

# ACTION UPDATE

July 27, 1979

## FORMER PCV GUERRE HONORED FOR SERVICE IN COSTA RICA

When most Peace Corps volunteers say "goodbye" to the villagers and townspeople with whom they have worked and lived for two years, they leave with giant question marks about what they have accomplished and whether their projects have brought lasting changes.

For former Peace Corps volunteer John Guerre, 40, of Annandale, Va., the question has an answer. Guerre left the Costa Rican village of Fortuna de Bagaces 12 years ago, after assisting the community to organize a self-help group and plan a health center. Since then, the community organization has grown and thrived, taking on one development project after another — a school, a water supply system, two bridges and more. The village of 600 people has become a development model for the entire country.

Last November, the village held a celebration in Guerre's honor, but he was unable to attend. So recently, one of the community's leaders, Adrian Guzman, came to Washington, D.C. to present Guerre with certificates of appreciation from the people of Fortuna and from Costa Rica's National Office of Community Develop-

ment. Guerre, who joined the Peace Corps staff in 1978, is now Peace Corps country desk officer for Oman and Nepal.

"In 1964, we had in Fortuna only people and problems," Guzman told Peace Corps Director Richard F. Celeste during the award presentation ceremony at Peace Corps headquarters on June 8. "We had no roads, no high school, no health center, no electricity, nothing. So that's why we asked the Peace Corps to send a volunteer.

"John Guerre arrived in Fortuna in 1965 and immediately began to teach us to make a good community organization. From this organization, we have built a new village with new ideas, new roads, a new high school, a health center, electricity and telephone. The water pipe system carries his (Guerre's) name.

"We now have new hopes for the lives of our citizens, and that is the most important thing," Guzman said. "From that seed (planted by Guerre) is a tree that is still growing and producing fruits."

*PC Deputy Regional  
Director for Latin  
America Rose Hayden,  
John Guerre, Adrian  
Guzman, PC Director  
Dick Celeste.*



# Mayne Appointed Manager of ACTION's Federal Women's Program

Jane Mayne, a senior budget analyst at ACTION headquarters, has been appointed Federal Women's Program Manager for the agency. During her two-year tenure, Mayne will coordinate Federal Women's Program (FWP) activities with the ACTION regions and headquarters. The new manager is also the representative for ACTION employees at FWP's interagency meetings, as well as other national, local and state women's organizations.

An ACTION employee for six years, Mayne feels qualified to represent employees working at all levels in the agency. "I started as a GS-3 clerk/typist and am now a GS-13," said Mayne. "So I know about problems at different levels." Mayne also knows about life in the regions, having worked in regional offices in New York, Chicago and Boston before coming to Washington headquarters. Her part-time position as FWP manager permits Mayne to continue her long involvement with women employee's issues. "I've been part-time coordinator of FWP activi-

ties at the regional level," said Mayne, "and I've been involved with the National Organization for Women (NOW) and Federally Employed Women (FEW) for years."

Mayne's appointment comes at a time when interest in FWP is gaining momentum and activities are picking up. "We're developing programs in areas of critical interest to ACTION employees," said Mayne, explaining that work is ongoing in career advancement and development, personal referral systems, impact of FWP on ACTION programs, and communications. A number of films and point/counterpoint sessions are slated for presentation this summer and fall. "We're most interested," said Mayne, "to get feedback from all employees, especially those in the regions." People who would like to get involved in FWP projects, or who have suggestions for FWP activities may contact Mayne in the Budget Office, ACTION, Washington, D.C. 20525, or phone her at: FTS 254-7960.

*Jane Mayne*



## Staff Spotlight:

# JOHN HURT



John Hurt, ACTION's senior state program officer for Region IV in Nashville, Tenn., has been called "the new voice in Southern humor... one of the most exciting new comedians on the Southern scene."

After hours from his ACTION job, Hurt has a second career going full swing as a nightclub entertainer in Nashville. His comedic talents have been entertaining many people for several years—including ACTION volunteers. He has appeared at OAVP and VISTA recognition ceremonies, ACTION state banquets and county fairs in Tennessee, Kentucky, Georgia and Alabama.

Hurt joined VISTA in 1970 as a field analyst. One year later, when ACTION was formed, he became a program officer in Alabama. "Those were exciting days," he recalls. "It was a time of

change - particularly in the South, where the civil rights movement was taking hold."

Even then, the civil rights struggle was something Hurt had been involved in for a long time. Hurt, who was born and raised in the South, received a BA in English, speech and psychology from Hardin-Simmons University in 1942, and graduated from Yale Divinity School in 1947 with a major in psychology and counseling.

