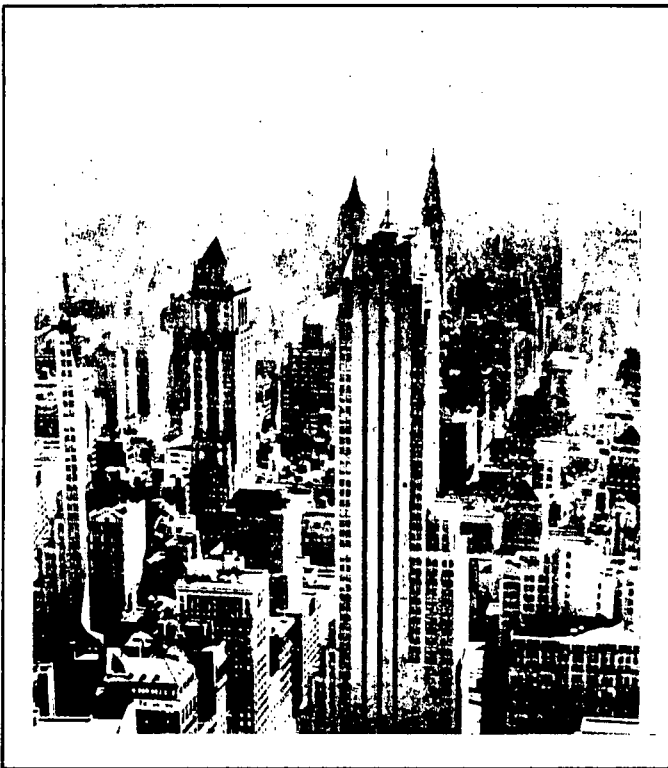




5-25-78

ACTION UPDATE

ACTION's Urban Package Nearer Realization



President Carter's new Urban revitalization plan moved a step closer to passage earlier this month with Senate and House Committee approval of bills authorizing an important element of the Administration's package--ACTION's \$40 million urban program. Floor debate in both houses is expected to begin in June. This legislative approval was achieved only 38 days after the Presidential message.

Deputy Director Mary King, who coordinated the congressional strategy on the plan said, "Favorable consideration of ACTION's urban policy program is so important since it is the first part of the President's urban policy plan to reach the Congress."

Committee approval comes after weeks of consultation and research by ACTION staff members working in committees developed from an urban program task force, chaired by Tom Glynn, OPP, which

was called to study plans and options for development of ACTION's urban programs.

ACTION staff committee recommendations, which were submitted to Sam Brown in mid-May, incorporate the ideas, suggestions and advice offered by ACTION state and regional offices, National Association of Neighborhoods, community organizations, national foundations, academicians, the National League of Cities and the U.S. Conference of Mayors. All ACTION's regional directors were also briefed on the urban programs at the last regional directors meeting held in Washington in April.

President Carter's urban policy places special emphasis on volunteerism and on programs which involve neighborhood-based organizations in cooperation with

self-help projects designed to enhance the quality of urban life.

Under the President's plan, ACTION would have responsibility for two such programs: the Urban Volunteer Corps and the Mayors Street-Level Anti-Crime programs. Together these elements add up to more than half of the urban package funding for neighborhoods.

Urban Volunteer Corps

Major features of the Urban Volunteer Corps include:

-Grants to nonprofit agencies and local governments to recruit accountants, architects and other professionals who could volunteer their services to neighborhood groups. A total of 145 grants range from \$60,000 to \$255,000.

-Regional volunteer resource centers in each of the 10 Federal regions.

-Grants to neighborhood-based sponsoring organizations to conduct fixed-income consumer counseling for retirees, widows and others. Estimates indicate there will be about 150 grants ranging from \$25,000 to \$50,000.

Neighborhood Volunteer Fund

Included within the Urban Volunteer Corps program, the Neighborhood Volunteer Fund will provide seed money to neighborhood groups for such projects as food co-ops, services for the elderly, and community museums. Approximately 1,500 grants averaging \$5,000 to \$7,000 could be awarded.

Mayor's Anti-Crime Program

ACTION will work with the Law Enforcement Assistance Administration (LEAA) in the Mayors Street-Level Anti-Crime Program. Through the program, grants will be made available to community-based groups working with the public sector in 10-20 cities nationwide. The grants will enable those groups jointly to address neighborhood public safety needs. Each grantee would be required to set up a mayor's anti-crime committee, or expand an existing committee to assist with planning and implementation. The program also would build upon a growing network of public safety efforts including family violence counseling centers, drug hotlines, neighborhood dispute settlement programs and escort services for the elderly.

