

# ACTION UPDATE

September 21, 1978

## First Lady's Employment Seminar Urges Local Voluntary Initiatives



*Barbara Sugarman, Director of the Operations Division of ACTION's Office of Voluntary Citizen Participation, with the First Lady at Rosalynn Carter's Employment Seminar.*

"Small, individual acts make a difference - private, personal acts really make a difference," said First Lady Rosalynn Carter. "The common factor is people who care."

The event, for which the First Lady was keynote speaker and moderator, was Rosalynn Carter's Communities Plan Seminar On Employment, held at the New York Avenue Presbyterian Church in Washington, D.C. on July 27. The seminar was coordinated by Barbara Sugarman, Director of the Operations Division of ACTION's

Office of Voluntary Citizen Participation. OVCP exists, explained Sugarman, to assist and support a diversity of voluntary action--both public and private.

More than 300 men and women from as far away as Hawaii and Alaska met at the church social hall. They either paid their own way or were sponsored by their communities so they could gather and share ideas on effective ways of increasing employment opportunities at a local level.

"It was heartwarming and encouraging," said Sugarman. "In this case, we feel... that some of the answers to unemployment lie in voluntary community efforts. People came from so far away, to share ideas and learn how they can help their neighbors."

Emphasis, at the seminar, was on collective and individual initiatives -- how one person or a group of persons can tap existing resources or develop new ones in seeking job opportunities. The cooperation between the private sector, business, volunteer organizations and church and civic groups was deemed essential to successful local efforts to increase employment.

"It's an exciting first step in my project to encourage the private sector to assume a greater measure of responsibility for community life," said Mrs. Carter.

"And, without the tireless efforts of the working group at ACTION, as well as the support of private business and many dedicated volunteers, it would not have been possible," the First Lady concluded.

A series of speakers told how they had helped the hard-core unemployed to find work, or how they themselves found employment opportunities after years of ill luck.

"I have traveled from jail to the White House," said Dr. Warren Rhodes. "I was a sixth grade drop-out. I was destined for a life of crime. My presence is testimony that you can never tell when a person is finished.

"I was an inner city kid, unskilled. Job Corps gave me the chance to improve.... that job was my first taste of success."

Rhodes, after Job Corps training, was hired by Montgomery Ward, which offered him work and flexible schedules while he finished high school. He received his doctorate in psychology at Illinois University twelve years after he got out of jail.

One example of an innovative, committed community effort to deal with employment problems was the Job Bank in Woodstock, Vermont. Staffed mostly by volunteers, the Job Bank occupies a space donated by the town and operates on funds raised by community members. A local business in need of a clerk, a family seeking someone to care for an elderly or disabled relative or a young high school graduate looking for work can benefit from the services of the Job Bank.

Established in 1974, the Job Bank has assisted many residents of Woodstock and the eight surrounding towns to find jobs that enable them to remain, productively, in their home community.

And, speaker Debbie Brooks, from Boise, Idaho - once a welfare mother - stressed the need for local initiatives.

"The power," she said, "has to come from the bottom, not from the top."

Brooks explained how she and other mothers organized a cooperative day care center so that they could attend school or work, how through a local tenants' council she and her neighbors were able to get housing improvements through the state department of Housing and Urban Development and how she was able to join a work/study program at Boise State University, where she is now a student.

Local Community Action Agencies and volunteer efforts can oftentimes be more effective and responsive than large, federal programs, said Brooks.

"The resources are there," she concluded. "But they won't be handed to you, you've got to go out and hustle. I'd like the people here to go back to their towns and cities and share any information or ideas they've learned. One way to do this is to hold seminars like this one in your own communities."

Another of the participants, the Reverend Lee Calhoun, Assistant Director for Public Service Programs, Council of Churches of Greater Washington, in the District of Columbia, said that although no one person has all the answers, collective ideas need to be explored.

Therefore, the Council sponsored a similar seminar on August 30, for 18 participants from the Washington, D.C. area. "We discussed ways in which citizens can improve employment opportunities in their towns and cities," said Rev. Calhoun. "The response was good, and we plan a second meeting in late September to identify specific problems and how community efforts can respond to them."

"I think it's heartening that Mrs. Carter is concerned and interested," Calhoun said. "The fact that the seminar took place is evidence of that."

Other seminar participants included Secretary of Labor Ray Marshall, ACTION Director Sam Brown, Dorothy Height, President of the National Council of Negro Women, and William Norris, Chairman of the Board of Control Data in Minneapolis, Minn.

## Peace Corps to Send Volunteers to Bangladesh

An agreement between the People's Republic of Bangladesh and the United States to send Peace Corps volunteers to that Third World nation was signed July 28, 1978, at ACTION headquarters. The agreement established the basis upon which specific Peace Corps projects will be developed with the government of Bangladesh.

