the value of not delineating functions too sharply on the grounds that while logic might dictate one system of responsibility, previous history, experience, and skill must also be taken into account. He illustrated his point with a reference to interest of the Community Relations Committee in housing, in which there has been activity for a good many years and a great deal of experience built up both among leadership and staff; while an argument might be made that this should be a function of the Public Welfare Committee, it would make more sense for this to continue as the responsibility of the CRC. If this memorandum can be viewed as a set of guidelines, with due consideration to interest and competence, these matters can be worked out. Mr. Zilber pointed out that there has been movement toward more formal lines of communication among the three committees, and he felt that this would meet most of our concern that lines be kept clear.

It was then duly moved, seconded, and voted to accept the memorandum as a set of guidelines pertaining to relationships among the three committees and to refer the memorandum to the Community Relations and Social Agency Committees for consideration.

FINANCING SPECIAL PROJECTS

The Committee has heard on more than one occasion of the School Neighborhood Youth Corps project at the Jewish Orthodox Home for Aged. When the project was undertaken, it was thought that its cost might be met by the JOHA, but this has turned out to be unfeasible. It is estimated that a total of \$1,020 is required to fund the project through the balance of this school year. The authorization of our Anti-Poverty Program included some funds for necessary expenses, and since the program will have been in operation for only ten months of this fiscal year, there are funds which could be used to cover this expense. It was the suggestion of the Chairman that if the committee authorizes this expenditure it should be on the basis of a one-time arrangement without any commitment to accept responsibility for further expenditures of this type. It was recognized that even if this is accepted we still are faced with the question of how to meet the costs of larger programs.

In response to questions from Judges Cohen and Friedman, Mr. Paller reported that 11 students are employed at the Orthodox Home for an average of three hours per day between the hours of 3 and 8 p.m. The students are supervised by a social work student at SASS, employed for this purpose. It was noted that while the work performed does not greatly benefit the institution, it has been a most constructive experience for the young people who have been employed. There are four major assignments: maintenance, nursing aides, dietary aides, and office helpers. This has been the first opportunity for such assignments outside of Glenville High School and differs from school assignments in that participants are expected to do something more than busy work. This had had a significant effect on work habits, as the project has emphasized the necessity of being on the job at set times and the performance of duties according to a standard set by the institution.

In answers to questions by Mrs. Tramer and Mrs. Spero, it was noted that there is no health screening beyond the regular school examination. Some thought has been given to the extension of the program to the new JOHA when the home moves, but the problem of distance and transportation will be difficult. Judge Cohen suggested that some local organization in Glenville might be helpful in volunteering transportation for youngsters in the program.

It was then moved by Judge Cohen, seconded by Judge Friedman, and voted to authorize the expenditure of up to \$1,020 for the JOHA SNYC Project for the balance of the school year.

Rabbi Silver then reported to the Committee on a second project in which there has been a request for Federation support. The Study Hall Specialist Program, worked out by the Federation Women's Organization in cooperation with Hadassah and other women's groups, has been faced with expressions of concern by members of some of the participating organizations about sending people to the inner city unescorted. There was discussion of the possibility of transportation from the Heights to Glenville and back. The original thinking was that a Bureau bus might be used to take substantial numbers of women into Glenville, but the development of the project has since been directed toward small groups of women coming at different times, and transportation by the Bureau system would not be practical. It has been requested that the Anti-Poverty Project finance cab fare for women in the project. This would require four round trips per week for twelve weeks (the full term of the project during this school year) at an estimated maximum cost of \$350. Funds are available

to cover this, but questions have been raised as to the appropriateness of this kind of subsidy. There have been discussions with the chairman of the coordinating committee about the feasibility of car pools for volunteers, and it has been agreed to discuss this with the group; if acceptable to the volunteers, no subsidy would be needed. However, the thinking of the Public Welfare Committee was requested so that appropriate arrangements could be made.

Mr. Josephs, Mrs. Tramer, Mr. Silver, and Mr. Gries expressed concern about the idea of arranging cab transportation into Glenville and urged the use of car pools instead. It was felt that this represents a poor precedent, which will not only be inadequate to meet the problems of safety but will pose difficult problems as other groups and organizations become involved. It will not take long before arrangements of this kind become unmanageable. Mr. Olshansky called attention to the issue posed by responsible people who have expressed concern about the safety of volunteers going into the inner city.

