

ACTION UPDATE

February 15, 1979

ACTION's Budget Proposed At \$275 Million for FY'80

President Carter has requested that the Congress appropriate \$275 million in fiscal year 1980 for ACTION. This amount represents an increase of over \$40 million over the FY 79 level, including proposed supplementals.

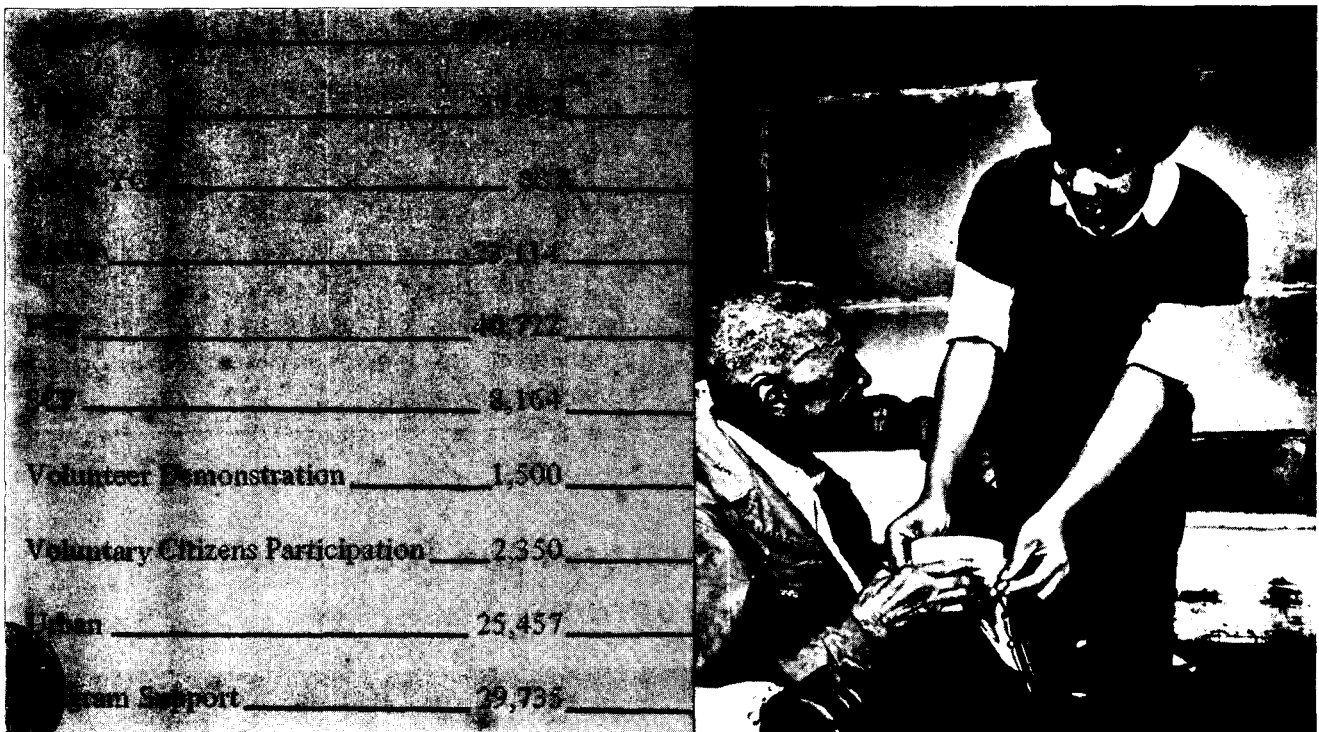
"ACTION's 1980 budget reflects the high esteem the President has for the work of our volunteers and staff," said Sam Brown.

Along with the 1980 requests, two supplemental appropriation requests are being made for FY 79

to the Congress. The first is for Peace Corps for \$4.4 million to offset overseas inflation, replace vehicles and expand special international volunteer programs.

The second supplemental is for \$15.3 million for Domestic Operations to fund 600 additional volunteer service years in VISTA, the inception of the Urban Volunteer Corps, research into the concept of a national youth service, expansion of citizen participation activities and associated program support costs.