Participating in the signing ceremony were the Bangladesh Ambassador to the United States, Mustafizur Rahman Siddiqi, and Sam Brown. Mary King and Gretchen Handwerker, deputy associate director of International Operations, also signed the bilateral agreement.

A proclamation from Vice President Walter Mondale was read during the ceremony, noting that President Carter has taken a personal interest and a direct role in the discussions that led to the signing of the Peace Corps country agreement.

In the proclamation, Mondale said: "I share with the President the hope that with the signing of this country agreement, the Peace Corps and the Government of Bangladesh will work together with common purpose and cause in helping to meet the basic needs and aspirations of the people of Bangladesh.

"We look to the Peace Corps volunteers to represent the best instincts of the American people and to manifest through individual service our commitment to the people of the world."

President Carter expressed his pleasure that the Peace Corps had been invited by Bangladesh to begin a program there in a personal letter last November to His Excellency Major General Ziaur Rahman, President of the People's Republic of Bangladesh. Mary King presented the letter to the Bangladesh chief of state in Dacca, the country's capital, in December, 1977.

President Carter wrote: "Through individual service, they (Peace Corps volunteers) demonstrate in a personal way our commitment to the people of the world, and our desire to work with them in developing resources."

President Carter also mentioned his mother, Lillian Carter, a Peace Corps volunteer nurse in India from 1966 to 1968. He said, "My mother served as a Peace Corps volunteer near Bombay and her experience enriched our family's life. So I am especially proud of the work of our volunteers."

Peace Corps volunteers served from 1961 to 1967 in East Pakistan, which became the People's Republic of Bangladesh in 1971.

A team of Peace Corps program specialists recently visited Bangladesh to explore specific program opportunities in agriculture and rural development. The first group of volunteers--all trained in the national language, Bengali--are expected to arrive in Bangladesh next spring.

## Conference Series Provides Forum for Small Farmers

"If you want to make a difference, if you want people to listen, then you've got to make noise. You've got to lean on us to make us more responsive," advised ACTION's Domestic Operations Director John Lewis in opening the first of five regional Small Farm Conferences held on July 25 and 26 in Montgomery, Ala.

The conference series is designed to address problems that have been identified by low income farmers from across the country. Among the problems are: organization, access to credit and capital, better production, more effective management capacity, marketing, government regulations, and preservation of family land.

ACTION is sponsoring the conference series, along with the U.S. Department of Agriculture (USDA) and the Community Services Administration. Delegates from these agencies are attending each conference along with more than 400 family farmers representing every state.

To date, four of the five Small Farm Conferences have been held. Mamie Hughes,

director of ACTION's Region VII, addressed the second conference in Des Moines, Iowa on Aug. 16 and 17, and Sam Brown addressed the third conference in La Grange, Ore. on Aug. 22 and 23. Lewis was the keynote speaker at the Sept. 6 and 7 conference in Albuquerque, N.M. ACTION Deputy Director Mary King is scheduled to address the farmers meeting on Sept. 27 and 28 in Poland Springs, Maine.

Once the mainstay of American agriculture, only 10 percent of total U.S. agricultural output now comes from small farms. Net earnings from farming are so low -- \$2,560 per year -- that small operators are forced to work away from the farm to supplement this amount.

Minority farm owners are in particular danger. USDA forecasts the disappearance of all black small farm owners in 20 years if current trends toward large scale farming continue.

Lewis told the 108 small farm delegates in Montgomery that ACTION is aware of many of their problems because "many of our volunteers are in daily contact with rural families.

"All too often your needs were overlooked in the rush to invest in large-scale energy and capital-intensive agribusiness," Lewis said. "Our society has a responsibility to correct this condition and we must find a way to meet your needs energetically and humanely."

In addressing the Small Farms Conference in Oregon, Sam Brown said, "Small farmers need not remain invisible, unheard from, or intimidated because of the power of agribusiness. There is much they can do to help themselves by working with ACTION volunteers."

Brown encouraged delegates to build coalitions among small farmers and others who are powerless and to work together to seek a measure of economic and human dignity. He pointed out that it is not only the economic problems of small farms which must be addressed, but also the human problems of rural life.

"Access to health care, support for older Americans, transportation services and other government services are frequently missing or inadequate in rural America," Brown reported. He noted that ACTION volunteers could offer the technical assistance needed "to form a co-operative, establish a credit union or create a community organization to insure access to decent medical care."

Recommendations from each conference could lead to administrative changes in federal agencies concerned with farmers' rights, new legislation and better coordination among all federal agencies in defining an administration policy for small farmers.