Update on Peace Corps Legislation

Neither the bill introduced by Congressman Donald Bonker (D-Wash.) nor the Humphrey Bill, either of which would remove the Peace Corps from ACTION, have progressed beyond the Committee stage in Congress. However, an interagency task force is presently working on a reorganization plan aimed at consolidating as many foreign assistance agencies as possible within a single structure. The task force, which includes representatives from ACTION, AID and the State Department, is expected to make its recommendations in February 1979.

Museum Selects Peace Corps Film

The film, Peace Corps in Ecuador: A Personal Experience, produced by former Peace Corps Volunteer Dan Weaks, was selected for screening at the Museum of Modern Art and the Donnell Library Center on May 16. The screening was part of a "What's Happening?" program sponsored by the library and the museum as part of a series of political and social documentaries of current interest.

Weaks was a Peace Corps volunteer in Ecuador for three years.

Stemming the Paper Overflow

After one year of battling endless flows of paper, ACTION has succeeded in winning, if not a total victory, a partial one: a 37.5 percent reduction in all agency forms produced and a 21.4 percent drop in pages of computer reports printed annually.

Paper was one of the first targets of President Carter's war on bureaucratic inefficiency. From the early days of his Administration, Carter has urged federal agencies to cut excess paperwork. Recently, he launched a formal government-wide reduction program to reduce the burden on the general public.

ACTION began its own campaign in April 1977 in response to Sam Brown's call to stem the tide of needless forms, reports and computer print-outs. Called the "Zero Based Paperwork" (ZBP) project, it is broader in scope than the President's program, according to members of the ZBP Reports and Forms Working Group. This group aims to reduce paperwork burdens on staff, volunteers and the general public.

ZBP goals, as formulated by Sam Brown in May 1977, are to reduce the number of forms and reports produced by 50 percent, reduce the scope and depth of information collected and maintained, and review, revise and refine agency directives into a single system.

Recently, the ZBP working group released a report of its findings, conclusions and recommendations.

The group found that ACTION was using between 1,000 and 1,500 forms, which is about three times as many as were needed. There was no agency-wide control mechanism for the clearance and approval of forms, and the costs of paper, reproduction and storage were increasing due to paperwork requirements.

It was reported that staff morale was low due to excess report preparation, viewed as useless duplication of efforts. It was also reported that staff members would work on ZBP if it would result in reduced workloads. Another finding showed that Domestic Operations had achieved significant paperwork management results prior to ZBP.

The most important recommendation of the working group was to continue the ZBP project through at least December 1978. It was also recommended that ACTION continue its leadership role in identifying forms to be standardized throughout the government, that staff training programs be developed and manuals be prepared on the efficient and effective use of paper, and that ZBP be expanded throughout the field.

Personnel Division Fills Key Slots

Streamlining the agency's merit promotion and performance rating plans are major goals of Sylvia Rosemergy, who has been appointed director of Personnel at ACTION. Previously, Ms. Rosemergy, 36, served for more than a year as the agency's deputy director of Personnel.

"We recognize that the performance evaluation forms are time consuming and difficult to fill out. I am sure that this contributed to the fact that last year there were an inordinate number of performance ratings overdue. By working with agency supervisors, we have been able to reduce this number by several hundred," she said.

"Eventually, we hope to be able to simplify the forms, but in the meantime, we intend to conduct workshops to train supervisors in filling them out correctly," she continued. "A new Personnel Policy Branch is investigating what can be done to improve the whole performance rating system.

"The primary function of this new branch, however, is to study ACTION's merit promotion plan as it exists with an eye on how it can be improved internally. What I am after as an overall goal is to fill job vacancies, classify positions and resolve performance and supervisory problems promptly to help management accomplish its mission."

Before coming to ACTION in December 1976, Ms. Rosemergy was an executive personnel recruiter for 1 1/2 years at the Department of Housing and Urban Development. Previously, she worked for four years at the Selective Service System where at different times she was chief of Classification, chief of Personnel Management Evaluation and director of Equal Opportunity.

