

ACTION UPDATE

May 24, 1979

OLDER AMERICANS MONTH: Honoring Priceless Generosity

May is Older Americans Month, a time to note the many contributions to our lives and communities that America's senior citizens have made and continue to make.

Especially noteworthy are the contributions of ACTION's Older American volunteers - RSVP volunteers serving as nursing home ombudsmen, Senior Companions helping others live more independently and Foster Grandparents providing the love and attention that handicapped children need.

This year's theme for Older Americans Month, as stated by President Carter, is "Better Health through Better Care." In his April 18, 1979 proclamation, the President said, "Our country's awareness of the contributions and potential of our older people has steadily grown in recent years, as an increasing number of Americans have shown that their retired years can indeed be rewarding ones for themselves and their communities."

Acknowledging the service of ACTION's Older American volunteers, Sam Brown said, "Individually each of our volunteers is demonstrating the tremendous willingness of those who have little to persist in helping those who have less."

Brown also referred to the effort older volunteers are making in "knocking down the existing stereotypes that all old people are either sick, victims of mugging or living unhappy and unproductive lives. Through voluntarism, each of you is demonstrating that it is unhealthy, unproductive and plain bad public policy to segregate older Americans from the rest of society."

Helen Kelley, Director of OAVP, said that Older Americans Month gives seniors a chance "to celebrate having survived in style, having achieved some serenity and having disposed satisfactorily with most of the questions about personal identity which vex so



many of us through so much of our lives.”

Seniors Recognized Nationwide

John Keller, former OAVP deputy director in Washington and now Region X director, recently visited RSVP, FGP and SCP projects in Washington state and Idaho, emphasizing the cost benefits of volunteer programs to local communities. The meetings were covered by local newspapers and radio and television stations.

To honor numerous achievements of older Americans, a number of events - banquets, fairs and senior olympics - will be held nationwide during May.

In New Mexico, the Governor's Council on Physical Fitness, the Bureau of Aging Services, and ACTION sponsored a senior olympics meet in 15 counties during the first two weeks of May. RSVP and FGP projects in those counties were chiefly responsible for organizing the local events. On May 19 a statewide senior olympics day was held at the University of New Mexico in Albuquerque.

Several hundred seniors participated. Last year, a similar program was held in Texas during May to commemorate Older Americans Month.

Foster Grandparents in New York State were recognized at the fifth annual statewide Foster Grandparent conference, May 16 to 18, in Kiamesha Lake, N.Y.

A special seniors day was held at the White House on April 24. Fifty-five volunteers from RSVP, FGP and SCP projects in the metropolitan Washington, D.C., area were among 1,200 senior citizens who enjoyed an afternoon of touring and entertainment, held in the White



President Carter greets VISTA volunteer Lewis Leach.

House East Room. All 55 OAVP volunteers had a chance to meet Mrs. Rosalynn Carter when she made a brief appearance.

A series of five noon “Brown Bag” lectures is being held during May and June at ACTION headquarters to commemorate Older Americans Month. Speakers include Val Halamandaris, counsel of the House Committee on Aging and co-author of *Too Old, Too Sick and Too Bad*; Paul Kirschner, associate director of the American Association of Retired Persons, who spoke on trends in aging; Judy Jenkins, ACTION State Program Officer in Virginia, who will give a May 29 slide presentation on a recent trip to China; and Robert Butler, director of the National Institute on Aging, along with Robert Benedict, director of the Administration on Aging, who will engage on June 8 in a dialogue on aging in America.

ACT '79 Shows How Small, Local Methods Solve Big Technical Problems

Appropriate technology means using what's at hand for development; it is a departure from what has become an increasing reliance on large projects and huge grants to alleviate problems that can be resolved on a small, local basis. Appropriate technology means using a windmill for energy if a generator is unaffordable. It means developing rooftop greenhouses to provide extra food and jobs for the elderly. It means developing a grain storage bin to fit the needs of small farmers in their own climates rather than importing a large storage bin designed for a big farm in another climate.