# Lillian Carter Visits PCVs in The Gambia



Peace Corps volunteers in The Gambia look on as Lillian Carter, the President's mother, models a tee shirt they presented to her during her July 24-26 visit to that country. Directly behind Mrs. Carter is Yvonne Jackson, Peace Corps country director in The Gambia.

Mrs. Carter made the visit to call attention to the problems of hunger in the Sahel caused by the 1968-74 drought in that area. She was inspecting ways in which the Sahelian nations were working together, with assistance from other countries, to achieve food self-sufficiency and self-sustaining economic growth.

Mrs. Carter's visit to the Sahel lasted from July 18 to August 2. During that time she visited and spoke with Peace Corps volunteers in The Gambia, Senegal, Upper Volta, and Mali, four of the eight Sahelian nations.

Upon her return, Mrs. Carter reported that the trip to the Sahel and her visits with Peace Corps Volunteers were exciting and enlightening. "After this trip," she explained, "I know that whatever happens in those countries, the presence and work of the volunteers is critical in making it happen."

# President Proclaims National Hispanic Heritage Week

President Carter designated September 10-16 as National Hispanic Heritage Week.

At a series of White House-sponsored town meetings held during the week in selected cities with large Hispanic populations, federal officials, including ACTION staff, listened to the views of the Hispanic community on current economic and social issues such as education, jobs, housing, health and criminal justice.

In his proclamation of National Hispanic Heritage Week, President Carter said, "Our Hispanic community is an integral element in the domestic life of our own nation, as well as in our continuing international effort to build understanding, mutual respect and common purpose with all Hispanic nations.

"The role of Hispanics is ever increasing and offers our Hispanic citizens -- the fourth largest Spanish-speaking population in the world -- an increasingly active and visible leadership." Approximately 16 million Hispanics reside in the United States.

According to Al Luna, special assistant to ACTION Director Sam Brown, 14 sites were chosen for the town meetings. Luna was responsible for coordinating ACTION's participation in some of these meetings as well as overall coordination for the 14 meetings.

ACTION staff members attending and taking testimony at the town hall meetings were Raul Rodriguez, Assistant Director for Compliance, who attended the Denver meeting; Region VI Director Joe Bernal, who attended the meetings in Chicago, San Antonio and El Paso, and Region II Director Nestor Llamas, who attended the New York City meeting.

Rodriguez, a high-ranking Hispanic in the federal government, believes that, "It is a significant step for this agency to be involved in these activities. Many of our volunteers are beginning to assume the role of catalysts in dealing with problems that plague the Hispanic community -- the undocumented worker, urban areas where Hispanics are located and the whole aspect of basic human needs as addressed by VISTA volunteers in projects such as the National Association of Farmworker Organizations and the National Council of La Raza."

ACTION staff and other Hispanic appointees in the Carter administrations who attended the town meetings were to brief the President at the conclusion of the week at a brunch on Sunday, September 17. "What they are really going to do is listen to the concerns of the Hispanic community and bring those concerns back to the President," Luna noted.

The schedule of town meetings was as follows: September 11 - Albuquerque and Fresno; September 12 - Chicago, San Juan, Texas, September 13 - New York City, San Antonio, San Francisco; September 14 - Phoenix, Miami, Denver, El Paso; September 15 - San Juan, Puerto Rico, Washington, D.C.

# RSVP Volunteer Service Hours Total 74 Million Annually

RSVP volunteers are providing 74 million hours of service each year, according to a major survey completed in August by the Office of Policy and Planning/Evaluation (OPP/E).

According to Joe Beausoleil (OPP/E), who helped to coordinate the survey effort, this figure breaks out to 5.7 hours per week per RSVP volunteer. Previous reports from project directors had estimated that volunteers serve approximately 4 hours per week.

Beausoleil noted that 80 percent of RSVP's 250,000 part-time volunteers report to their project sites each week on a regular basis. Twenty percent serve once a month or sporadically.

"If we just consider the volunteers who work regularly," Beausoleil said, "they average about 7.09 hours per week, giving a total of 70 million hours of service each year."

He added that the 74 million hours of service for all RSVP volunteers would equal the contributions of 35,000 volunteers working full-time.

The Retired Senior Volunteer Program has grown rapidly in recent years. It began in 1971 with an appropriation of \$500,000 to fund 11 projects. Now \$20.1 million supports 679 projects nationwide.

Information on the program, however, has not kept pace with its rapid growth. A study completed in October 1976 provided general demographic information on RSVP but did not look at volunteer assignments or ascertain what basic human needs were being served by volunteers.