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PEACE CORPS

The FY '80 budget request is for \$105,404,000. This represents a \$5 million increase over last year's budget of \$95 million plus the \$4.4 million supplemental mentioned above and a standard federal pay increase supplemental given to all federal agencies for \$958,000. The increase is requested primarily to offset an estimated nine percent inflation overseas. Also, an increase in training monies will fund the continued expansion of pre-service training from an average of eight weeks in 1978 to 12 weeks to allow for heavier concentration on cultural background and language. This new funding level will provide for 5,900 years of volunteer service and 3,750 trainee entrees.

DOMESTIC OPERATIONS

The total FY 80 budget request is for \$169,607,000 an increase of \$35 million over last year. The FY funding level was for \$118,377,00, plus the requested \$15.3 million supplemental as the standard pay increase supplemental, which in D.O.'s case is \$858,000.

Domestic Operations funding for FY 80 includes:

Older American Volunteer Programs -- \$72,000,000. An increase of \$10 million for these programs will provide funds for a long-sought boost in the stipend to \$1.80 per hour for FGP and SCP volunteers and for improvements in project support including staff salaries and volunteer transportation and insurance costs and training.

VISTA -- \$37,683,000. An expanded VISTA program in 1980 will field 5,475 years of

volunteers service, an increase of 809 over the 1979 level. Also included in the FY 80 budget request are improvements in training and volunteer support. Community development volunteers will be a programmatic focus in 1980.

Urban Volunteer Programs -- \$25,457,000. The 1980 program size represents the first year of full funding for these neighborhood based programs. Start-up funds of \$4.7 million are included in the D.O. supplemental request for FY 79.

National Student Volunteer Program \$882,000. The expansion in 1980 requested for NSVP will fund four new juvenile justice experimental grants. Also in 1980, national organizations will be encouraged to support service learning programs at the local level.

Volunteer Demonstration Programs -- \$1,500,000. Although no increase is requested for these programs in 1980, a shift toward deinstitutionalization and an emphasis on rural initiatives is planned.

The following activities are funded from both Domestic and International Operations budgets:

Voluntary Citizen Participation -- Changes planned in this agency-wide program area include increase in mini-grants; appropriate technology for community development; international conferences for Third World domestic volunteer groups; expanded outplacement counseling and former volunteer data bank efforts.

Support Functions -- Funds for D.O., Peace Corps and agency-wide offices will be increased for the addition of 108 permanent staff positions, principally for the Urban Volunteer Corps program and to adjust salaries of local Foreign Service employees.

“ This increase clearly demonstrates the President’s strong support of volunteer programs...” Sam Brown

Peace Corps Returns to Tanzania;

Peace Corps volunteers will return to the United Republic of Tanzania this year after an absence of nine years.

A bilateral agreement between the United States and Tanzania for the Peace Corps' re-entry was signed in Dar es Salaam, the capital of the East African nation of 16 million, on Jan. 9, bringing the total number of Peace Corps host countries to 65. Signing the agreement were U.S. Ambassador to Tanzania James W. Spain and Tanzania's Minister of Manpower Development Abel Mwanga.

The Peace Corps' re-entry into Tanzania "is another indication that President Carter's foreign relations are restoring America's credibility in the Third World," ACTION Director Sam Brown commented. "Respected leaders of Third World countries are willing to accept the Peace Corps into their countries because they believe American volunteers demonstrate an attitude of partnership and mutuality."

Brown and President Julius Nyerere had held discussions about reactivating the Peace Corps program in Tanzania during Nyerere's trip to the United States in August 1977.

Approximately 50 Peace Corps volunteers are expected to work with district and regional agricultural officers in inland fish farming, beekeeping and reforestation projects. Tanzania is largely an agricultural country and has focused its development efforts on strengthening its rural economy, he noted. The volunteers now are being recruited and are scheduled to arrive in Tanzania later this year.

"The majority of the Peace Corps volunteers will be young, knowledgeable men and women who are committed to helping the process of our

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Jacques Wilmore to Direct Programs



Jacques Wilmore

Jacques E. Wilmore, who was director of the northeast regional office of the U.S. Commission on Civil Rights in New York City for the past 10 years, has been appointed as Peace Corps country director in the United Republic of Tanzania.

ACTION Director Sam Brown announced Wilmore's appointment shortly after the United States and Tanzania signed the official Peace Corps country agreement in Dar es Salaam on January 9.

Wilmore, 51, of Yonkers, N.Y., has spent most of his working life in the civil rights field. He opened the first southern office of the U.S. Commission on Civil Rights in Memphis, Tenn. in 1965. In 1968, he opened the commission's

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development by offering their skills in support of, and guided by, our local initiatives, for purely humanitarian reasons," said Tanzanian manpower development minister Mwanga. "These people have chosen to forego monetary gains in favor of the satisfaction of service and helping others to help themselves while at the same time learning from those they help."