Mrs. Shapiro pointed out that there has been resistance among volunteers, and since the Study Hall Specialists program is one in which a particular kind of volunteer is being sought, the job of recruitment is more difficult. Mrs. Shapiro felt that this is essentially a matter of getting people adjusted to the idea of going into the city; she thought that if they could be brought into Glenville a number of times, there would be no problem in getting them back. She therefore requested permission for this arrangement on a discretionary basis. Mrs. Shapiro also raised a question about the legal aspect of this request; whether by transporting people into the city the Federation has any legal liability. Judge Cohen expressed the opinion that there would be liability only if some negligence were involved. Judge Friedman was not so much concerned with the question of liability as with the question of safety of volunteers and he asked about alternative possibilities for transporting volunteers into the area safely. Messrs. Vincent and Rose suggested the possibility of car pools, possibly with volunteers being enlisted to bring people into and out of the area. It was recognized that industry often arranges car pools for its employees to insure that they get to and from work promptly.

Rabbi Silver summarized the discussion by recognizing an apparent consensus against the use of cabs to carry volunteers to and from the area. There was general agreement to his suggestion that Mr. Paller be asked to work with the women and others to arrange appropriate transportation, possibly through the car pools or the use of volunteers.

There then followed some discussion of procedures for financing other projects under the Anti-Poverty program, with consideration given to the use of a subcommittee, either to explore financing or to screen special projects. There were some expressions about the desirability of remaining flexible and avoiding premature establishment of structure since the program is still very much in the development stage. Mr. Gries called attention to the Foundation Advisory Council as a potential source of financing of projects, and Mr. Walter spoke briefly about the functions of the Foundation Advisory Council, a loose organization of private foundations, sponsored by the Federation. Mr. Walter pointed out that these are independent foundations which are not in any way under the direction of Federation. The Foundation Advisory Council fulfills three functions: it considers projects brought to it by the Federation; it considers projects of interest to one or more foundations which would require joint financing; and it performs certain housekeeping functions for foundations.

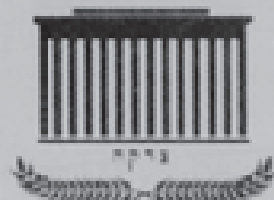
After more discussion of the matter, it was agreed for the time being to continue on the basis that we have; namely, that small projects would be dealt with flexibly and major projects would be brought to the committee for approval.

Meeting adjourned.

Respectfully submitted,

Bernard Olshansky, Secretary





The Jewish Community Federation of Cleveland

1750 EUCLID AVENUE • CLEVELAND, OHIO 44115 • PHONE (216) 861-4360

March 14, 1967

MEMORANDUM

CONFIDENTIAL

TO: Rabbi Daniel J. Silver

FROM: Bernard Olshansky

BO

I have spoken with Alan Kandel, Ed Paller, and Meyer Sarkin about the Council on Economic Opportunity Project, Action and Manpower. The following is my judgment of the facts and opinions brought out in these discussions:

- 1) I think there is general agreement as to the desirability of a project of this type. Finding employment for men who are at the bottom of the labor pool and supporting them with supplementary services which may make it possible for them to function in the labor market would have to be considered a high priority item for any program which seeks to combat poverty. Nobody I spoke with had any question about trying to do something significant for this group of people.
- 2) There were serious questions about the timetable for doing this. Trying to launch a program of this type, for as many people with as many problems as these in the period between now and the coming summer would seem to be an exercise in futility. Project PEACE, which is dealing with men who have more going for them, and with many fewer numbers, is finding the job extremely difficult. It stands to reason that this program would be faced with not only more, but more difficult problems.
- 3) As you know, the proposal does not call for new, imaginative, or different approaches to employment. It takes existing projects and puts them under one umbrella to try to deal with the problem of people who do not respond well to vocational training. The project will count on a number of organizations which are new; some of them do not even exist at the moment. There is absolutely no way of knowing that these organizations can carry out their part of the assignment. The drafter of the proposal has not shown any indication of checking out the ability of the organizations which would participate in the project to complete their assignments. If the cooperating organizations should prove inadequate, the whole project will fail.
- 4) The most important single aspect of the program is finding jobs. This needs the cooperation of employers. The proposal does not spell out the arrangements for securing this cooperation, soundness of any such arrangements, and most important of all, an assessment of the ability of employers to deliver