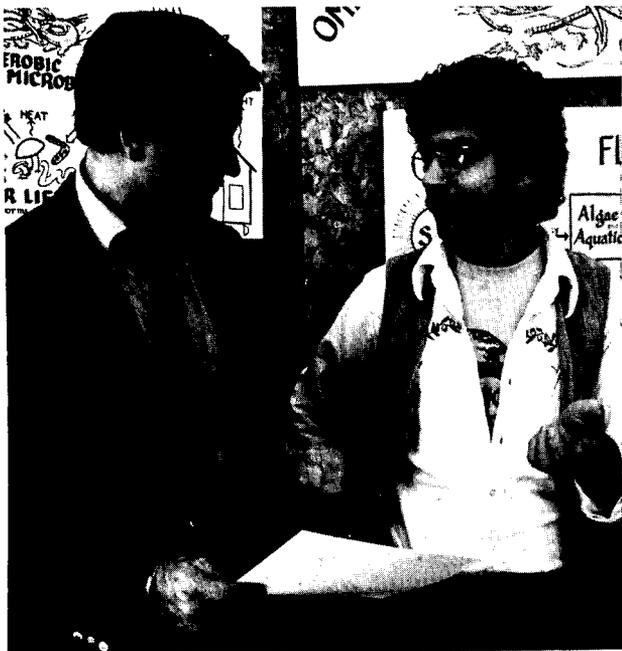


Mary King and Former PCV Carl Lindblad.

Some examples of that technology were on view in the four-day Appropriate Community Technology Fair, Act '79, held on the Mall in Washington, D.C. April 27 to 30. Windmills, fish farm and urban greenhouse projects, a small-scale agriculture methane gas project and a model self-sufficient community were among the exhibits.

Former Peace Corps volunteers originated the idea for the fair. With the backing of the Former Volunteer Project, Office of Voluntary Citizen Participation, they assisted with pre-fair arrangements, provided housing for the exhibitors and presided over some of the 225 displays and workshops on community-based technologies.

The fair was sponsored by the National Park Service and the D.C. Cooperative Extension Service, with several other agencies providing funds, publicity and technical assistance. ACTION provided \$17,453 of the \$140,000



Dick Celeste and Former PCV Alex Fazio.

budget in the form of a grant from the Office of Policy and Planning (OPP). Mary King, ACTION's deputy director, spoke at the fair's opening exercises.

Dick Celeste, the new Peace Corps director, also visited the fair with his son, Steve, and noted the impact of the volunteers on the appropriate technology movement. Rosalynn Carter opened Congressional hearings on appropriate technology held in one of Act '79's yellow-and-white striped tents.

Mrs. Carter said, "All too often, our children grow up with the sense that water comes from the tap in the kitchen, that milk comes from cardboard cartons and when the tap doesn't work or the milk doesn't arrive, we can only get angry at somebody 'out there' who has let us down. We need to regain some control over our lives - and we can."

One of the fair's goals was to communicate to policy makers and the general public that small-scale technologies are often the best answers to what have become large community problems, according to former Liberia Peace Corps volunteer Michael J. Duberstein, an ACT '79 project director.

Among the exhibitors and discussion leaders were VISTA volunteers from the Eastern Tennessee Community Design Center, Knoxville; Banana Kelly, South Bronx, N.Y.; the Center for Neighborhood Technology, Chicago; the People's Fire House, Brooklyn, N.Y.; and the Housing Conservation Coordinators, New York City.

Other exhibitors included representatives from OPP grantees including the Peoples Firehouse, Brooklyn, N.Y.; the People's Development Corporation, Bronx, N.Y.; and the Missouri Governor's Energy Conservation Corps,

Jefferson City.

Discussions and workshops on urban policy and homesteading, energy awareness, how to build a solar grain dryer and how to organize a food co-op, neighborhood garden, or community-run newspaper or radio station were attractions at the fair.

A school, health care facilities and shops were part of the model community where ACTION had a recruitment booth in the model City Hall. Former Nepal Peace Corps volunteers Bob Hamburg and Alex Fazio designed and manned the methane gas generator, a benign method of utilizing animal wastes to provide energy. Six million of them are used in China and 200 in Nepal.

ACTION's small agriculture display was run by former Benin Peace Corps volunteer Carl Lindblad. He demonstrated the usage of a grain drying bin on which he based the widely-used manual he co-authored, "Small Farm Grain Storage." The manual is distributed through ACTION's Office of Information Collection and Exchange. The display included a fuel-efficient low-cost wood-burning stove and a rabbit hutch suspended over a worm farm.