Brown said that Jacques Wilmore, 51, former director of the northeast regional office of the U.S. Commission on Civil Rights in New York City, has been appointed to head the Peace Corps program in Tanzania.

Peace Corps volunteers served in Tanzania from 1961 to 1970 when requests from the Tanzanian government diminished at a time when Tanzania opposed U.S. involvement in Vietnam and its political stance regarding southern Africa.

"We welcome the re-establishment of the Peace Corps program," said Mwanga. "It is certainly our advantage to have them because in the first instance we have had some experience with them. Secondly, technical know-how is not the only thing that is gained through technical assistance or volunteer programs like this one.

"Peace Corps volunteers, like other volunteers, consist mainly of young men and women who can mix easily with the local populace," Mwanga continued. As the volunteers work with their local counterparts, he said, "better cultural understanding will be brought about, something which is vital in helping to bridge communication gaps between different cultures, and in promoting international understanding.

"This mutual understanding and appreciation of each other's culture between our people and the American people has existed in the past and here is our opportunity now to strengthen it."

Tanganyika, which later united with Zanzibar to form the United Republic of Tanzania, and Ghana were the first countries to welcome Peace Corps volunteers when the volunteer service organization was created. In 1966, the number of volunteers working throughout the country reached a high of 411.

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New York regional office. In Dar es Salaam, capital of Tanzania, he reopened the Peace Corps office in mid-January in preparation for the arrival later this year of the first Peace Corps volunteers.

Wilmore said that the number of volunteers and their assignments in Tanzania will be decided in cooperation with ministry officials in Tanzania. He noted that the Peace Corps has proposed that the program begin with a group of volunteers who would work alongside district and regional rural development officials in fresh water fish farming, beekeeping and forestry projects.

"We're trying to assist the government in its own plans for development," said Wilmore. "Our goal is to make the first program a success and then to expand slowly according to the requests of the government."

Wilmore, the son of Mrs. Patricia Wilmore of Philadelphia, graduated from Philadelphia's Northeast High School in 1944. He attended Lincoln University, Lincoln, Pa., where he received a bachelor's degree in sociology in 1950. In 1951, he earned a master's degree in sociology from Haverford College in Haverford, Pa.

From 1951 to 1955, Wilmore was assistant secretary for community relations for the American Friends Service Committee Inc. in Philadelphia. In 1955, he joined the Urban League of Westchester County, Inc., White Plains, N.Y., as housing secretary. In 1957, he became New York State executive director for Americans for Democratic Action in New York City.

In 1962, the Peace Corps asked Wilmore to go to Eastern Nigeria to direct Peace Corps activities in what later would become Biafra. In 1964, he was appointed as deputy Peace Corps country director in Nigeria, which at that time had the second largest Peace Corps program in the world with over 600 volunteers.

In 1965, Wilmore felt he "had to come back and go south."

He established the Memphis field office for the Commission on Civil Rights and was responsible for coordinating citizen advisory committees and other activities of the commission in 14 southern states.

"Those were three exciting and sometimes dangerous years," he recalled. "Martin Luther King was killed in 1968 and after his death, the movement's pressures moved north."

So did Wilmore. That year, the commission asked him to open the New York field office which covers New York, New Jersey and six New England states.

"I used to say my job with the Civil Rights

Commission was the best in government," he observed. "We have state advisory committees so I spent most of my time working with highly motivated people who didn't get paid. But after 10 years, I felt I needed a new challenge."

Wilmore attended a Peace Corps country directors conference in Nairobi, Kenya in November and spent a month there studying Swahili, the official language of Tanzania.

Wilmore's family plans to join him next summer. His wife, Julia, is a teacher at the R.J. Bailey Elementary School in Greenburgh, N.Y. Their three children are Rebecca, a freshman at Virginia State College in Petersburg, Va.; Jacques Jr., a sophomore at Southern Connecticut State College in New Haven, Conn. and Kathleen, an editorial trainee at Prentice Hall Publisher in New York City .

Speech by White House Advisor Kicks Off Women's Awareness Week



Sarah Weddington

Sarah Weddington, Special Assistant to the President, will deliver the keynote address for an ACTION "Women's Awareness Week" presented by the agency's Federal Women's Program Advisory Committee (FWPAC) for employees from February 12 - 16.