TO: Rabbi Daniel J. Silver
FROM: Bernard Olshansky

Page -2-
March 14, 1967

these jobs. Are these solid commitments for career jobs, or do they represent the kinds of odd jobs which represent little more than busy work? This is the most crucial, single aspect of the plan, and the general feeling is that this has not been fully worked out nor even well thought out, and it will have to be given careful thought if the project is to succeed.

- 5) Beyond the matter of securing the cooperation of employers and of recruiting jobs which offer some career possibility, there are specific problems of preparing the employer and his supervisory personnel to deal with the many problems they will face with the trainees. They will have to be helped to hold on to the guy before he "cops out". They will also have to have help in dealing with other employees who will feel that the trainees will be receiving favored treatment. This is a problem which could be extremely difficult and should be faced.

In summary, I would say that while the purpose of the program is a desirable one, crucial questions are raised by the timetable, the difficulty of guaranteeing the right kind of jobs, and the difficulty of creating a situation which will absorb these employees. I have said nothing about the problems involved in planning and delivering the back-up services, the so-called coaches who will help sustain the men in employment. This is a highly risky kind of enterprise, but I would guess it is the kind of risk that is worth taking. Existing methods have not proven successful with these men, and it may be that this kind of support could be useful. I would feel happier about this kind of support, however, if I had more confidence that the people who put together the proposal are looking beyond the proposal into the actual implementation stages of the project and thinking ahead as to the ability of the project to deliver.

I am afraid that on balance my remarks have been negative. If the problems noted can be overcome, then I would say that the project should be tried. But I would strongly advise against trying to carry this out on a crash basis in the vain hope that this will be the means of heading off riots this summer. I don't think it will stop any riots.

One final point, not from the men I mentioned above, but from some other discussions I have had: There is some concern about the auspices of this program, the feeling being that if an existing agency with competence in this field or a new organization were set up there would be a chance for success, but if this Council on Economic Opportunities attempts to direct the program, it will fail. I can't evaluate this, as I don't know enough at first hand to judge it. I thought you should know, however, that there are responsible people in the community who have some serious questions about the capacity of the CEO staff to direct this kind of project successfully.

Incidentally, should the project go ahead, the Jewish community could probably be helpful in forming some kind of employers' council for at least a portion of the jobs required. You and I talked about Sidney Josephs as a possible chairman for such a group, and we should discuss this matter further at your earliest convenience. After this memo was dictated and typed, I learned about something that probably makes everything I've said irrelevant. I understand that the whole plan is being reworded with an entirely new concept. I send this to you anyway for whatever it's worth.

ds



COLE NATIONAL CORPORATION

5777 GRANT AVE. • CLEVELAND, OHIO 44105 • TELEPHONE 271-4000

OFFICE OF THE PRESIDENT

March 14, 1967

Rabbi Daniel J. Silver
Temple
Ansel Road & 105 Street
Cleveland, Ohio

Dear Rabbi Silver:

Having attended only two meetings of the Public Welfare Committee, I have been impressed with one thing in particular--that this committee is involved in a great many areas and appears to have enough projects for which it is responsible to permit itself to be in action for a long, long time.

I did not care to belabor the point yesterday regarding the transportation for the women volunteers into the Glenville area. I did notice a very strong reluctant viewpoint come forth at the time that I suggested the possibility of discussing the problem with the principal or other important administrators at the school.

I could not help but remember a feeling that has often come over me in connection with the work which Jewish people do with and for the Negro community, be it in a poverty area or not.

Having spent three years as the chairman of the Steering Committee for the United Negro College Fund program, I can assure you that we have not urged enough participation on the part of the Negro in solving his own problems, major or minor. I found so often that we would help the Negro administrators of the UNCF to get started, but then they so often in return sat back and expected us to do the work.