In 1970 and 1971, she was a personnel officer for the Overseas Private Investment Corporation of the State Department. She was chief of Personnel Classification at Bolling Air Force Base in Washington, D.C. from 1966 until 1970.

In addition to Ms. Rosemergy's position, three other key positions in Personnel have also been filled. Theresa Manly has been appointed chief of the Staffing Branch, Gerald Brodsky as chief of the Personnel Policy Branch and Peter Wright as chief of the Labor Employee-Management Relations Branch.

As staffing branch chief, Ms. Manly is responsible for recruiting personnel, administering the Foreign and Civil Service merit promotion programs and assisting managers in projecting and planning their staffing needs. Her office also will maintain personnel records and report periodically to management and the Civil Service Commission on the status of the workforce.

Ms. Manly has worked for Peace Corps and ACTION for the past 15 years. She served as the coordinator of the Task Force on Overseas Employment since November 1977.

Brodsky supervises personnel management evaluation surveys in conjunction with the Civil Service Commission, develops and modifies personnel policies, and reviews and recommends improvements in personnel servicing. He previously served on ACTION's Reorganization Task Force.

Wright's branch is responsible for dealing with union representatives, supervisors and employees. His office also has responsibility for administering the incentive program, acting on employee grievances, determining the propriety of proposed

adverse actions and providing retirement counseling. Before coming to ACTION, Wright worked for the National Park Service of the Department of the Interior.

New Communications Director Appointed

Marylou Batt, 30, from Williamsville, N.Y., has been appointed director of the Office of Communications at ACTION. Ms. Batt assumed this position after serving for a year as a special assistant to Sam Brown.

The former public affairs director for "Happy Birthday U.S.A.," part of the official Bicentennial activities committee in Washington, D.C., Ms. Batt feels that an effective communications office should "play a very important role as a catalyst, uniting people under a common mission.

"At ACTION, the common mission is to serve people's basic human needs through voluntary activity," she continues. "Communications here should make people aware of the opportunities available to them through our volunteer programs.

"Volunteers have so much to share with one another that could multiply their effectiveness. ACTION intends to provide a broad, comprehensive communications network to ensure that volunteers all over have all the resources they need to do their very best."

As a special assistant to Brown, Ms. Batt chaired an ACTION communications Task Force which recommended the development of a unified communications plan by a national board. The board was established in December and chaired by Ms. Batt.

Immediately before coming to ACTION, Ms. Batt was the Washington, D.C. voter registration and election day coordinator for the Carter-Mondale campaign, and then a program director of the Inaugural Parade for the 1977 Inaugural Committee.

As public affairs director of "Happy Birthday U.S.A." from September 1975 to August 1976, she was responsible for public relations and special events for the four-day July Fourth weekend in Washington. During the previous year, she was the director of program development for the Bicentennial Commission of the District of Columbia, Inc.

A 1969 political science graduate of Marymount College in Tarrytown, N.Y., Ms. Batt received a master's degree in government and public administration from the American University in Washington in 1972.

Recruiting in Puerto Rico

A Peace Corps awareness and recruitment campaign was held in San Juan and Mayaguez, Puerto Rico from April 3 - 14. Several Spanish-speaking individuals from the New York Area Recruitment Office participated in the campaign which has been called one of the most successful in 1978.

Jarmari Salieh of the New York recruitment office reported the receipt of 80 applications as a result of the campaign which produced 14 Peace Corps nominations. More are anticipated. She attributes the high return of applications to thorough advance and follow-up work and effective media coverage. Subsequent recruiting efforts at the National Association of Bi-Lingual Educators (NABE) convention held in San Juan April 25 - 28 also were a contributing factor. The convention was attended by more than 4,000 educators from all over the world.

The overwhelming majority of the applications were from individuals with backgrounds in agriculture, fishing and agronomy -- fields which support much of Puerto Rico's economy. People with these skills are being sought by the Peace Corps and are difficult to recruit.

The New York recruitment staff wants to have a sub-area recruitment office in operation in San Juan by mid-September. Such an office would substantially enhance the recruitment of volunteers with the experience that ACTION is seeking for the Peace Corps.

RPCV Now Recruits in Milwaukee

MILWAUKEE, Wis. -- "If I knew that our two tenants, Lenin and Trotsky, were making bombs in my father's house, I would have hustled out of there," Frederique Fredge laughingly told an interviewer. A former Peace Corps volunteer in the Ivory Coast, Ms. Fredge is now a Peace Corps/VISTA recruiter in Milwaukee.