Following an introduction by Deputy Director Mary King, Ms. Weddington will speak on the "Changing Role of Women" at 10 a.m., February 12 in Room 2008 of the New Executive Office Building, 17th St. and Connecticut Ave., N.W. The remainder of the week's events will be conducted in Room M-522, ACTION Headquarters.

Sam Brown has authorized liberal administrative leave policies for all ACTION personnel in

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headquarters during Women's Awareness Week and encourages employees to attend Ms. Weddington's presentation and participate in as many events as possible during the week-long series of programs on women's issues. The Office of Compliance is sponsoring Women's Awareness Week.

A variety of speakers, panel discussions, and film and slide showings will focus on a different theme each day throughout the week. "Women in the Federal Career Service" will be highlighted on February 12; "Women in the Workforce," February 13; "Working Women and Families," February 14; "Economics of Womanhood," February 15; and "Women in Development," February 16. These subjects were selected in response to an agency survey on Women's Awareness Week conducted by the FWPAC in early December.

Featured speakers during the week will include: Perdita Huston, regional director of the Peace Corps for NANEAP; Dr. Beth Abramowitz, assistant director of Education and Women's Issues, White House Domestic Policy Staff; Dr. Doris McCrosson, Federal Women's Program manager, Government Printing Office; Diane Graham, director Affirmative Employees Program, Office of Personnel Management; Joyce Skinner, director, Women's Policy and Program Division, Housing and Urban Development; and Dr. Linda Brandt, a professor at George Washington University.

A complete schedule of guest participants of Women's Awareness Week will be posted by the FWPAC. Further information on the week's events may be obtained by contacting FWPAC members Torrie Mattes Ext. 48420; Kathy Schauer, Ext. 47983; Bob McClendon, Ext. 43170; Chuck Crawford, Ext. 47112; Beverly Lintner, Ext. 45195; Laurie Sand, Ext. 47310 or Betty Murphy, Ext. 46480.

Asako Ichiuji Retires from ACTION



On Feb. 12, Asako "Susie" Ichiuji retired after 33 years of government service - the last 16 of them as head of the GSA print shop at Peace Corps and ACTION. "I've loved every minute of it," she insisted. "I've never been bored at ACTION; there was something new every day!" More than 100 people gathered at a reception at ACTION headquarters to say good-bye and honor her many years of dedicated, enthusiastic service.

Sam Brown presented her with the Director's Award for Administrative Excellence and her friends at ACTION gave her a watch and a set of matched luggage. "Joe and I plan to do a lot of traveling," explained Mrs. Ichiuji whose husband, Joe, retired the same day from the Agency for International Development after 37 years of government service. "We have friends and relatives in Alaska, Hawaii, Europe and Japan, and we plan to visit them."

ACTION Supports Third World Volunteer Programs

There are an estimated 800 domestic volunteer programs in the Third World. These Domestic Development Service (DDS) programs, as they are known, whether government sponsored or private, share a common focus on social and economic development issues.

The scope of these programs became evident at the International Conference on Volunteer Service in Vienna, Austria in the summer of 1976. More than 200 leaders of domestic and export volunteer programs attended and indicated a desire to exchange information and further enhance their programs by building on the evolving experiences of others.

One response to this was the formation of the Office of Special Affairs, which is now a component of ACTION's Office of Voluntary Citizen Participation (OVCP). This office is committed to strengthening local volunteer programs by providing them technical assistance. A 1978 amendment to the Peace Corps Act, sponsored by Senator Charles Percy (R-Ill.), considerably strengthens ACTION's mandate to support Third World DDS programs.

Part of this support is in the form of on-site consultation services to volunteer programs as requested. Experts from ACTION staff travel to the country in question and work with the volunteer organization. They provide information on organization, administration, programs, and recruitment of volunteers.

In the Philippines, ACTION staff experts have worked with the government to develop a network of volunteer programs. The resulting domestic volunteer program is known as HAND-OGBAYAN (a Philippine word meaning "offer-

ing to the community"). Basically, this program institutionalizes voluntarism and involves the total mobilization of volunteer manpower from the community to serve in local development projects.

Additionally, ACTION has partially funded a quarterly magazine, ASPECTS, an informational and technical assistance journal written for the international voluntary service community. Published in English, Spanish and French, this publication serves as a forum for Domestic Development Service programs.

