

Canton Valley-View Staff Meeting, Dec. 4, 3 p.m.

Partid pants: George Raymond, Judy Hampton, Karen Duncan,  
Jo Ann Coium, Phil Sharp, Bill Forsyth, Tom Ramsay,  
Mrs. Divine, Mr. Hmblin, Mr. Chinn Sr., Mr.  
Chinn Jr., Sears Buckley, Martha Wright, Randy  
Glowe, Madeline McHugh

George: A lot of people didn't understand my closing statement last night. People should not make assumptions and act on those assumptions. They should ask questions before they make assumptions. The meeting is open to discussion.

Judy: Please tell us what you meant last night.

George: I want people to go home and raise money. I want to keep a skeleton staff and get local people to take over again. The Summer Project made people over-confident that their work would be done for them.

Karen: That's the relationship between people taking over the movement and us going home to raise money?

George: They are not 2 separate things. An opportunity has presented itself and I am taking it.

Karen: What is this opportunity?

George: To put things in the people's laps again. We can't go bankrupt; this project can't go bankrupt. Regardless of how people feel we're all responsible.

I don't see how anybody could interpret my statement last night as meaning "white boy go home."

I don't like the violent reaction to my statement.

Jo Ann: The reaction wasn't so much violent as it was one of dismay: how are we going to get the job done if everybody goes home?

George: I interpreted it as violent and I won't change my interpretation.

Phil: Before the summer it didn't take much for 5 people to drum up enthusiasm. But through and after the summer program developed that created a great need for information. ASC KUNKAN work was a success because this need for information was filled. The Congressional Challenge requires even more. Maybe we should ask for 50 more workers to come in instead of sending people home.

I would like to go north and raise money. But I won't go unless it's demonstrated how I can be spared. I don't believe I can be.

Bill: If you say that getting the local people to handle the challenge all by themselves is the real thing and not an

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experiment, then there will be no need for us to come back to Madison County after a month.

George: In this month I will be preparing Scott County, if not there, Louisiana, Florida, etc.

Bill: When we talked before everyone read that the programs we are capable of offering aren't short term. It takes a long time to teach local people to teach things like adult education.

The ASC elections showed that people do need to be trained. We fulfilled our roles as teachers in the ASC better than ever before.

To talk in terms of this summer over against what happened a year ago is to ignore what happened in the ASC elections.

George: That you're saying -- you've worked on the people's emotions.

JoAnn & Karen: didn't understand Bill to have said anything like that.

Bill: I didn't mean to say that.

George: If we don't fund raise there will be no project. You're throwing the money question out.

Bill: We are not throwing the money question out. There are 2 separate questions: 1) our role as organizers in the community; 2) the fund-raising problem

George: They are related. We can't do a thing with the first problem until we solve the second.

Phil: Instead of discussing sending people home to fund raise, maybe we should discuss how to fund raise in other ways, maybe letter writing campaigns to people in the north.

George: I don't want to do it.

Phil: Who do you want out of Madison County why?

George: No one in particular. Why do you ask?

Phil: Because I felt there were implications on a couple of occasions that you felt some people who came down this summer should leave because they broke down enthusiasm which had existed before.

George: Do I have to put you all on the back everytime you do a good job?

Toni: I think nobody besides me should tell them when they do a good job.

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Karen: Shouldn't somebody else take the chair if George want to participate in the discussion

I didn't think the implications last night were white boy go home. I think they were George Raymond has decided there will be 5 people in Madison County; therefore everybody should go home.

Tom: We are facing 3 problems: 1) CORE is going bankrupt and we have been asked to participate in \$-raising 2) we are in the middle of the ASC elections. We have a maximum time limit of Feb. 3; a minimum of 30 days from tomorrow. 3) The Congressional Challenge; in itself it's a good thing; has been handled abominably up to now and I personally have doubts about whether or not we can do it.

It's a waste of time to spend energy talking about who went in what.

About fund raising: either national CORE appoints us as fund raisers or we don't go. Money raising takes organization. If CORE wants to transfer me to Frisco to organize to raise money o.k. But sending everybody home for 2 or 3 weeks will bring in maybe \$1000 collectively. This is a waste of man power.

Re ASC: In terms of approaching the county, the staff is no longer coordinating. People are making mistakes, some of the worst of which have been my mistakes. We've had no chance to sit down in a staff meeting and define what is going to be done. The first round of ASC won't go well because we had 4 lengthy staff meetings. As a result we didn't have these meetings.

Re Congressional Challenge: There are 2 ways of approaching it: 1) create as much interest as possible through mass meetings or 2) get the opinion leaders in the community, educate them. This second way is probably the better way.

Martin: Was there a staff meeting to decide if we wanted to challenge the elections before a few people went to Batesville and decided for us all.

Tom: There was not. We haven't had time.

Jeanne: Point of clarification: all that was said at Batesville was that there were not enough people present to make a decision, but that the feeling was we'd probably challenge in Madison.

George: I'm still sticking to my original statement.