The OPP/E survey provides a national profile of the RSVP program through an analysis of the broad range of activities, services and hours contributed by its volunteers.

The three-part survey was sent in April to all RSVP project directors, advisory council chairpersons and to volunteers in a random sample of 20 percent of all projects. Almost 2,400 questionnaires have been returned to OPP/E.

The study found that about 59 percent of all RSVP volunteers are serving basic human needs in the areas of community social services, health and nutrition, basic skill development and economic development.

One important role for volunteers is as advocates for their fellow seniors or others in the community. The survey found that six to seven million hours per year or 3,300 years of full-time volunteer service are spent in advocacy work. Proportionately more men serve as advocates than women, providing, for example, assistance in income tax and budget counseling, tax relief and forms preparation.

RSVP volunteers are overwhelmingly pleased with their volunteer assignments -- 92 percent said they were. Even more significant, 98 percent said they would wholeheartedly recommend RSVP service to friends and neighbors.

As was anticipated, the survey showed that 78 percent of the volunteers are women, the majority of whom are widows living alone. RSVP also has a larger representation of minorities than in the overall national population.

Other findings: about 59 percent of all volunteers live in rural settings. Previously, it was believed that the highest concentration of RSVP work was being done in urban areas.

The median age of the RSVP volunteer is 70.3 years which means that there are just as many people serving that are over 70 as there are between 60 and 70.

Of the almost 2,400 volunteers queried, 33 percent had no previous volunteer experience and 42 percent were doing other volunteer work in addition to their RSVP assignments.

## Four Peace Corps Country Directors Begin Assignments

The Peace Corps recently announced the appointment of four new country directors. Alyce Hill, 36, of New York City has been assigned to the Ivory Coast; Reginald Petty, 42, of Washington, D.C. will go to Swaziland; Lynn Knauff, 42, of New Jersey has been assigned to Nepal; and Don Galloway, 40, originally from California, will head up the Peace Corps program in Jamaica.

The programs which the four appointees will administer are varied, but will carry out the Peace Corps' commitment to meeting basic human needs. According to Hill, "Our emphasis should be on working along with the poor--we're not to impose, but to approach the problem from their point of view."

Petty, who served as Peace Corps country director in Upper Volta from 1968 to 1970, agrees. "We are not here to serve the elite; we should focus on meeting the needs of the people. I'm glad we're moving again in the direction of basic human needs that Shriver and Kennedy had in mind when the Corps started," he says.

Hill, a former professor of humanities at Fordham University in New York, spent the last academic year as chairperson of the department of modern languages at Morehouse College in Atlanta, Ga. A 1963 graduate of Hunter College in New York, she received a master's of science degree from Middlebury College in Vermont and a doctorate from New York University. Her duties in the Ivory Coast will include supervising 70 volunteers working in health education, immunization, nutrition, and rural and agricultural development.

Petty, who will oversee the activities of 140 volunteers in Swaziland, received both his bachelor's and master's degree from the University of Southern Illinois. Since leaving the Peace Corps in 1970, he has been a member--and for the last two years, executive director--of the National Advisory Council on Vocational Education, an organization that reports to Congress and the President on programs for 15 million vocational students in the United States.

A former Peace Corps volunteer in Nepal from 1965 to 1967, Lynn Knauff brings a

working knowledge of the national language, Nepali, to her new task of directing the activities of some 130 volunteers involved in agricultural projects, teaching, bridge-building, irrigation, health and nutrition and TEFL (Teaching English as a Foreign Language). Knauff graduated in 1953 from St. Lawrence University in Canton, New York and earned her master's degree in public health from the University of North Carolina in Chapel Hill in 1971. She spent last year at the Department of Health, Education and Welfare's Office of Child Health Affairs in Washington, D.C., coordinating and monitoring Public Health Service objectives relating to children and adolescents.

Blinded in an accident at age 16, Don Galloway is the first handicapped person ever appointed to head a Peace Corps program overseas. "However," says Galloway "I don't look at myself as an exception to the rules on the ability of handicapped persons to do this job or any other. There is a saying among the organized blind," he explains, "'We know who we are, and we know where we're going.' I just want to help others recognize they can go places."

Galloway, a former executive director of the Governor's Council on the Handicapped in Denver, Colo., received his bachelor's degree in sociology in 1967 from Los Angeles State University and his master's in social work from San Diego State University in 1969.

"My whole life's ambition has been to get involved with Third World countries-- their goals and aspirations," says Galloway, explaining his interest in the Peace Corps. This involvement will become a reality as he supervises the work of 110 volunteers serving in Jamaica in agriculture, rural development, business and public management, health, education, urban development and public works.