Mary King said that Act '79 was important "because it takes appropriate technology beyond demonstration and into practice. We are getting more for our money in awarding this grant than in anything else this year.

"Volunteers were responsible for much of the fair's success. Citizen voluntary action is tied up with the need for technologies, approaches and techniques for self-reliance that show that individuals can make a difference and be powerful."

Staff Spotlight: Helen Kelley

Never underestimate the power of senior volunteers to take on more responsibilities when they are asked, according to Helen Kelley, Director of ACTION's Older American Volunteer Programs.

"One of my main efforts is to encourage OAVP project directors to widen the scope of volunteer

"...expect more, not less, from senior volunteers."

activities. I think they should expect more, not less, from senior volunteers," she said.

Ms. Kelley, a former nun, has spent a good portion of her life "expecting more" from people. As a Ph.D in sociology from St. Louis University in St. Louis, Mo., she taught at Immaculate Heart College in Los Angeles from 1958 until 1960 when she became graduate dean. In 1963 she was named president of the college, a position she held until she came to ACTION as

OAVP director in September, 1977.



“At Immaculate Heart,” says Ms. Kelley, “we tried to make college seem a sensible place for people of every age to be. I always expected the most from students and faculty. Society can’t afford people who feel useless.”

This same philosophy applies to the volunteers who serve in the Retired Senior Volunteer Program, the Foster Grandparent Program and the Senior Companion Program. “I reject the notion that older people have less to offer. Everybody carries a share... as your strength diminishes, your capabilities may diminish, but not your responsibility. And this situation exists regardless of age. Aging is not just a matter of years.”

According to Ms. Kelley, one of the many good things these programs do is to get older people back in the work force. “They gain confidence by knowing they can perform needed community services,” she notes. “It changes their perception of themselves.”

And the communities—recipients of the volunteers’ services—have a very definite need for

these programs. “The programs wouldn’t be generating the amount of local funds they are, unless the community felt they were truly important. And I think they’re important too. I will fight for all my programs in terms of staff, budget and legislation,” says Helen Kelley emphatically.

Ms. Kelley feels that the volunteers have done a good job in changing the perception of older people on a local level. “However, changing the national and overall awareness of aging is still a long-range proposition,” she notes. “Society brings about a self-fulfilling prophecy... it expects little from our older citizens, and as a consequence, they have lesser expectations of themselves. This makes people feel old before their time.”

Ms. Kelley, on the other hand, sees the positive aspects of age. “I have always been fascinated with how variously people grow old, and how well some people do it,” she says. “And I’ve always been impressed with the fact that people who feel they are doing something significant for others feel better about themselves.”

Federal Workers Serving in VISTA or Peace Corps to Maintain Job Status

Federal workers accepted as Peace Corps or VISTA volunteers are eligible, subject to approval from their supervisors, for extended leave without pay while in a volunteer status.

U.S. government regulations allow such employees to return to their former jobs without a loss in status of grade or pay. Employees are eligible for promotions and retirement credit while serving as volunteers.

In addition, these employees, as of October 31,

1978, are entitled to the within-grade increases they would have earned at their jobs provided their agency determines their service to be at an acceptable level of competence. Employees must submit a written request for such increases to their Personnel Management Division.

Some federal employees granted leave without pay to become volunteers have returned to their jobs prior to the above change. They may be entitled to retroactive within-grade increases. Contact Phyllis Beaulieu at 254-6360.

Hubert Humphrey Award Given To Former PCV



Julia Chang Bloc received the second annual Hubert H. Humphrey Award at an April 10 ceremony, hosted by the Peace Corps, at the United Nations in New York.

With Bloc (from left) are the 1978 recipient, U.S. Rep. Christopher Dodd (D-Conn.), who presented her the award, and Peace Corps Director Richard Celeste, who delivered the keynote address.

The Humphrey Award is given to former Peace Corps volunteers who have achieved status in the field of international service. Bloc, a former volunteer in Malaysia, is currently Director of the Office of African Affairs in the International Communication Agency, Washington, D.C.