What got me was that somebody said I said last night white boy go home. And today I didn't like it when somebody cursed me, black boy you this and you that...

XXXX I don't see how this staff meeting can go on.

If anybody has anything to say about me, say it to me, don't go around to turn people against me.

Judy. (Request for clarification)

Tom: Who are you talking to me?

George: You, Tom. You said today, "black boy, F, Black boy F."

Tom: You misquoted me. I said that what you were saying to me was screw you Ramsey so I said I was saying to you. Screw you, Ray out.

George: you are trying to turn people against us.

Tom: I didn't.

George: You said the other day about Jo Ann you weren't going to train any more people for XXXXXX George to take over. And then you've said that you won't take orders from no nigger.

Tom: I didn't argue with two things. I never said I can't take orders from a nigger.

George: Someone told me you said it.

Karen, Jerry Bill: She said that.

George: I won't say

Several People: You shouldn't bring it up unless you'll say who told you.

George: I won't say who told me.

JoAnn: This is the way things are done in the Mississippi Courts.

Tom: It's exactly the way things happen in Mississippi courts.

George: I don't care.

Tom: It's contemptible that you won't tell and a rotten way to smear my name.

George: I'm not smearing your name.

Tom: Now everybody in the state can hear that I won't work for a nigger. Let me say why I cussed you out. I wanted to talk to you in the office; you wouldn't talk, said wait until the meeting. I followed you into your room and said that I thought it was important enough to talk about then. You still wouldn't talk with me. So I said "What you're saying, George is fuck you Ramsey, & I'm saying, fuck you Raymond," and I walked out.

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About talking to them or one staff. Of course I talked to them, nobody has to; you don't talk to them unless you want to. I'm not telling them; nobody tells me what to do and I don't tell people what to do.

George: I'm sorry then Tom, you'll have to leave the project.

Karen: You don't have the right to tell somebody to leave. It was decided in Hattiesburg the project directors can't fire people.

Tom: Why don't you tell them that I already resigned this morning.

George: O.K.

Tom: And tell them why; you're a dictator, a little caesar; you're everything I am in the movement to be against; I'm in the movement to get rid of guys like you.

Exit Tom; George asks Judy to chair the meeting.

Bill: I'm sorry it had to come out this way but I think that some of what Tom said is true. Last night was the first time I ever talked to you. Often I've tried and you said let's talk about it later.

We have not been brainwashed by Tom, he has not been persuading us against you.

Tom has had some good ideas. This doesn't mean that he's trying to undermine your role.

Martha: I disagree that anyone can't talk to George.

Phil: Between now and last night's meeting everybody talked with everybody else about what you had said. None of this was talking behind your back.

It's as much my fault as yours that you and I have never communicated, even though I very much wanted to. I always felt a little hurt that I couldn't exchange ideas with you.

Tom has his own personality just like we have our own personalities. We may or may not like parts of what Tom does. But we may or may not like all that anybody does.

Jeanne: If Ramsey hadn't drawn me out I would probably have never done any effective work. I felt at first that he might be making a power play. But I learned that Mrs. Divine was open to criticism and that I could really talk with him. Once this is done you keep turning me off, you will always say, "Let's talk about it later."

Mrs. Divine: I've listened in on the meetings in Hattiesburg and there's always been a kind of coldness between us.

can't communicate etc etc. And the meetings just sit in indecision. This kind of talk goes on and on so nobody like George has to finally make decisions about how to get some work done. Otherwise all people do is sit around and cry about their personal problems.

JoAnn: I would point out to Mrs. Divine that when this meeting began we were discussing how to get the big jobs facing us done. We were saying that a decision George has made is not the best one for doing the job. We were not sitting around contemplating our navels when this meeting began.

George: Let's reconvene this meeting tomorrow at 9.

JoAnn: Why?

George: I don't feel well.

Karen: I don't agree that we should stop now. I don't feel well and that's why I have to stay. One of the things I learned in Hattiesburg is that we can't keep going around what's deeply rooted in us. I want to solve some things now. We have to stop running and begin to face some things.

Mrs. Divine: We are running away from the work at hand if we sit here and cry.

Phil: I think we can reconvene tomorrow if Tom is here and we don't avoid any of the problems. If Tom isn't here we will be avoiding the main problem. If the meeting tomorrow doesn't proceed on those grounds I may have to get myself kicked out of Mississippi but I'm going to protest the way tonight's decision was made.

Barbara: We're getting down to brass tacks here. It may not be wise to stop right now. There is a quality about this movement that is becoming a part of the theory of the movement; it has something to do with openness, something to do with trust. I think I'm at a point where I disagree with Mrs. Divine. I think you have to talk these things through. But from Mrs. Divine's vantage point: she's been a long time waiting for such talk now when there's so much to be done. It is a waste of time.

Maybe the things Martha said she couldn't say if ~~XXXXXX~~ Tom weren't here should be said anyway. (Nowhere previously Martha had said that she could say no more ~~XXXXXX~~ because it all concerned things that she said.)

JoAnn: Could we ask Tom to come back now?