With the appointments of Hill, Petty and Galloway, the Peace Corps now has 14 black country directors. Fourteen women, including Hill and Knauff, now head Peace Corps programs overseas. Seven country directors are of Hispanic origin.

## Workplace Democracy Discussions Resume

After a long hiatus, a workplace democracy committee is meeting again under the new name, Participatory Work Improvement Program (PWIP).

The participatory work improvement program is designed to create a more rewarding work environment for both employees and managers. Its goals are the participation of employees as well as managers in the decision-making process, freedom for individual growth, equitable treatment of all employees and a secure physical and emotional environment.

Advisors to the program are Dr. Michael Maccoby, director of the Harvard Project on Technology, Work and Character and his associate Barbara Lenkerd, a former Peace Corps volunteer in Ethiopia from 1965 to 1967.

A PWIP committee comprised of employees and managers met regularly for four months during late 1977 and early 1978. However, because the agency employees' union, AFSCME, was not included in the decision-making process when ACTION

Director Sam Brown endorsed the proposed establishment of the International Development Cooperation Administration (IDCA), it pulled out of PWIP discussions in February 1978 and the project was halted. The IDCA proposal included removing the Peace Corps from ACTION and placing it with the new agency.

But interest in the PWIP concept continued, and in June a new agreement between Brown and AFSCME president Vic Basile stipulated that the two would consult each other on major decisions each might take which could affect the other, in keeping with the PWIP philosophy. ACTION employees were polled and indicated that they wanted PWIP discussions to reconvene.

A restructured committee comprised of seven management representatives and seven union members resumed its meetings on July 11.

One of the first issues addressed was flexitime. A total of 680 ACTION employees responded to a survey concerning flexitime and all but 23 said that they wanted to try the flexitime system.

The committee also appointed a subcommittee to draw up guidelines and materials for participatory work improvement projects in specific offices.

"The new name was chosen because the term 'workplace democracy' was really very misleading," Basile said, "and caused a great deal of confusion and unrealistic expectations among employees. People misinterpreted it to mean that employees would vote to make management decisions regarding agency policy and issues."

Under PWIP, management will continue to make final decisions, but these decisions will be based upon examination of the issues and reasoned discussion between employees and management at several levels.

The results of a study conducted by Lenkerd will serve as a springboard for additional questions and will provide additional issues for examination by the PWIP Committee. The study, which will be available in mid-September, is based on a series of interviews Lenkerd conducted with many ACTION headquarters employees. The study is entitled "Attitudes Toward Work at ACTION Headquarters." Interested employees should contact Lenkerd at ext. 48320.

The PWIP committee meetings are open to everyone at ACTION and announcements of each meeting will be posted.

## Practical Work Experience Gained by ACTION's Summer Interns

Seventeen college students were selected under the Federal Summer Intern Program to work at ACTION this summer in roles related to their individual career fields.

Through practical job experience, they were trained as writers, policy development and research analysts, computer programmers, research assistants and legal, legislative and evaluation specialists.

ACTION was one of 30 federal agencies participating in the ten-year-old summer intern program administered by the Civil Service Commission. Nationwide, more than 1,000 students selected from 1,900 participating four-year colleges became interns under the 1978 program. ACTION's 17 interns included ten women and seven men. Thirteen worked at agency headquarters and four at ORC offices in New York City, Boston, and Rochester, N.Y.

One was Michael Hayes of Wellesley, Mass., who worked as a country desk assistant in the Peace Corps' NANEAP region. Hayes performed various research and survey projects and assisted with preliminary plans for the Peace Corps Academy, which would create a pool of volunteers and train them in appropriate technology, rural health, vocational education and conflict resolution before assigning them to Peace Corps countries overseas.

"My educational and travel experiences throughout the Middle East could not have given me a better insight into the Peace Corps," said Hayes, a recent graduate of the School for International Training. "Now I have a broader understanding of what the whole experience is all about. I have a lot of respect for the people I've met here and all of them are very dedicated, hard working and concerned."

Intern Robert G. Bogle of Long Island, N.Y. returned to Niagara University in New York to continue his political science major this fall. Bogle was an evaluation specialist trainee working on the President's Reorganization Program as it relates to ACTION, and evaluated programs from other agencies as well as ACTION.

"I enjoy my work because I'm dealing with significant portions of the reorganization report," Bogle said before leaving. "I prefer this to classroom work because you see the actual implementation of a plan or project. I like the staff because they let you work more on your own and your opinion is weighed."

The federal intern program is designed to provide the students with an opportunity to gain practical work experience and to acquire knowledge about the inner workings of the federal bureaucracy. ACTION interns perform a variety of functions in their respective program fields, and are encouraged by staff to demonstrate initiative in undertaking assigned projects.