She was an evaluation officer for Peace Corps and a minority state director for the Senate

Committee on Nutrition and Human Needs before assuming her present job in 1977.

She also is a member of the National Committee on United States-China Relations and the Young Political Leaders Delegation to the People's Republic of China.

In 1975, she helped organize the Congressional Symposium on International Women's Year. The following year she helped implement the United States Agency for International Development (AID) "Integration of Women in Development" program.

The award ceremony was made possible by the U.S. Mission to the United Nations. The Mission sponsored the Peace Corps activities, providing space for the ceremony and for a reception.

VISTAs to Serve in New Small Farms Projects

Seven VISTA volunteers have begun training for a project to organize 13,000 small farm families in the New England area. The project is a result of six small farms conferences sponsored in recent months by ACTION, the Community Services Administration (CSA) and the U.S. Department of Agriculture (USDA).

One volunteer has been assigned to each of the New England states and to the project's headquarters in Amherst, Mass. All volunteers were selected from rural communities and each has been involved in farming. The VISTA volunteers will have the help of about 40 delegates who attended the New England small farms conference last September.

New England lost 58 percent of its small farms between 1964 and 1974. Eighty-five percent of the food and 95 percent of energy needs for New Englanders comes from outside the New England area.

"It's going to be a real linking up of New England small farm constituencies with the agency and political decision makers whose actions affect their lives," says Pat Sackrey, co-director of the New England small farms conference. "It's really unusual to get this type of agency collaboration."

The VISTAs will act as liaisons between farmers and appropriate state and local agencies, maintaining communication, and collecting and disseminating information.

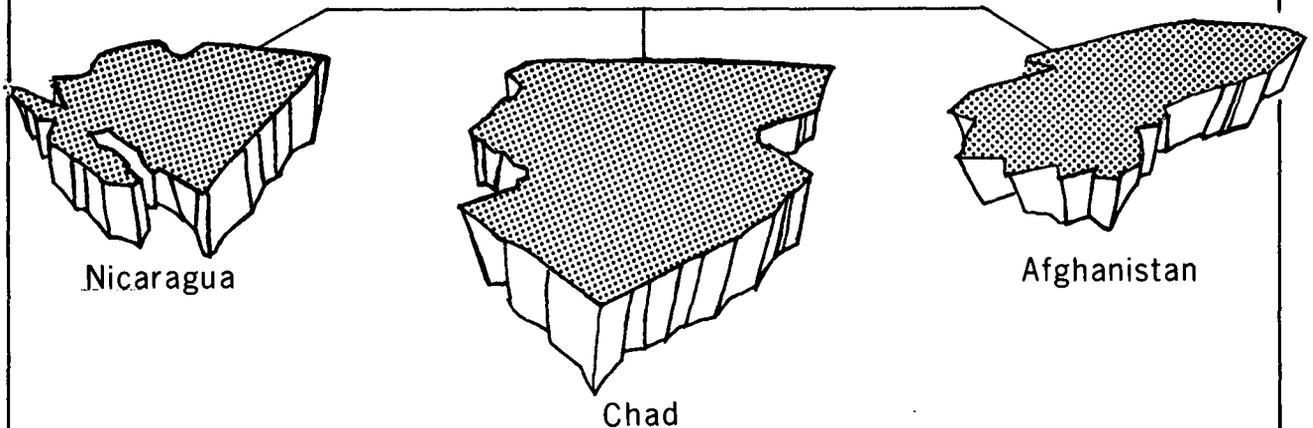
CSA is funding communications activities for the farmers, and USDA is furnishing a staff liaison among the three co-sponsors and a budget for the volunteers' administrative needs.

ACTION Region I Director John Torian and Maine State Program Director Tom Endres originated the project idea after the New England conference. Torian credited the regional effort to ACTION Domestic Operations Director John Lewis, who in 1978 recommended that ACTION become involved with the needy and neglected of rural America.

In naming him regional project manager, Torian noted Endres' wide experience in rural development, including a Peace Corps rural assignment in Latin America.

Judith Bailie, a former rural development VISTA volunteer in Vermont, is project coordinator and VISTA supervisor.