Karen: You might not be able to list all now.

Barbara: Maybe we could creatively talk about this, but about what is a project director. When I hear somebody say, "um, you can't tell me that to do, it seems to me he's saying, I can't work under you." The next step seems obvious.

Phil: I feel it's necessary that Tom be at any further discussions we have. As Karen pointed out, Tom's frame of mind will 't be creative now, but will be maybe transitional. I'd like to suggest that Tom and George be here with us at 9.

Barbara interposed, as did Karen; George said he would go along.

Martine: We shouldn't stop now. Maybe we shouldn't deal in personalities but Tom does play rough; he has played dirty; he hits below the belt....

Karen: What we need is for everybody to say what they think a project director is. We shouldn't make this into a discussion of Tom and George.

George was asked if he wanted to be in; he didn't.

Sours: What Tom was doing was right; what George was doing was right; and that's all.

Barbara passed.

Randy: A project director is chosen to lead the staff, he has responsibility; his staff should consider that he is a leader; his job is to lead. The workers shouldn't follow him like children. This is like a little factory and he's the forum. We have to do what the forum tells us to do to a degree. We have come to help him put across a program. He has the program.

Hartiss: He's older who helps make decisions. His decisions are basic decisions. They should be the basic decisions.

Phil: I'm not so sure that this discussion is in order. I don't want to tell George what his job is unless he asks me to tell him. We shouldn't define his job for him. I'll wait until George asks for my ideas.

Mardis: If the director has to hurt people's feelings he should do what he thinks is right.

Martine: the director should be a synthesis of Tom and George. George represents silence; he just does what he's going to do; Tom asks for the sake of asking; and then does what he was going to do.

Barba n: George defined the director's role the best or the  
He sail the ship through its discussions makes the  
real decisions. The Director, by reflecting, makes  
the ultimate, correct decision.

I'm afraid that rather than being a bridge between God and the stuff You has been as barrier between them.

610-1. Point of order: We shouldn't talk about responsibilities.

Karen: The Director is chosen to lead the organization. The relationship between Director and staff is like that between staff and local people. I am directly responsible to the people of Madison County; George is directly responsible to us. We are resource people finding out what the local people want. The Director should rule without telling us what to do. It's a tricky role. He must make decisions only when people can't make them for themselves. I disagree that any project Director has a program. That program must come from the people themselves to the staff to the director.

George has been put in an impossible position, is being pressured from both ends above and below. I've reached the point where I want to have some say in who's above me. To relieve the pressures on George the situation should be one in which when an order comes from above George says, "let me consult with my staff."

Rev. McRee said an important thing the other day: he has as much right to question the NDP as to follow it. This is true of more than the FDP.

Johnn Just went to underlino the point Karen borrowed from Rev. McRoe, a point that is crucial to the democratic process which I'm down here to help preserve. The freedom of dissent is essential. It wasn't operative on this project at all until the last 2 months or so.

Ger. 30: The Project Director is a barker who sits and listens to the staff, wins ideas from them, he relies on the staff for ideas. He definitely makes the ultimate decisions.

I have personal responsibilities. Sometimes I'm in Madison County, sometimes Rankin, sometimes Scott, sometimes Simpson. People should become independent of the project director, but they shall come "real real followers." are responsible

There are two ways we ~~can~~ talk. People here to  
me will be to Dave; also Dave resp'n's to me and I  
to the stuff.

The director must also keep the people to other.

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... action should be from the local level, not  
from the top team. A Director's shall be able to  
fulfill his responsibility and also to maintain unity.

Barbara: There is a close tie between "real real followers"  
and the leveling off of responsibility. The local  
people should not be considered as part of a chain of  
command. We don't want the project director out of  
touch with them. He must be close to the local  
people as well as to the staff; we don't want him to be  
like the head of a board of directors.

QUESTION  
(Barbara asked George if this was close to what he was  
saying when he talked about real real followers)

George: I have taken time to listen to the staff; then I  
stoped.

Sears: This meeting should end. You people should meet tomorrow.

Barbara: Mr. Chinn don't you want to say something.

G.O. Tempers are short. We should meet tomorrow.

Judy: Does anybody object.

John: There's a previous motion on the floor: that Tom  
should sit in on tomorrow's meeting.

(Considerable and rather needless discussion with people gradually  
drifting away.)

Karon: Let's decide what we'll discuss tomorrow.

Phil: We shall discuss why Tom was kicked off the project.

Karon: If we accept that Tom has been kicked off the project  
we should discuss not only why he was kicked off but what  
is going to happen in the future.

Phil: I suggest we discuss if Tom has been kicked off the  
project.

George: I object. The decision has been made.

John: Then let's accept George's decision for purposes of  
discussion but make our question both why and how  
Tom was kicked off; this will give us some information  
about what to expect in the future.

Phil: The real question we should discuss is what rights has  
the project director.

(Further increasingly disjointed discussion with increasingly  
drifting ranks. Decision of harmful remaining was to  
meet tomorrow at 11 am to discuss what rights has the project D.