The Office of Special Affairs also responds to inquiries from volunteer organizations overseas. They range from "What is the rationale for the policy of requiring volunteers to live among the people they serve?" to "What is ACTION's policy on recruiting married volunteers with dependents?"

In 1980, assuming congressional funding, ACTION intends to continue responding to DDS requests for assistance in three ways. It will offer leadership training in the Third World as well as within the United States. It will promote the exchange of information through a series of symposia and workshops, most of which will occur in the Third World, and through the continued publication of ASPECTS. Finally, it will strengthen and encourage innovative DDS programming through further on-site consultation and the provision of small grants.

For more information on DDS program activities, contact Jeffrey Hammer or Tapan Banerjee in OVCP, ext. 45324.

Perdita Huston Appointed NANEAP

Perdita Huston, author of two books on rural women in developing countries, is the first woman ever to direct an international Peace Corps region. She was appointed by ACTION Director Sam Brown to direct Peace Corps programs involving more than 2,340 volunteers in North Africa, the Near East, Asia and the Pacific (NANEAP).

Author of Message from the Village, a first-hand account of the lifestyles and problems of women in developing nations published by the Epoch B. Foundation in September, Ms. Huston, 42, of La Jolla, Calif., is well acquainted with the needs of people in countries served by the Peace Corps. Her second book, Third World Women Speak Out, will be published in February by Praeger Publishers for the Overseas Development Council.

"The opportunity to work for the Peace Corps appeals to me primarily because of the agency's renewed commitment to reach the poorest of the poor with its volunteer efforts," says the new NANEAP director. "In past years, world development efforts were concentrated mainly on programs which improved the growth rate of the nation's gross national product. But we have seen that the quality of people's lives in developing countries did not necessarily improve – and certainly not at the same rates.

"The trend towards uncontrolled urban migration throughout the Third World is one of the results of programs which favor cities and industrial growth rather than the majority of people who live in rural areas," she continues. "If the Peace Corps is to serve those most in need, it must reach rural families in the villages where they live and work. And that means working with women and children particularly."

In researching material for her books, Ms. Huston interviewed hundreds of women in remote villages in six developing countries:



Tunisia, Egypt, Sudan, Kenya, Sri Lanka, and Mexico. "I found that rural women were asking for two categories of skill training," she says. "First, they want 'survival skills' – knowledge of nutrition, health and child care, and 'how to better scratch the ground,' as they say, to provide food for their families.

"Secondly, they seek income generating skills – crop improvement, notions of accounting, cottage industries – again to better provide for their families."

Ms. Huston, a 1958 journalism graduate of Ecole Supérieure de Journalisme in Paris, France, first became involved with the problems of poor people in developing countries as a medical social worker in Algeria in 1960 and 1961. During the country's war for independence from France, she worked with refugees, teaching nutrition, hygiene and child care.

"Thinking back, it was a true Peace Corps experience. And it marked me profoundly," says Ms. Huston. "It was a period of personal growth,

Director

and that is what the Peace Corps should assure its volunteers – growth for themselves and for the people they serve.”

Prior to working in Algeria, Ms. Huston directed the English language department of the Ministry for Information of Tunisia, one of the 18 countries of the Peace Corps region she directs. She became an assistant to the Paris bureau chief of LIFE Magazine in 1961.

In 1966, after three years as a free-lance reporter for international magazines and newspapers, she became a LIFE reporter in Paris. She was the director of Corporate Public Affairs for Times, Inc. in Paris from 1969 until late 1971. Her by-line has appeared in New York Times Magazine, LIFE, Jeune-Afrique, Populi and numerous publications devoted to development issues.

Starting in 1971, Ms. Huston developed and directed national programs for the American Revolution Bicentennial Administration (ARBA) in Washington, D.C. for five years. As director of the future-oriented programs (Horizon '79) at the ARBA, she worked closely with voluntary organizations across the country in an attempt to enlarge citizen participation in bicentennial planning. Working closely with more than 60 national women's organizations, she formed a country-wide coalition to assure women's involvement in the bicentennial's program effort.

Before joining ACTION as the Peace Corps' NANEAP director, Ms. Huston was a consultant to a number of international organizations, including the Aspen Institute for Humanistic Studies, the U.S. Agency for International Development, the United Nations Fund for Population Activities, the U.N. Center for Social Development and Humanitarian Affairs, and the International Association for Volunteer Education.