March 14, 1967

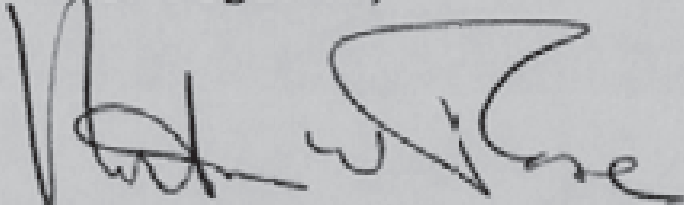
The aid that is being given at Glenville can prove to be important, but if we don't let these people participate to the strongest degree possible, we let them continue in the role in a passive manner--one in which they continue to be totally dependent on the outside influences for their salvation.

I firmly believe that while it is perhaps a minor point, it can grow as an in-bred psychology--that is that the Negro is being aided by the Jew, etc., etc.

I offer this viewpoint after the meeting for two reasons. Firstly, I could see that the consensus was as it was, and I saw no reason to argue against a large group's views on one point; and secondly, I have had more opportunity to think about it and would welcome the opportunity at any time to discuss this and the whole philosophy with you on a head-to-head private or small group basis.

Until recently I had known you only by reputation, but for whatever it's worth, I appreciate the great way in which you express yourself at a gathering of this sort; and I look forward to working with you anytime I can be of help.

Best regards,



Norton W. Rose

jlb

March 17, 1967

Mr. Norton W. Rose
President
Cole National Corporation
5777 Grant Avenue
Cleveland, Ohio 44105

Dear Norton:

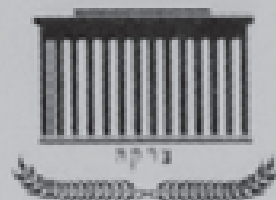
I share many of your concerns about the development of responsibility and a sense of obligation on the part of those being helped. Aid which eventuates dependence is self-defeating. The great hope I really have for our project is the involvement of the Negro Community Federation.

I am delighted that you have enjoyed the work on our Committee. Perhaps when you have a free hour for lunch you will give me a call and we can get to know each other better. It would be a pleasure. With all good wishes, I remain,

Sincerely yours,

DJS:mgm

DANIEL JEREMY SILVER



The Jewish Community Federation of Cleveland

1750 EUCLID AVENUE • CLEVELAND, OHIO 44115 • PHONE (216) 861-4360

March 22, 1967

Mr. William C. Treuhart
Chairman
Endowment Fund Committee
The Jewish Community Federation
1750 Euclid Avenue
Cleveland, Ohio 44115

Dear Bill:

AND At about this time last year the Public Welfare Committee requested Endowment Fund support for a three-year experimental program of Jewish community involvement in efforts of the Cleveland community to overcome some of the more pressing social problems which confronted it. ~~We requested an allocation of up to \$25,000 per year for this purpose.~~ The Endowment Fund Committee ~~responded enthusiastically,~~ **AGREED** recommending that the Federation Board of Trustees approve a three-year grant of up to \$25,000 per year for the employment of a staff person together with the necessary ancillary expenses, with the provision that the success of the program be reviewed at the end of the first year, ~~for determination of further participation in the program.~~

~~With this authorization, we addressed ourselves to the problem of recruiting the right kind of person to provide staff service for this program. We were fortunate to engage Edmund C. Paller, a teacher in the Cleveland Heights-University Heights School System with a rich background of experience in the Jewish and general community. Mr. Paller assumed his responsibilities on a full-time basis in September 1966, and there has been considerable progress since then.~~

Full Scale
~~Although we have not had a full year of program experience -- it has actually been only six months as of this writing -- we are reporting to you now because we are aware that you must now consider the program of the Endowment Fund for the coming fiscal year. Despite only six months of program activity, we feel confident that the progress which has been made thus far will warrant continued support for the~~ **Public Welfare** ~~Anti-Poverty Program. The attached report is intended to bring you up to date on the status of our program.~~ **DETAILS OUR ACTIVITIES**

HAS BEEN AND
The Public Welfare Committee ~~is now~~ appreciative of the ~~interest~~ support which the Endowment Fund Committee has given to the ~~Anti-Poverty~~ Program.