"As a journalism major, I find the writing that I do here very beneficial because I'm learning more and writing different kinds of stories," remarked Marsha Eppolito of Orchard Park, N.Y. "The people are friendly and that makes it more conducive to learning."

Eppolito was a writer in the News Bureau, Office of Communications, ORC. A student from Syracuse University, Eppolito wrote feature stories about Peace Corps volunteers and their experiences for magazines and hometown newspapers, helped to prepare news releases about upcoming events and assisted with on-going projects such as the News Digest. Eppolito also acted as a researcher when the news bureau received requests for information -- which happens daily.

ACTION interns assigned to ORC were Joyce Haines and Barnaby Kalan, Boston University; Peter Kovacs, Fordham University; James Kullander, Syracuse University; James Dwyer, Fordham University; Angela Eberly, Oregon State University; and Lynda Morgan, Western Carolina University. The GC intern was Lorraine Mansfield, University of Wyoming. The OPP intern was Mary Wolf, University of Michigan. Elizabeth Neuffer and David Brown, Cornell University, worked in the Director's

Office. Julie Tucker, School for International Training, was assigned to NANEAP, the Peace Corps. Yvonne Cekel, Boston College, worked for A&F and Cheryl Weisbard, Brown University, worked for LGA.

To be eligible for the program, applicants must have completed two years of college or 60 semester hours of college level study, and have been in the upper one-third of their class or upper one-half if they are graduates. They also must have demonstrated leadership, in extra-curricular activities, and plan to return to school in the fall.

## Regional Director's Spotlight: Harry Patrick



Harry Patrick's major goal as director of ACTION's Region III is to acquaint people with the problems and special needs of older Americans.

"I want to be involved as much as possible in developing community organizations that will be effective in changing the life styles and solving the problems of people who have been left out of the mainstream of American life," he says. "These people have so much to contribute. I would especially like to see the Older Americans programs expanded."

The 47-year-old former secretary-treasurer of the United Mine Workers of America International (UMW) was named director of ACTION's mid-Atlantic region in Philadelphia in February 1978. He supervises the activities of 25,760 ACTION volunteers serving in 180 programs in Delaware, the District of Columbia, Maryland, West Virginia, and Pennsylvania.

As a former West Virginia coal miner, Patrick brings to the office a great deal of knowledge of and involvement with the people he serves, particularly those in Appalachia.

A native of Monongah, W. Va., and the son and grandson of coal miners, Patrick, the sixth of 12 children, enlisted in the Navy at 17 before finishing high school. In 1952 he began working in the mines.

Patrick was active in the UMW grassroots reform movement in the late 60s and early 70s, serving as campaign manager for the late Joseph (Jock) Yablonski in the UMW presidential election of 1969. In 1972, he was elected secretary-treasurer on the Miners for Democracy ticket, a party he helped found.

While in office, Patrick helped establish the first national credit union for miners and served on its board of directors. As UMW secretary-treasurer, he served on the board of directors of the National Bank of Washington, D.C.

After Patrick's five-year term as secretary-treasurer was finished last December, he returned to the only other work he knew--mining.

However, after a day on his old mining job, he realized this work was no longer for him. "It was such a traumatic experience. I don't know how to describe it," he said. "I had dealt with bankers, lawyers and accountants. Then to have to go back to tightening nuts and bolts. It's a funny feeling. Not that I thought I was too good for it. But I thought I had enough knowledge that could be used in a better way."

Patrick considered working with a number of federal agencies, particularly with ACTION. "More than any other federal agency, ACTION is geared to helping people on a personal basis," Patrick said. "I had been working with people on this basis for a long time, and I wanted to continue."

The contact he had had with VISTA volunteers when they were first assigned to projects in Appalachia in the mid-60s also influenced his decision to apply to ACTION. One of the major battles that took place during that time was for legislation to compensate miners for the deadly black lung disease they had contracted underground.

Patrick's Miners for Democracy party was inseparable from the black lung movement, and the success of both was one of the few tangible victories in the Appalachian poverty war.

Native Appalachians like himself "had the tools at our fingertips," says Patrick, "but we didn't know how to use them. The VISTA people came down and showed us how to use these tools."

His concern for people and the organizational abilities he demonstrated in the UMW are factors Patrick considers important in his final selection for the position of regional director.

He is particularly enthusiastic about the Domestic Operations reorganization which will transfer most of the decision making authority to state offices. "Our chance is now better than ever to reach these people on a grass roots level," Patrick says. "I want to become involved in this reorganization. I think I can use the organizational skills I developed in the UMW to help these communities get together."