Survey Evaluates Roles, Effectiveness of VISTA Volunteers

VISTA volunteers placed through national grantees are more likely to be community organizers and less likely to be service providers than volunteers assigned directly to local sponsoring organizations, according to preliminary findings of a 1978 survey of VISTA volunteers and supervisors.

National grants were designed to assist organizations which serve the poor on a multi-regional basis. Grantees assign volunteers to local affiliates of grass roots community-based groups that cross state and regional lines.

Conducted through mail questionnaires by the Evaluation Division of the Office of Policy and Planning (OPP), the survey covered 3,461 locally assigned volunteers and 263 volunteers placed through five national grantees. Responses from 568 standard and 59 national grant VISTA supervisors also were tabulated in the preliminary findings, which were released in November.

The report compares the activities and effectiveness of the national grant volunteers and projects, with those of the standard VISTA volunteer and projects. According to VISTA, national grant projects are usually in closer compliance with new VISTA program criteria issued in March, 1978, since most of the standard projects had been in operation prior to the establishment of the new guidelines.

The national grantees represented in the survey are the Public Interest Research Group (PIRG), the National Center for Urban Ethnic Affairs (NCUEA), the Federation of Southern Cooper-

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atives, Midwest Academy and the Community Organization Research Action Project (CORAP).

According to the findings, about 84 percent of the volunteers assigned to national grant projects and about 65 percent of those placed on standard VISTA projects are helping community members gain the skills necessary to reduce the effects of poverty and are organizing community groups to work on shared problems.

About 90 percent of the national grant volunteers and about 77 percent of the volunteers on standard VISTA projects observe changes in the levels of community involvement and leadership development on the part of those whom they serve. By and large, grant volunteers rate themselves slightly higher in effectively reaching VISTA program goals.

About 85 percent of the national grant volunteers are locally recruited compared to about 66 percent of the standard volunteers. Grant volunteers are an average of three to four years younger than those on standard projects, reports

OPP. However, there is little difference reported in the race, economic status, sex, age or geographic locations of the people served by the two groups of volunteers.

OPP's findings show a substantial difference in the types of pre-service training received by the two groups. Grant volunteers are trained in a wider variety of skills with a greater emphasis on community organization than standard volunteers. Volunteers placed through national grantees also express higher degrees of satisfaction with their training than do standard volunteers.

Out of a current total of 4,280 VISTA volunteers nationwide, about 470 volunteers are assigned to local grassroots organizations affiliated with 12 national grantees.

Copies of the report have been distributed to appropriate headquarters and field offices and to the ACTION library. A limited number of copies is also available from the Evaluation Division of OPP—Contact Cathy Shauer on Ext. 47983.

Senator Cranston Visits ACTION Projects

Sen. Alan Cranston (D-Calif.) got a first-hand look at two ACTION projects in Northern California and met with several agency volunteers and officials on Wednesday, Dec. 20.

The Senator had a chance to meet with volunteers ranging in age from 19 to 69 during his two project site visits. His first meeting of the day was at the Oakland Senior Companion Program, a project sponsored by the City of Oakland. There, he heard volunteers Ida Iles, 65, William Smith, 69, and Elizabeth Shaw, 61, describe what they do and express some of their concerns. All three told of how they enjoy their volunteer work, and how they wished more program money were available so that more Oakland residents over 60 could join the program. Also on hand were three clients who benefit from the Senior Companion program.

The second meeting was with 10 VISTA volunteers and officials from San Francisco's Communities of the Outer Mission Organization (COMO), a grassroots community organization which serves 70,000 low-income residents of the city's Outer Mission district. The volunteers described to the Senator how they assist the residents in trying to solve such problems as cutbacks in police patrols, inadequate emergency health services, the need for better street lighting and stop lights, and direct them to the specific departments in city government responsible for such services.

The volunteers emphasized that they do not encounter city officials directly, but provide the research which tells the community the best ways they can get action.

Pilot Program Gauges PC Candidate Suitability

The Peace Corps is involved in an innovative pilot program designed to assess a candidate's potential for effective service before he or she is sent overseas to train.

Peace Corps staff, both in headquarters and in the field, had long expressed the need for such assessment. During the summer of 1978 a work group of agency staff, most of whom are involved in training or pre-training staging activities, prepared a request document for a special training assessment program. This served as the framework for a training process known as Center for Assessment and Training (CAST). The model was completed in September 1978 by Peace Corps training consultants Jim McCaffery and Daniel Edwards under the Office of Project and Training Coordination.