As a young minister returning to the South, he envisioned the church as a "great instrument for social change." He started a parish at Louisiana State University, which was "one of the first southern Baptist churches to vote to seat blacks peacefully."

He speaks of the late 50s as "extremely difficult days... 44 clergymen of all denominations in Baton Rouge, La., signed a statement calling for a peaceful integration of all schools. The state legislature had threatened to close all schools if we integrated."

The clergymen were not successful. Many were driven out of town.

Although Hurt continued his association with the civil rights movement, he also became active in organized labor from 1950-55. He was a spokesman for the labor movement in the South, on a number of occasions addressing the Arkansas and Louisiana state federations of labor.

He took part in the voter registration drives for blacks in the Southern states in the early 60s. His and his family's lives were threatened many times.

Throughout this time, Hurt continued working as a minister, serving as a chaplain in Baton Rouge and as pastor of two other churches in Louisiana. In 1968, however, he gave up his ministerial duties and became regional director of the Joint Action and Community Services (JACS) program. He remained there until joining VISTA in 1970.

"Back in the early days, almost all VISTA volunteers were working as community organizers," he remembers. "I think it's great they're getting back to that. I believe VISTAs can and should be involved in community organizing. They shouldn't be working as 'staff' people.

"RSVPs, of course, have always been directly involved in organizing the senior community in their towns and cities. That's what makes them one of ACTION's strongest programs."

Hurt feels strongly about the benefits of volunteering. "You carry that experience (volunteering) with you, always. You cannot involve yourself in the world in that way and not be changed," he explains. "Some of the finest people on ACTION's staff have come from the ranks of former VISTA and Peace Corps vol-

unteers. Sometimes I wish it were possible for every ACTION staff member to do a hitch as a volunteer."

"I love my work with ACTION," he says, "and I love my second career as an entertainer." Hurt credits a large part of his success in both fields to the encouragement and blessing he has received from Tennessee State Program Director Levi Terrill. "He has done more for me than anybody else in ACTION-- in terms of the work I do for the agency and in terms of my second career."

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## Raby to Ghana as Peace Corps Director

**A**lbert A. Raby, 46, from Chicago, Ill., former intergovernmental liaison officer for ACTION's Office of Legislative and Governmental Affairs, has been named director of the Peace Corps in Ghana.

Raby, who has been with ACTION since February, 1978 supervises more than 200 Peace Corps volunteers serving in math/science education, teacher training, agriculture, rural development and health projects in the West African country. He assumed the position in mid-July after staff training and lives in the capital city of Accra.

Actively involved in community development programs in Chicago since the early 1960s, Raby "looks forward to seeing how applicable my experiences are to a developing country like Ghana. I worked a lot in a variety of activities affecting the poor and minorities in this country for 20 years. I think that this will help me understand the problems of the Ghanaians," he maintains.

Raby had most recently been involved with minority affairs at ACTION, working in the Office of the Director, where he served as a liaison between that office and the President's Office on Minority Affairs. He set up a recruitment and training contract with the National Council of Black Mayors to increase minority participation in ACTION programs in cities with black mayors. Raby also worked with the Council to develop a University Year in ACTION demonstration program geared to the needs of minority communities.

Raby was chairman of the Coordinating Council of Community Organizations in Chicago



from 1964 to 1968. The council was a coalition of 48 community civil rights, religious and urban affairs groups. During 1966, 1967 and 1968, he served with Dr. Martin Luther King, Jr. as co-chairman of the Chicago Freedom Movement.

In 1969, Raby was a delegate to the Illinois Constitutional Convention, serving on the Bill of Rights Committee. He subsequently worked as a consultant in urban affairs for the Jewish Council for Urban Affairs in Chicago.

Raby served as director of human relations for the Illinois Education Association in Chicago in 1971. From 1974 to 1977, he worked as a special assistant to Illinois Gov. Daniel Walker in Chicago.

A native Chicagoan, Raby received a bachelor's degree in education from Chicago Teachers' College in 1960 and attended the University of Chicago for graduate studies in American history and urban affairs in 1968 and 1969.

# personnel

## *Planning & Budget Specialist Appointed for DO*

David Chamberlin, new planning and budget specialist for Domestic Operations, has served with the Budget Division in the Office of Policy and Planning since 1975 in various offices, most recently in the Peace Corps branch. Chamberlin has also been the budget analyst for VISTA and, in 1972-75, was administrative officer for Peace Corps in Afghanistan. He is a former Peace Corps volunteer in Brazil.