Peace Corps Suspends Activities for Safety of Volunteers



All Peace Corps volunteers have left Afghanistan, Chad and Nicaragua since January due to intense domestic turmoil in each country which made it impossible to guarantee the safety of the volunteers there.

Earlier, because of local unrest, many volunteers had been transferred out of their assigned towns and villages to large metropolitan areas where they were unable to perform their Peace Corps assignments.

The Peace Corps has provided 17 years of uninterrupted service in Afghanistan, 13 years in Chad, and 11 years in Nicaragua. Volunteers are still needed to help improve the quality of life for poor people in each country, and the doors have not been closed on future Peace Corps Service.

All country agreements are still in effect, and Peace Corps will consider returning volunteers when it can be sure they can work safely and productively.

PC/VISTA Fair to be Held in New York

The ACTION Service Center in New York is sponsoring its first Peace Corps/VISTA fair Sunday, June 3, in the main lobby of Federal Plaza, New York City, from 2:00 - 8:00 PM.

The fair will feature an afternoon of music, exhibits, food and films from VISTA projects

in the United States and from the 64 countries where Peace Corps volunteers serve.

An outgrowth of PC/VISTA month last February, the fair is being held to increase awareness of those two ACTION programs and as part of increased Peace Corps and VISTA recruitment efforts. The fair is open to the public. Admission is free.

New Roles for Volunteer Citizens: Keeping up with Society's Changes

Society is becoming more complex, which means that citizen volunteers must be prepared to take on more unconventional roles to help those who get caught up in the changes.

This need for new volunteer citizen roles was discussed at an intensive training conference for directors of State Offices of Voluntary Citizen Participation Programs (formerly known as Statewides) at ACTION headquarters, April 1-4.

The conference was sponsored by ACTION's Office of Voluntary Citizen Participation (OVCP).

More than 20 directors of State Offices of Voluntary Citizen Participation (S/OVCP) attended the conference, along with representatives from ACTION regions and representatives of state governments interested in establishing S/OVCPs.

Sam Brown, Mary King, ACTION program directors, and representatives of public and private organizations involved in voluntary action participated in discussions on how S/OVCPs could utilize their resources.

Pablo Eisenberg, president of the Center for Community Change, a national non-profit

technical assistance organization for low-income communities, spoke on the need to keep up with change.

"Citizen volunteers are in critical demand today to fill unique non-traditional roles to meet the changing needs in our society," he said.

"In addition to traditional activities, such as hospital work, volunteers are needed to support the work of community groups on issues involving credit, redlining, energy, neighborhood decay and economic blight among the depressed working classes as well as low-income people," Eisenberg told the group. "Volunteers can also be effective advocates for the rights of grassroots organizations.

"Because of federal government decentralization, local governments have enormous power and money now. Citizen participation can put some fresh air in state and local government levels to ensure that these resources are equitably distributed. It is the responsibility of S/OVCP offices to take a hard look at this area of concern and do some coalition building among neighborhood volunteers."

OVCP's Program Operations Division awards matching grants to state governments to estab-

lish and support S/OVCPs.