Sincerely,

THE FEDERATION'S ANTI-POVERTY

Rabbi Daniel J. Silver
Chairman
Public Welfare Committee

President DAVID N. MYERS Vice-Presidents MAURICE SALTZMAN LLOYD S. SCHWENGER WILLIAM C. TREUHART Treasurer IRVING I. STONE
Associate Treasurer LEIGHTON A. ROSENTHAL Executive Vice-President HENRY L. ZUCKER Executive Director SIDNEY Z. VINCENT

March 22, 1967

PROGRESS REPORT ON JEWISH COMMUNITY FEDERATION
ANTI-POVERTY PROGRAM

In February 1966, the Public Welfare Committee requested Endowment Fund support for a three-year experimental program of Jewish community involvement in efforts of the ~~Cleveland~~ ^{CITY} ~~community to solve the most pressing social problems of our time.~~ ^{TO COMBAT HUMAN DEPRIVATION} The proposal which was submitted resulted from ^A full ~~and thoughtful~~ study as to how -- and whether -- the organized Jewish community might contribute meaningfully to a concerted attack on poverty and its related social ills. ~~The Public Welfare Committee had noted that~~ ~~nationally and locally strong interest was expressed for participation in this area~~ by the various religious communities. A national inter-religious committee against poverty had undertaken to rally the full concern of the religious communities of America behind the anti-poverty campaign. Locally, the central organizations in Cleveland of the Protestant and Catholic churches and the Cleveland Welfare Federation had undertaken major anti-poverty programs.

It was the thinking of the Public Welfare Committee that efforts by the Jewish community should closely relate to efforts of other groups so that each might make its maximum contribution to the well-being of the community. Our program was conceived with rather modest initial goals but with the hope that ultimately it would represent a significant pioneering effort.

~~The proposal of the Public Welfare Committee was for a central resource within the Jewish Community Federation, to stimulate Jewish community interest and participation in community action programs.~~ We proposed to build upon the demonstrated interest of many Jewish individuals and groups and the potential interest of others to participate in efforts to combat poverty. We planned to make use of the experience and skill of our health and welfare agencies, drawing upon the knowledge and skill of their professional and lay

PROGRESS REPORT ON JEWISH COMMUNITY FEDERATION
ANTI-POVERTY PROGRAM

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leadership, many of whom had already expressed readiness to participate in programs of this kind. We proposed the addition of a full-time specialist to the Federation staff to fully inform himself in all aspects of the War on Poverty. It was intended that this staff person would work with individuals and groups, developing means by which they might make their greatest contributions; he would stimulate and encourage the participation of agencies, congregations, and organizations; and he would serve as a pipeline between the Jewish and general communities.

Upon recommendation of the Endowment Fund Committee, the Federation Board of Trustees voted on March 8, 1966, to authorize Federation participation in the War on Poverty for a three-year period with the provision that the success of the program would be reviewed at the end of the first year for the determination of further participation in the program. With this authorization, a project coordinator was engaged, and the program was launched on a full-time basis on September 1, 1966.

Our project coordinator has made progress in each of the areas referred to above. He has become knowledgeable about the developments on local and national scenes, has served on advisory committees of the Cleveland public schools on job placement and guidance counseling; ~~he~~ has established working relationships with the Council on Economic Opportunity, *by which you can see how he has become a nucleus* the Cleveland Welfare Federation and others; ~~he~~ has served as a conduit for requests from many groups in the inner city requiring a variety of forms of help from the Jewish community. On their own and with stimulation from the project, our local agencies have been involved in a number of efforts to assist residents in the inner city. Release of a key JCC staff member to launch a Police Athletic League program, participation by the Jewish Orthodox Home for Aged in a School Neighborhood Youth Corps, release of key staff by several of our agencies to participate in in-service training programs of the County Welfare Department, and participation by Jewish Vocational Service in planning an inner city jobs program are

but a few illustrations of the interest of our agencies. Efforts to stimulate the interest of volunteers and other organizations will be indicated in some detail below.