She vividly remembers the incident of the two famous Russian revolutionary leaders which occurred when she was a young girl in her native Switzerland. Nikolai Lenin and Leib Trotsky lived under assumed names in an attic apartment in the building where her family resided. She and her family didn't learn of their true identity until long after they became famous.

Since those early days in Switzerland, Ms. Fredge has been an author, journalist, lecturer, teacher, linguist and gourmet cook, as well as a Peace Corps volunteer and recruiter.

She joined the Peace Corps at age 65 in 1971 and was assigned to teach English as a foreign language in Dabou, a village in the Ivory Coast. She served three years, a year longer than the regular Peace Corps tour.

"I thought I knew it all, but found out through my Peace Corps experience that I had a lot more to learn," she reminisced with a trace of a Swiss accent that still lingers after living in Milwaukee for 45 years.

"I taught 200 students daily and became known as "Maman" (Mama) all over the district in which I served. I kept going, never tiring, though sometimes despairing, but always admiring a people so eager to learn," she continued. "They cast a spell so I would not leave them. It took a great deal of cunning to convince them I had to return to the United States. However, I still miss my students and their families."

On returning home, Ms. Fredge was accepted for Peace Corps and VISTA recruiting service. "I could not let go," she said. "I lived the Peace Corps ideals, have seen them work and believe in them. I also believe in VISTA." She went on to say that everyone willing to serve should join the Peace Corps or VISTA "to bring personal love to their fellow human beings."

Ms. Fredge came to the United States in 1930 as the bride of an American citizen. It was her turn "to discover America," she explained later in lectures and articles. About 12 years after she learned to speak and write English, she had her first article published in the Milwaukee Journal. Subsequently, she had feature articles published in the New Yorker, Mademoiselle, Esquire magazines and other publications.

She also taught French and gourmet cooking, and raised two children. She later became a lecturer, touring the country and traveling annually to Europe with

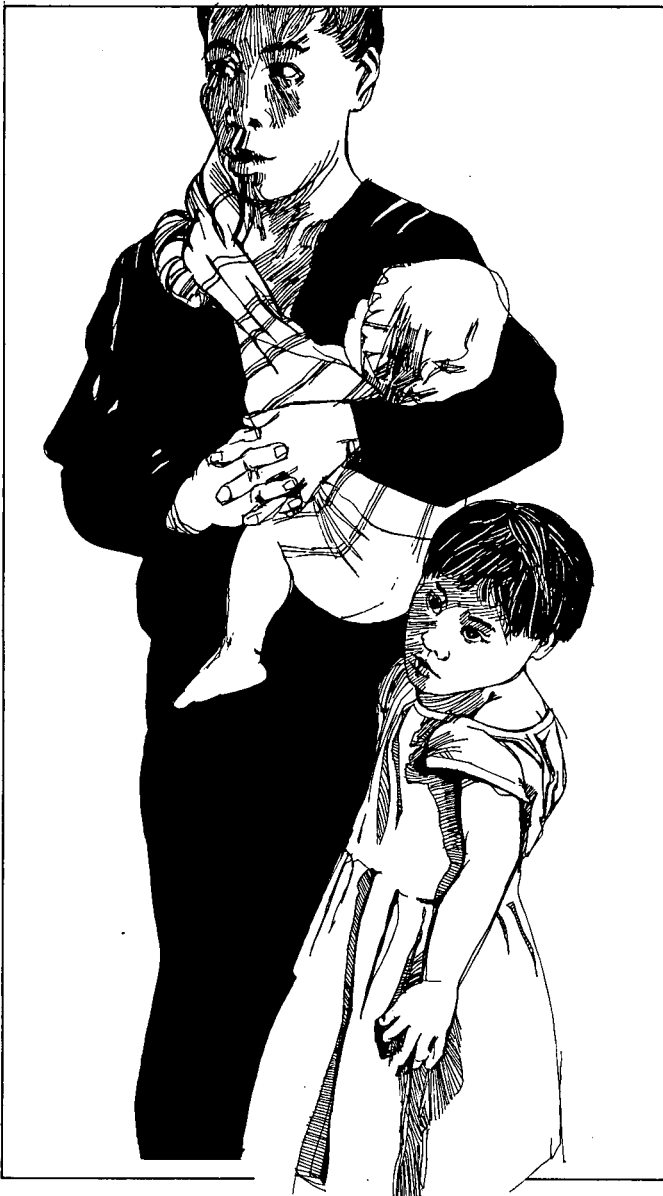
her students.