## *New PIO Named in Minneapolis*

Jim Malone, new public information officer in the Minneapolis Area Recruitment Office, provides and handles news coverage of ACTION programs, staff and volunteers for press, radio and TV in Minnesota and Wisconsin. Malone's communications background includes four years as a public affairs specialist with the Army Corp of Engineers, first in Atlanta, and then in Buffalo. He has a BA in English and history from Alfred University in Alfred, N.Y.

## *Special Assistant to the Director Appointed*

Dan Beardsley, new special assistant to the Director of ACTION, is responsible for scheduling official trips and coordinating activities of the executive staff, as well as defining and developing agency issues.

Beardsley's background in social program administration includes the direction of criminal justice projects at the National League of Cities, where he worked prior to joining ACTION. He has a master's degree in religion from Yale University in New Haven, Conn., and a bachelor's degree in philosophy.

## *NANEAP Deputy Director Named*

John W. Chromy, recently named deputy director of the NANEAP region, has served at ACTION since its inception in 1971. In his new position, he is responsible for the day-to-day management of the internal functions in the region and communications with the Peace Corps directors in the 17 NANEAP countries.

Chromy came to this position after 2 1/2 years as Peace Corps country director in the Eastern Caribbean, where he directed the work of 70 volunteers in an eight-country region.

Earlier, Chromy held a number of domestic positions, including program operations officer in Region IV, training chief in Region V, and VISTA program officer for Minnesota and Wisconsin under the Office of Economic Opportunity.

A former Peace Corps volunteer in India in 1963-65, Chromy served on the Peace Corps staff for four years following his volunteer tour. He was training officer for volunteers headed for India, India country desk officer and associate Peace Corps director in India.

Chromy served on a 1976 task force which created the new Peace Corps programming system and trained Peace Corps field staff in the new system. He also served on a 1972-73 task force which created Domestic Operations' Integrated Programming and Training System.

## *New Chief for DO Branch of Budget Division*

Jim Becraft is the new chief of the Domestic Operations Branch of the Budget Division in the Office of Policy and Planning. He comes to ACTION from the Public Health Service where he worked in the Division of Financial Management, Office of the Assistant Secretary for Health.

Becraft, who also worked with the Cost of Living Council and the National Institute of Health, holds a master's degree in public administration from Harvard University.

# BEA ALFORD RE-JOINS PEACE CORPS AT 76

For ten years Bea Alford has been telling people, especially senior citizens, how wonderful it is to be a Peace Corps volunteer. In August, the 76-year-old Santa Monica grandmother of eleven will become a volunteer for the second time.

"I thought I'd go back and see if it is still as wonderful as it was when I was younger," explained the spry Mrs. Alford, who leaves for Peace Corps training in Florida on August 8 and then pushes on to Jamaica and two years as a rural soil conservation worker.

She described her upcoming assignment as "practically the same" as in 1964 when she applied the skills she had learned growing up on a farm to such Peace Corps chores as starting a poultry project and teaching village women in Belize how to cook and sew.

There wasn't time to get the chicken-raising project to where villagers could manage a poultry cooperative for themselves, so the Alfords, Bea and Richard, extended their service in the Central American country to three years. Mrs. Alford, then 62 and retired from a West Los Angeles hardware enterprise, did manage to find the time to establish the country's first 4-H Club. "That's what is beautiful about being a Peace Corps volunteer. You can do more than one thing and put all of your talents to work," she said. "You're called upon to do many things you took for granted here."

For two years after returning to Los Angeles in 1967, Mrs Alford continued to volunteer her

talents to Peace Corps, this time as a traveling recruiter, speaking to campus and civic groups throughout most of the Western states. The agency was quick to realize that the Peace Corps had an eloquent spokeswoman and hired her as a staff recruitment representative with the Los Angeles area office in 1969.

While equally at home on a college campus as speaking to a church group, Mrs. Alford has devoted most of her energies during the past ten years to recruiting other older persons into the Peace Corps "It prolongs life," she has told her audience. "Older people have experience and when they retire, that experience is dormant. But if they have a place to put that experience, it's just another life."

Widowed since her last Peace Corps overseas assignment, Mrs. Alford now busily prepares for two years in Jamaica. "I feel like I'm needed. You find a need and fill it. And, that's what I'm doing."

In Jamaica, she and six other new volunteers will work directly on a one-to-one basis with farm families who subsist on less than \$200 a year. Much like she did in Belize fifteen years ago, she will be in a homemaking setting, demonstrating to the village women how to preserve the foods they grow and raise poultry.