However, while there has been a gratifying opportunity to engage the Jewish community in many areas where it could contribute to the general community, these are more or less by-products of the program and do not reflect its central core. The Public Welfare Committee has felt that a major project was necessary to provide an instrument for a total effort by the Jewish community. After surveying a number of possibilities, it decided to concentrate upon a project in the Glenville area of Cleveland.

027 The choice of Glenville was dictated by a number of factors. ~~It is an area to which the Jewish community has long been attached; until fairly recently this was an important center of Jewish population in Cleveland. Glenville High School, which is the major setting for the program, is the school from which a great many members of the Jewish community graduated.~~ Glenville, itself, still has many of the strengths of an established neighborhood, but it is being inundated with an exodus from the hard-core poverty area of Hough, with all the social, economic, and educational problems associated with this. Glenville now is at what might be called the tipping point. It can go either way: either toward deterioration and despair, or toward recovery and rejuvenation. Constructive efforts in Glenville now could make a difference, and the Committee saw this as a rare opportunity to add the weight of the Jewish community to those of other key groups.

The Cleveland School system has been especially responsive to our interest. Developments within the Cleveland schools have made Glenville High School the central focus of the educational system in that area, with a structure for coordinating the work of the high school and all the schools in the area which feed students into it. The Principal of Glenville High School and the Superintendent of Schools have eagerly responded to our

offer to engage ourselves in Glenville High School; the ~~full~~ resources of the school system have been made available to us to support our efforts, and an assistant to the Superintendent has been designated as a liaison with the central office.

In general, the feeling has been that our presence in Glenville could make a difference in maintaining the stability of this area which for so many years has been a solid residential area. Through our efforts in Glenville, it was felt, approaches might be found which could be carried over and applied in other sections of the city.

In the course of our explorations, it became clear that careful attention had to be given to avoiding any hint of paternalism or condescension in our approach to problems of the inner city. This, and the fact that we hoped to establish programs which had some possibility of being carried forward when the role of the Jewish community has been completed, led us to look for a counterpart organization with whom we could cooperate. The new Negro Community Federation appeared well-suited to serve as a counterpart and, further, to provide an opportunity to co-sponsor projects on an inter-racial basis. ^{Some} ~~Many~~ of our activities in Glenville have been carried on jointly with this organization. Our partnership with the Negro Community Federation offers an unusual opportunity to contribute to a very significant development within the Negro community. ~~In the January 1967 issue of Social Work, two national experts point out that one of the ways by which minority groups in this country have effected a rise from their disadvantaged position is to develop communal associations as a base from which to convert group solidarity into the force required to overcome the inequality with which they are confronted. In the words of these experts:~~

"Nowhere is there a Negro federation of philanthropy." ^{Federation} ~~one of the great potential contri-~~
~~butions of our program may be the help of the Jewish community to the Negro Community/in~~
~~establishing itself as a significant force within its own community.~~

THE GLENVILLE PROJECT

The Glenville Project consists of a number of individual projects, each with a special purpose and character of its own, blended into a total effort designed for maximum impact. Projects now under way or in the planning stages in Glenville include the following:

Project A

A program to assist selected Glenville High School students in removing barriers to the fulfillment of their potentials in employment or advanced education through one-to-one relationships with trained volunteers. Twenty-four volunteers (18 men, 6 women) have been recruited by the Jewish Community Federation and the Negro Community Federation. After two orientation sessions, four inter-racial teams of adults working with school guidance counselors have been assigned students with whom they have already established contact. Volunteers are meeting with their students on a weekly basis, maintaining regular contacts with the guidance counselor and the project coordinator. Staff of local agencies -- Jewish Childrens Bureau, Jewish Family Service Association, Jewish Vocational Service, Jewish Community Center, and Mt. Sinai Hospital -- have offered their services as backup persons to assist volunteers, counselors, and students as needs arise. ~~The participation of the Negro Community Federation as co-sponsor of this program represents its initial service effort.~~ It has recruited an equal number of volunteers to work with our volunteers in this joint project.