Her travels abroad resulted in her first anecdotal cookbook, Cooking Round the World with a Wooden Spoon, published in 1965 and followed by three editions. She also wrote a novel, There We Were Again, a humorous book about her family which was published in 1966. She says, "Laughter is extremely important to live fully, along with other important ingredients such as compassion, understanding and lots of good will."

Ms. Fredge is currently working on a new cookbook, What's So Good About Cooking, a lighthearted account of the perils and pleasures of gourmet cooking which is scheduled to be published this fall. She says that this book promises to be "somewhat different, but very tasty!"

In the meantime, Ms. Fredge intends to continue recruiting Peace Corps and VISTA volunteers in Milwaukee.

ACTION Joins UN Endeavor



The United Nations has proclaimed 1979 as the International Year of the Child (IYC). ACTION is actively participating in this global initiative, which asks all nations to renew their commitment to the needs and rights of children. The United Nations Children's Fund (UNICEF), long active in the fight for children's rights, has been designated as the international agency to direct IYC.



Since ACTION's programs in the areas of basic human needs are closely related to this effort, the agency is represented on the Interagency Committee of IYC which plans and coordinates federal agency support in cooperation with the U.S. National Commission on IYC 79, recently established by President Carter. ACTION is contributing \$10,000 to the work of the Commission in FY 78.

An ACTION work group has been formed to plan and study agency activities at the community level.

Specifically, the group will invite the agency's domestic programs to participate in local IYC activities. This will be done by distributing information on IYC 79 to VISTA and OAVP projects providing technical assistance to the domestic programs in assessing the needs of children, and by publicizing local IYC observances in ACTION publications and at state project directors meetings. Peace Corps has proposed to work in partnership with IYC groups in developing countries to help those countries accomplish their self-determined goals for the International Year of the Child.

Work group members have prepared a speaker's IYC information packet for interested groups which is available to ACTION staff. Louise E. Frazier, the work group co-ordinator, can provide both the packet and additional IYC information. She can be contacted on Ext. 47310.

One ACTION Employee on the Job for 17 Years



"Can you get me from Boston to Botswana, Burma, Bangkok and back in a week, a week from tomorrow? Oh, and I'd like an itinerary this afternoon." An impossible request? Yes, but not to ACTION's Executive Transportation Officer Wavie McCarthy.

That particular query may not have reached Ms. McCarthy, but she has received countless complicated requests over the more than 17 years that she has been making travel arrangements for Peace Corps and ACTION employees and volunteers. She also has listened patiently to many frightful tales of cancelled flights, missed connections and delayed arrivals. But she never seems to get ruffled or flustered.

"You can't get upset about transportation problems. If I got ruffled, I'd never get anything done," says Ms. McCarthy serenely. "You have to be flexible in this kind of job because you know from the very beginning that transportation never goes right."

Ms. McCarthy, who has been with the agency longer than any other employee, started working in the Peace Corps travel office on March 2, 1961. She was detailed for one month from the Inspector General's office in the State Department, and at first she didn't want to stay.

"It was absolutely frantic! It was the beginning of the Peace Corps and some members of the press referred to it as the 'Kiddy Corps.' The place was filled with TV cameras and idealistic people. I'd never seen such confusion in all my life," she recalls.

"But after I got to know some of the people and started to find out what the Peace Corps was all about, I suddenly realized that it was something in which I wanted to get involved. I changed my mind and I've never regretted it for a minute," says Ms. McCarthy. She was chief of the transportation branch of Administrative Services for 10 years before she was appointed executive transportation officer in 1971.

As transportation chief, Ms. McCarthy and a small staff made all the travel arrangements for Peace Corps staff members and volunteers. She now plans trips for the director and his staff, all top-level managers and their assistants and ACTION conference participants.

Ms. McCarthy "can't even begin" to estimate how many trips she has arranged over the years, although she calculated that she filled more than 2,000 individual travel requests during a six-month period in 1976. "And I wasn't as busy then as I was when I was in the travel office. I'm always busy and I like it that way," she smiles.

Among the most exciting trips abroad she has mapped out are the three she has taken herself: one to Vienna, Austria to handle travel and per diem arrangements for participants at an agency-sponsored international volunteer conference; two others which took her to the Philippines and Thailand, and Kenya, Iran, Ethiopia and Tunisia.