"I guess from the beginning I thought Peace Corps was such a wonderful idea - a way for Americans to go over and see how the rest of the world is living," said Mrs. Alford. "You know, we're a helping people. Those developing countries need our help to survive, almost."

*Bea Alford*



# PC Fellow Receives Overseas Assignment

**D**ennis Bethea is the first Peace Corps Fellow to be sent on an overseas assignment as an associate Peace Corps country director.

Bethea began his 30-month assignment in June in the southern African nation of Lesotho.

A former Peace Corps volunteer in Ethiopia and Peace Corps recruiter in Philadelphia and Athens, Ohio, Bethea was among the first three persons selected to train in the 1978 Peace Corps Fellows program. He began his fellowship at ACTION Headquarters last October and served for the following eight months in the Office of International Operations, first as acting Korea/Thailand desk officer and then as a special services officer.

Bethea had joined the ACTION staff, prior to his Fellow assignment, in June, 1978 as a management information and evaluation specialist in the Office of Recruitment and Communications.

The Peace Corps Fellows program is designed to identify, recruit and train outstanding former volunteers for overseas Peace Corps staff positions. Following selection, Fellows receive on-the-job training assignments in Washington

and/or in the field, to give them a broad orientation and understanding of Peace Corps. This training is followed by a 30-month overseas assignment as associate Peace Corps director.

The Peace Corps Fellows program is "the best way of getting good former volunteers to be good overseas staff people," Bethea said. "When I was a volunteer, I knew I wanted to go back overseas as a staff member. I had wanted to be a staffer by the time I was 30; this program lets me realize that dream at 28."

While in Washington, Fellows may also take special university courses related to their assignments.

The original Peace Corps Fellows program lasted from 1966 to 1970. The new program, which was revived in November, 1977, places a special emphasis on the selection of minorities and women.

Currently, there are eight former volunteers serving as Peace Corps Fellows. The 1979-80 selection began in mid-July and should be completed by March.

Peace Corps Fellow Meri Ames is scheduled to begin her overseas assignment in November, 1979 in The Gambia, Africa.

## Heath Named Director of Region VIII

Josie Heath, this year's recipient of the Susan B. Anthony award for outstanding service to Colorado women, has been named ACTION's regional director in Denver.

Heath, 41, will be in charge of 16,000 ACTION volunteers in a six-state region which includes Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming.

A community volunteer in numerous organizations for over 20 years, she says she comes to ACTION with the "politics of austerity," a

commitment to "focus on alternative sources of energy," and a promise to utilize the agency's volunteers and taxpayers' funds in a creative way."

Heath is a former chairwoman of the Colorado Commission on Women and member of the executive board of the Boulder YWCA. She received earlier this year the Salute to Colorado Women Award. In 1967 she was

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# Civil Service Reform

## *First Time Supervisors, Managers Serve on Trial Basis*



On August 11, 1979, a portion of the Civil Service Reform Act becomes effective which requires that an employee satisfactorily complete a probationary period before his or her first appointment as a manager or supervisor becomes final. Employees serving as supervisors or managers on or before that date are generally exempt from the probationary requirement, as are all new supervisors and managers in the Foreign Service, the Senior Executive Service, and the GS excepted service, such as Schedule C appointees.

Under this provision of the CSRA, a supervisory or managerial probationer who fails to measure up to the performance standards agreed upon at the beginning of the probation-

ary period will be moved out of that position without the requirement for following adverse action procedures. In such cases, the probationer must be reassigned or demoted to a non-supervisory or nonmanagerial position no lower than the grade or pay of the position which the employee left to accept the probationary assignment.

The draft directive currently being circulated to all ACTION Offices proposes a one year probationary period for the initial supervisory position, and another one year probationary period for the first managerial assignment (if this comes later). We anticipate that ACTION's final directive will be published before August 11, 1979.

### *Heath committed to creative use of volunteers*

*(from page 7)*

named an Outstanding Young Woman of America. Heath sits on the board of trustees of the Boulder County United Way.

For the last two years, she has served as a presidential appointee on the U.S. Circuit Court Judicial Selection Committee.

She is former president and co-founder of the Women's Resource Center in Boulder and has worked as an administrator at the Community College of Denver since 1975. Between 1972 and 1975, she was a consultant and workshop director on equity and education in Colorado and Wyoming.

She received her master's degree in guidance and counseling at the University of Wisconsin in Madison in 1960. She also holds a bachelor's degree in education and government from Eastern Oregon College.

Heath succeeds Karen Paget, now a deputy associate director with ACTION in Washington, D. C.

Born in San Jose, Calif., she is married and has three children.