Vocational Guidance Program

The object of this program is to provide the Sophomore class of Glenville High School with a better general overview than it now has of various fields of work, their requirements, and the necessary preparation for people entering these fields. The Council of Jewish Women and the Women's Group of the Negro Community Federation are each currently recruiting fifteen to twenty women to participate in two half-day

programs (one Wednesday morning, the other Wednesday afternoon, for 12 weeks). Parenthetically, it is worth noting that, thus far, more Negro than Jewish women have been recruited, and that these include a number of mothers of students at Glenville High School. The volunteers, under the supervision of the Glenville High School Guidance Coordinator, will arrange large group lectures by people in the vocational field, and the volunteers will conduct small group discussions with students following the lecture. Four orientation sessions, prior to the commencement of the program on March 15, are ~~presently~~ under way. The program should serve the effect of bringing vocational guidance services to students in a much more individualized and intensive manner than is now possible through the use of school staff alone.

Study Hall Specialists

This program to provide a staff of tutors to assist students with academic work during study hall periods will make possible the constructive use of time which at present is often wasted. A special committee of the Federation Women's Organization is recruiting volunteers from Jewish women's organizations. Hadassah has already adopted the program as one of its major projects and other women's groups have expressed interest. It is expected that the Negro Community Federation will also participate in recruiting volunteers for this project. The plan is for department heads at Glenville High School to conduct orientation sessions for volunteers in their particular subject areas. Classroom teachers will work in teams with volunteers to help students with their academic work. Teams of volunteers will service either morning or afternoon study halls one day per week. The anticipated starting date for this project is March 20.

Scholars Club

This project ^{is conceived} ~~will attempt~~ to provide special higher education, professional, and scholarship information as well as job opportunities to a select group of outstanding

students in the Sophomore class through group and individual programs. The American Jewish Committee has adopted this as a special project, and two orientation meetings have already been conducted in close conjunction with Glenville's college counselor. No such program ever has been available previously before the Senior year. It is anticipated that the program will begin with 25 students in bi-weekly evening meetings during the month of March. When present members of the Sophomore class become seniors, it is planned to enlist their help in providing similar services for students in the lower grades.

Jewish Orthodox Home for Aged School Neighborhood Youth Corps Project

The Jewish Orthodox Home for Aged has offered an opportunity for meaningful, well-supervised, part-time work for Glenville High School students as part of the School Neighborhood Youth Corps Program. Eleven students have been employed since January for up to fifteen hours per week at the JOHA in the areas of nursing care, secretarial work, dietary assistance, and custodial services. The students are paid \$1.25 per hour from government funds, and the project has arranged for a social work student to supervise their work. This is the first School Neighborhood Youth Corps Project which has provided work in Glenville in any setting other than a school building.

Programs of Junior High Schools in Glenville

In addition to the above programs affecting high school students, a number of programs are planned or under way in Junior High Schools in Glenville. These include: a project to assist in providing stimulation to special classes at Patrick Henry Junior High School; evening tutorial services at Roosevelt Junior High School; and expansion of library services in junior high schools throughout Glenville.

In support of the above programs, the Women's Organization of the Federation has organized a special Steering Committee to serve as a liason for the Anti-Poverty Program among women's groups. It has also established an Anti-Poverty Program interpretation team to present the details and purposes of the new program to interested groups. It plans to survey the women of the Jewish community regarding their interest in volunteering.

CONCLUSION

In the year that has passed since the action of the Endowment Fund Committee and the Board of Trustees authorizing the Anti-Poverty Program, and in the six months since it has been launched, what judgment can be made in considering the validity of carrying the project forward through the full three years originally proposed? The Public Welfare Committee cannot claim that the program has made any important impact upon Glenville; it is much too soon to know that it will have any effect. Our approach has been a very modest one, in which we have tried to confine ourselves to projects which have immediacy, are feasible, have reasonable prospects for effectiveness, and provide an opportunity for members of the Jewish community to engage themselves in the inner city. We do feel justified in claiming that a substantial and encouraging start has been made by our own community, in partnership with the Negro Community Federation and the Cleveland Schools, toward attacking some of the root problems of the inner city.