# ACTION Grant to Combat Domestic Violence

A recent study financed by the National Institute of Mental Health found that out of 2,143 couples, 25 percent experienced a violent episode during the course of their relationship. According to Jan Peterson, director of women's projects in ACTION's Office of Policy and Planning, "We are now learning that the home isn't always the sanctuary it's considered to be."

In response to the growing concern for the problems of violence in the home, ACTION has awarded a \$300,000 grant to the Domestic Violence Council of Washtenaw County in Ann Arbor, Mich. Only \$50,000 will remain with the grantee, while ten \$25,000 sub-grants will be awarded to other non-profit domestic violence groups in each of ACTION's regions.

The Domestic Violence Council has formed an organization called the National Technical Assistance Center on Family Violence to administer the funds. These funds will be used to establish shelters, develop training programs for workers and volunteers involved with family violence and research various aspects of domestic violence, including the role of the police and the courts.

One reason the Washtenaw County group was selected to receive the grant was because their work began on a volunteer basis, with women opening their own homes to battered women. That effort resulted in the opening of SAFE House, the country's first shelter for battered spouses, and in the publication of several pamphlets on family violence and how the community can deal with it.

"This was a group of volunteers who had actual experience in dealing with spouse assault," said Peterson. "They weren't just some fancy university group with a proposal."

Two years ago there were only eight domestic violence programs in the country. There are now 385, according to Peterson. The need for more of these types of programs is great, she explained. "We hope this grant, although small for the mammoth goals we have, will help some of these groups around the country share information and coordinate their efforts."

## Community Role Advocated in Determining Health Service Needs

"Although health professionals play a significant role in determining health care needs, as well as in dealing with illness, a substantial need exists for greater community control of health service planning and resources," according to Dorothy Mann, executive assistant to ACTION Deputy Director Mary King.

Mann was discussing the role of the community in rural and international health care delivery at the Rural Health Symposium on July 25-27 at Dartmouth Medical School, Holderness, N.H.

Mann, who has a master's degree in public health, was appearing as a representative of the White House World Health Strategy Group. She has been involved in domestic and international health program development and the health and nutrition segment of ACTION's basic human needs programming.

Also attending the symposium were approximately 50 deans and associates from Dartmouth and other New England medical schools. They were exploring ways of making the university curriculum more relevant to international and rural health needs.

"A country's health and illness patterns are much more closely related to its living, health, and nutritional standards than to medical measures," Mann said, "and the most effective impact on health comes from community efforts.

"The education of physicians in Third World countries must be balanced with increased emphasis upon the community's self-reliance, as well as increased reliance on lesser-trained health workers. More attention must be paid to the social determinants of health and disease," she stressed.

Mann emphasized the need for the community-oriented physician who works in collaboration with many other kinds of health and social service workers. She said this team orientation should be fostered during the physician's educational process.

"Mixed groups of medical, nursing and auxiliary students should work and learn together wherever possible, especially in community-based field settings," she told the symposium.

"The physician should focus on the particular major health needs of his community," she said. "He should spend more time in rural health centers and mobile preventive and home visiting activities. Medical and health students should be involved in programs of community development rather than in 'health projects' exclusively."

## Mountain Explo '78—A High in Human Relationships

What do you get when you mix senior citizens with developmentally handicapped children in the wide-open meadows of the Rocky Mountains? "A bit of anxiety, a little frustration, and a great deal of satisfaction," says Bill Bragg, director of the Jefferson County RSVP, in describing this Jefferson County Colo. Mountain Explo '78 project.

Organized in 1975 by the Jefferson County RSVP staff and the Colorado State University extension service, the project has recently completed its fourth year. Emphasis during the first three years was placed on helping low-income children develop an environmental awareness through trips to nearby mountains. The program grew so rapidly, however, that it became unmanageable.

This year, a smaller target group of disabled children was identified and the Jefferson County Association for Retarded Citizens was approached to see if Mountain



*Senior Volunteer Fred Sena enjoys an afternoon in the mountains with one of his children.*

Explo would meet their needs.

The philosophy behind the project is this: Instead of designing separate programs for two different groups already segregated and often forgotten by society--senior citizens and developmentally handicapped children--design a program that will bring them together and be mutually beneficial.

This summer, 24 senior citizens made five outings to the mountains with five different groups of the children.

RSVP volunteer Hugh Turpin describes a typical day:

"When first approached, some of us were, understandably, a little apprehensive as to our ability to handle these children," Turpin said. "After some instructions, we were given a child to be with for the rest of the day (four hours). During the ride on the bus to the mountains, our first reaction of pity soon turned to understanding. Whatever the human condition, there is always something to find that we have in common.