The main purpose of her visits to Asia and Africa was to investigate transportation problems of Peace Corps staff and volunteers and to try to alleviate them through the American embassies. She made it a point, however, to visit with as many volunteers as she could on each trip.

"Seeing the volunteers at work in the field really makes you feel that what you are doing at home is worthwhile," she says.

Although Ms. McCarthy would like to travel more, she doesn't resent planning so many trips for other people. "I don't envy them. I think that it's the greatest thing in the world for people to see the Peace Corps volunteers overseas," she says. "Even though I'd like to go too, I'm delighted to help others."

Solar Energy is Alternative in Peace Corps Countries

Wednesday, May 3, 1978 was celebrated in many countries throughout the world as "Sun Day," to increase public awareness of the potential of solar energy. The celebration, organized by solar energy advocates in Washington, D.C., spread from nation to nation as the sun rose around the globe. The day was marked in more than 30 countries with sunrise ceremonies, solar fairs, energy debates, concerts and rallies.

During recent months, the Peace Corps has become increasingly interested in the potential of solar energy within the developing world. "Peace Corps volunteers are ideally suited to explore the applicability of appropriate renewable energy technologies," said Francis Luzzatto, director of the International and Special Assistance Division of the Office of Voluntary Citizen Participation.

"Host country officials are increasingly concerned about the issue of energy -- the depletion of their sources of firewood, the expense of non-renewable energy and the increasing need for energy in rural areas," continued Luzzatto. He helped conduct a Peace Corps-sponsored seminar on solar energy in Washington, D.C. last fall.

Elizabeth Ernst, a conservation specialist with the Peace Corps' new Office of Training and Program Coordination and a former Peace Corps forestry volunteer in Upper Volta, is trying to identify host countries which have begun or are interested in beginning projects on renewable energy resources in rural areas. At least a small number of Peace Corps volunteers are expected to be working in this field by next fall.

"We hope that volunteers will consider ways that the Peace Corps can plug into appropriate technologies involving potentially valuable solar energy resources," said Ms. Ernst, a 1975 environmental studies graduate of Colby College in Waterville, Maine. As a Peace Corps volunteer, she conducted a comprehensive study of the consumption of

wood in a village in Upper Volta.

Ideas, suggestions and information on solar energy projects are welcomed by the Information Collection and Exchange Office, Peace Corps, Washington, D.C. 20525.

Solar Energy Has Applications in VISTA work

VISTA volunteers throughout New Mexico are holding neighborhood workshops and training low-income people to build greenhouses onto their houses and hogans to capture the sun's rays for growing food and heating their homes at the same time.

In Knoxville, Tenn., VISTA volunteers just finished their first demonstration greenhouse. In honor of Sun Day, May 3, the volunteers opened a booth at the University of Tennessee to inform citizens about solar energy.

In Danielson, Conn., Judy Mauzaka, a 26-year-old VISTA volunteer, has been organizing community groups to obtain local property tax exemptions for the installation of solar heating units. She also promotes solar energy as an alternative energy source when organizing residents to deal with utility rate hikes.

"Solar energy may be the way of the future, but you can't use it to heat homes that are not airtight," commented Ms. Mauzaka, who is assigned to the Windham Area Community Action Program (CAP) in Danielson.

During the winter months, the CAP agency provided emergency fuel and other assistance to low-income residents in the area. The agency also is involved in a long-term winterization program to aid residents in insulating their homes to cut fuel consumption and costs.

"Solar energy equipment has been around, and it is becoming more and more cost competitive," said Ms. Mauzaka. "Solar hot water heating is something that is applicable. In the future, we need to encourage a low-income housing project or senior citizen's center to apply for grants to install the equipment as a demonstration project. We also need to consider a demonstration greenhouse."

According to ACTION Director Sam Brown, solar power translates into people power because "it's the men and women working in their basements and backyards who are edging today's frontier forward. VISTA volunteers are aiding poor people and elderly people to consider solar energy in order to reduce their dependence on costly energy sources.

"We have a long way to go," he added. "Solar energy applications are in their infancy, but a small number of volunteers working with community organizations and design centers throughout the country are helping to spread the word, the technology and some practical construction advice to people who are eager to explore this alternative energy source."