The term, "center," in this instance, refers to a process rather than to a specific location.

A pilot CAST for a Cameroon Intergrated Rural Development Project was conducted Dec. 3-10 at Harpers Ferry, W. Va. Out of forty-four prospective trainees invited, 33 were selected to train.

During the CAST, the training candidates underwent a series of intensive group discussions, workshops and interviews in which they were called upon to deal, in depth, with hypothetical Peace Corps job-related situations, some of which were very stressful.

Peace Corps training consultants, a former PCV from Cameroon, staff trainers and other agency staff led training, monitored the candidates' participation and rated them on such demonstrated qualities as motivation, leadership and interpersonal skills. They also rated candidates on ability to handle and solve problems and ability to adjust to unfamiliar circumstances.

At the end of the week, training assessors pooled and shared information and jointly decided whom to invite to training. The trainer/assessors also discussed each candidate's performance with him or her.

"The CAST provided a much more intensive introduction to training than did previous staging programs," McCaffery says. The time limitation of the staging programs—two or three days—really provided the candidates no opportunity to demonstrate their ability to function in a variety of circumstances in an unfamiliar environment.

"The CAST provided the candidates a real in-depth training experience, so they had much more information than before as to whether or not to accept an invitation to training. Many prospective trainees said the CAST made them think much more about questions to which they had previously given little thought," McCaffery said.

"A person's qualifications—or lack of qualifications for Peace Corps—aren't always obvious," McCaffery adds. "They may not become apparent until later on in training or even after that. By that time the person is already overseas and may feel pressured to stick with the program despite serious misgivings. By zeroing in on particular abilities or shortcomings the CAST helps the Peace Corps and the prospective trainee make a more intelligent decision about the candidate's training for Peace Corps—before he or she become committed to the program and before leaving the United States."

The CAST also provides trainees with specific information about the host country, the program and job duties—information that can be used later in training and in the field. In addition, the CAST deals with appropriate PC administrative requirements.

Native American Small Farmers Meet to Discuss Concerns

American Indian and Alaskan Native small farm operators discussed their specific problems and their role in agriculture at a national conference in Albuquerque, N.M., Feb. 6-8.

This conference, the sixth in a series of small farm conference (See ACTION Update Sept. 21, and Nov. 21, 1978) sponsored jointly by ACTION, the U.S. Department of Agriculture and the Community Services Administration, was designed to accomplish the following objectives:

- development of priority needs and recommendations to government agencies to help meet these needs.
- familiarization of participants with programs from the sponsoring agencies and other government agencies that deal with the concerns of Native Americans.

Approximately 100 Native Americans representing nationally recognized Indian and Alaskan Native organizations around the country participated in the conference. They discussed such topics as land management, access to capital and credit, energy needs, marketing, quality of life, government regulations and legislation, technical assistance and training, trust responsibilities, and problems concerning water and labor.

"For a long time Indian tribal leaders have expressed concern that the majority of federal agriculture programs don't fit the unique needs of Indian farmers," says Alex P. Mercure, Assistant Secretary for Rural Development, USDA. "The conference was initiated to address these particular needs."

Domestic Operations Director John Lewis noted, "We will use this conference primarily as a 'listening post' to assist in the development of Indian and native Alaskan programs and initiatives."

personnel

Executive Officer for Domestic Operations Named

Ken Hill, the new Executive Officer for Domestic Operations, has served in ACTION since its inception in 1971. A former Peace Corps volunteer in Turkey in 1965-66, he worked on the Peace Corps staff for four years following his volunteer tour.

In his new position, Hill is in charge of administrative and managerial activities in the D.O. Office. He also provides staff operations support.

Earlier, Hill was special assistant to the director of ACTION and Deputy Associate Director of D.O. Before that he was director of ACTION's Region III, which includes Pennsylvania,

Delaware, Maryland, Virginia and West Virginia.

While serving on the Peace Corps staff, Hill was a recruiter and directed activities in the offices of special and experimental programs, applicant liaison, communications, and volunteer placement.

New Procedures for Job Applicants

ACTION's Personnel Management Division would like to bring to the attention of all agency employees a change in procedures when applying for positions. Effective immediately all vacancy announcements will require employees to submit a copy of their current Performance Evaluation (form A-302) along with their updated Personal Qualification Statement (SF-171) when applying for jobs in the agency.