"By the time we reached the campground, we had established a bond of communication and gained a friend. Teachers were at hand in case we needed help. The days we spent with these children were a delight--going for walks, playing by the creek and finding things of interest, and entering into their little worlds. During our picnic lunch, we shared treats. The ride home also was fun -- singing and enjoying each others' company. We were surprised at the bonds of affection which had developed in such a short time and were sorry to say goodby," Turpin said.

In addition to changing the senior citizens concept of these developmentally handicapped children, Mountain Explo also changed the children's notion of the seniors--from that of sedentary people to that of active persons with a vital interest in the children's welfare, according to Bragg. And, despite the initial apprehension on the part of some RSVP volunteers, not a one has dropped out of the project.

# How to Reward Superior Work Performance

Employees' superior work performance can be recognized by supervisors in a variety of ways. One method is through awards which can be honorary or have a cash value. Cash awards may be individual lump sum awards or they may continue over a long period of time, such as periodic step increases in salary.

Supervisors should remember that in order for an award to be meaningful to the employee, it must be timely and it must be appropriate to the performance. Following is a brief explanation of the types of awards available:

Outstanding Performance Rating - Given to an employee who substantially exceeds the performance requirements for each job duty. This means that performance of every duty must be outstanding and deserving of special commendation. Although the rating is an honorary award, ACTION supervisors who rate an employee's work as outstanding also must consider that employee for a quality salary increase. Additional information on quality salary increases may be found in ACTION Order 430.1.

Quality Salary Increase (QSI) - An additional step increase awarded to GS employees for meritorious performance. The employee must substantially exceed the performance requirements in the most important job duties and exceed the requirements for all other duties. In addition, the supervisor must have every reason to expect performance to continue at the same high level. ACTION Order 531.1 provides additional information on QSIs. Foreign Service employees receive meritorious increases for similar contributions, as explained in Peace Corps Manual, Section 622.

Special Achievement Awards - Lump sum cash awards of two types: Sustained superior Performance and Special Act or Service.

Sustained Superior Performance - Awarded to an employee who has substantially exceeded the performance requirement for one or more job duties for six months or more. The amount of this award is based on grade level.

Special Act or Service - A cash award given for performance which has exceeded requirements for a one-time occurrence. Exceptional work on a task force would be an example. This award may be granted to a group as well as to an individual; the amount is based on the value and scope of the contribution. Further details on special achievement awards may be found in ACTION Order 541.1.

Special Commendation - An honorary award consisting of a certificate that recognizes superior performance of any kind.

All award recommendations must be accompanied by the supervisor's detailed documentation demonstrating that the appropriate criteria for the award were met. The Labor & Employee Relations Branch of the Personnel Management Division has responsibility for technical review.

When considering an employee for an award, supervisors may contact Kathy Connelly on 254-8050 for further information.

# What Others Say About ACTION— Find Out in the News Digest!!

A blind VISTA volunteer's remarkable service in Tennessee, indomitable Foster Grandparent Pearl Williams celebrating her 109th birthday in California, congressional hearings in Washington -- it's all there in the News Digest.

The News Digest represents a fraction of more than 2,500 newspaper clippings received each month by the News Bureau at ACTION headquarters. 425 copies are sent to ACTION staff in Washington, D.C., to Domestic Operations field staff and to each Peace Corps country director overseas.

The digest is the only publication issued by ACTION which focuses on what others are saying about the agency and its programs. By sharing press coverage and opinions from across the country, it shows how the agency is currently seen by the media and, therefore, by their readers.

In an effort to learn how agency employees utilize the digest, a questionnaire was included in the April issue. By mid-July, 123 staff members had responded to the questionnaire.

By large majorities -- 78 to 25 and 88 to 13 -- staff members said the News Digest gives them a better understanding of ACTION's programs and of the range and tone of the agency's press coverage.

There was no clear recommendation about the length of the digest; 48 said they felt the issues were not too long; 46 said they would like to see the digest shortened.

Three-quarters of the respondents prefer that the digest continue to include articles about each program; the same percentage also prefers that the digest be indexed by programs.

Sixty-five respondents said the digest is useful in their work; however, 71 said their work would not be hindered if they did not receive the digest. Only 18 said they no longer wanted to receive the publication.

According to the questionnaire results, the general news and editorial sections of the digest were considered the most useful, followed by sections on volunteers, columnists and staff.

General responses to the digest varied greatly -- from "Abolish the News Digest" and "The Digest is not very informative" to "Out here in the boonies, the only consistent source of information we receive about the Peace Corps is the Digest. Keep the Digest!" One staff member noted, "I think it's the most honest thing we do. The digest is the only publication that reflects what outsiders think of us."