VISTAs Prepare Southwest for Changes

DIXON, N.M. -- Increasing unemployment, a sagging rural economy and the lure of the big city are threatening both the economy and the identity of many small, predominantly Hispanic towns in northern New Mexico.

"After graduation, everybody wants to go to Santa Fe or Albuquerque. Unless you

were born in the city, that's where you'd prefer to be," explained VISTA Volunteer Dorotea Martinez.

"It used to be feasible for people in these parts to live off the land. Now, unemployment in some towns may be as high as 40 percent," added Clemente Salazar.

Ms. Martinez and Salazar are two of nine VISTA volunteers assigned to the Northwest Council, a grass-roots organization seeking to improve the lives of Spanish-speaking residents in rural communities in northern New Mexico.

Salazar, 28, a native of Chamita, N.M., is visiting local residents discussing the possibility of pooling their resources to buy federally, state or privately owned land.

"We hope to invest an initial \$5,000 to \$10,000 with \$100 from each interested person, then continue adding \$40,000 a year," he said. "The idea has been around for the past ten years, but I've been working on it for the last five months," he said.

Ms. Martinez, 31, of San Cristobal, N.M., is organizing a coalition of Spanish-speaking painters, sculptors, jewelers, potters, weavers and writers.

"Taos is an international arts center here that has about 75 Spanish-speaking artists out of 500," she said. "Chicanos are having a hard time getting into the established art communities. None of some 80 Taos galleries is owned by them. That's why we want to set up our own group, even if it means passing the hat."

VISTA supervisor and former volunteer Estevan Arellano, 30, works with the program because "I see it as very creative. It gives VISTAs who are motivated the challenge to help." he said.

Eight of the nine volunteers are locally recruited and Arellano feels that most of them "get a positive response from the communities where they work because they serve the people."

ACTIONS's Regional Directors:

Ilona Hancock—San Francisco



"I have seen here at ACTION a prevailing optimism, good will and sense that people are moving toward the same goal." These are the observations made by Ilona Hancock after four months on the job as Director of Region IX.

After a busy first few weeks traveling to orientation sessions in Washington, D.C., and visiting state offices and volunteer projects in California, Nevada, Arizona, Hawaii, Guam, and the Pacific Trust Territories, she is now firmly settled at regional headquarters in San Francisco.

"I've enjoyed the people I've met, both the staff and the people on the projects," she says as she reflects on her travels. "I have found staff people on every level who are

eager to serve the communities they work in and a lot of very innovative sponsoring organizations who need what we have. The energy in the state and regional offices,

the feeling among community groups, and the help that I've seen the state offices provide to the community groups have been very exciting to me."

Before her appointment, Ms. Hancock was a Berkeley, (Calif.) City Councilwoman for seven years. She finds that she is doing many of the same kinds of things now that she did then--providing resources to help community organizations develop new model projects to help people live together in better ways. However, with 236 projects under her wing in the four states and the two territories she oversees, she now works in a much larger sphere.

"For instance," she illustrates, "one of the first things I did was work with Willie Hall, Northern California State Director, to take a VISTA project we have that distributes food to senior citizens and put them in touch with a Chicano agricultural cooperative, a marketing service in the central valley. Now that network is going to sell directly to the VISTA project. And not only that, they also need VISTA volunteers. So there's the opportunity to take resources from different geographic locations in the state and put them together so that they support each other and increase the impact each group has."

She is looking forward to moving into new areas of expansion and coordination with other agencies. As an example, she cites her work with the Governor's office in California, which has just started an office of volunteer services with the aid of a \$50,000 grant from ACTION. This is part of a coordinated endeavor to "see how our joint efforts and resources can support community volunteer programs so that most of the money and most of the challenge and opportunity gets right out onto the community level to the volunteers."

Wife of a college professor and the mother of two teen-age daughters, Ms. Hancock brings to her job the same energy and commitment she has found in the staff and the volunteers. She has always worked fulltime, "even though for a number of years it was in a volunteer capacity, so this really isn't that different..." she said.

Editor's Note:

Editor's Note: Design changes in ACTION Update will begin with this issue. We want ACTION Update to contain current, pertinent information for all employees, while at the same time presenting the information in as appealing a manner as possible. We've come up with some ideas, a few of which we've initiated in this issue. But, we also would very much like to hear from you. Send letters, or call ACTION Update staff on Ext. 48373, Room P-310.