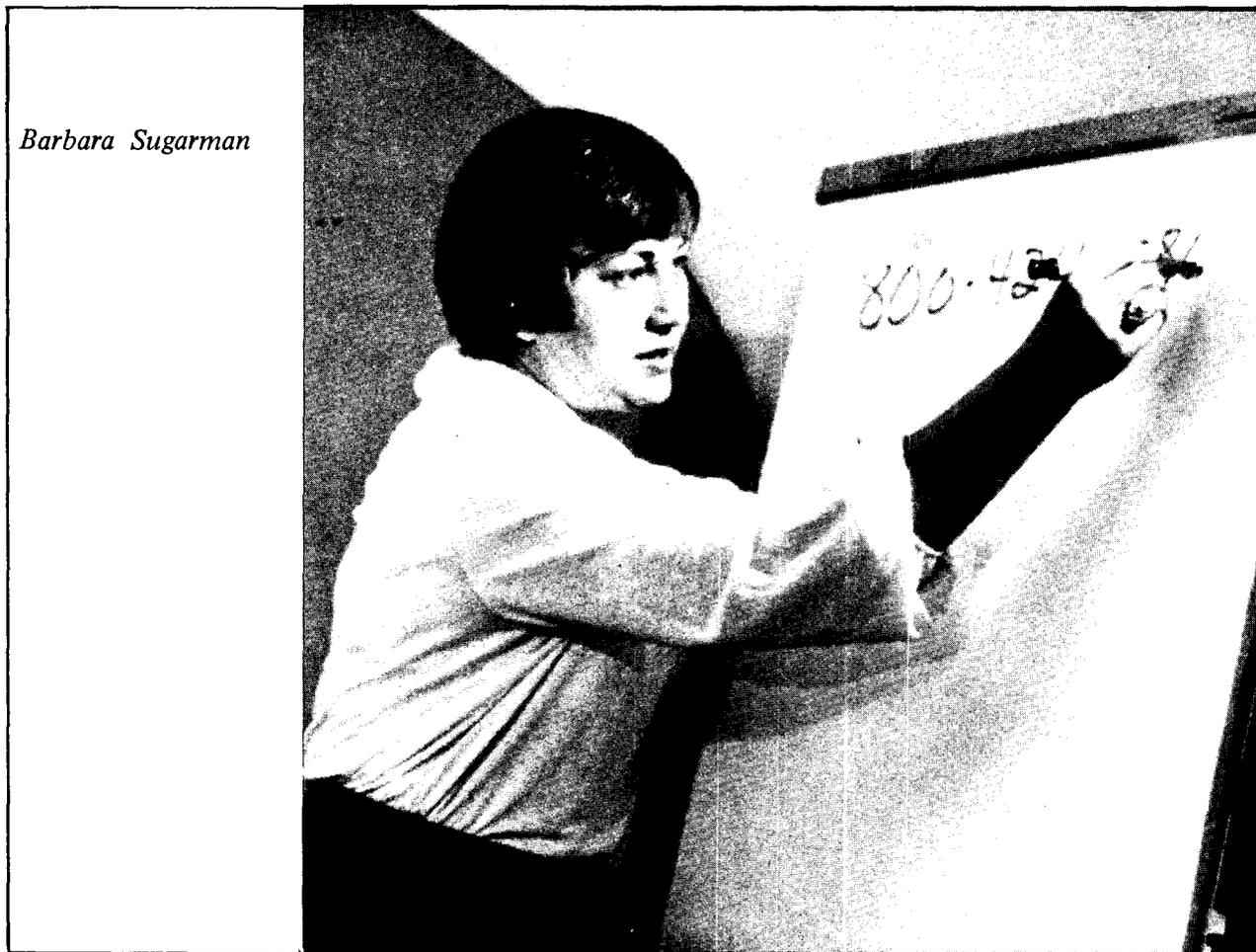
S/OVCPs promote and co-ordinate voluntary participation in government and among local public and private organizations to meet critical needs in such areas as immunization, welfare, energy, mental health, criminal justice and community development. They provide training and technical assistance in recruiting, supporting and coordinating volunteers who donate their time and talents to improve the quality of life, particularly for low-income volunteers.

Barbara Sugarman, director of OVCP's Program Operations Division, proposed that S/OVCP

directors identify local volunteer leaders and bring them together in statewide coalitions to tackle issues of concern.

"The time has come when S/OVCPs have to do more than advocate and support volunteer efforts. Exploring other activities could give you the visibility and credibility you need to make voluntary citizen participation a dynamic force in community service throughout your states," she said. "I know that selling citizen participation to governments as a means of solving problems is a hard job. But that does not mean that it can't be done."

Barbara Sugarman



VISTA Survey Studies

Volunteers' Impact on Communities

Minorities have a nine percent higher representation in VISTA than they have in the U.S. population, according to a survey by the Office of Policy and Planning/Evaluation (OPP/E).

Minorities make up 12 percent of the population, while in VISTA they account for 21 percent, the survey indicated.

The nationwide survey examined the backgrounds and activities of volunteers to determine the impact that VISTA volunteers and projects have on communities.

—focus on self-help strategy...

It was begun in early 1978, when VISTA was beginning to change its focus from providing direct community services to the poor to helping them develop a strategy to help themselves. The findings are a basis from which to gauge programming changes and to help VISTA program managers implement new guidelines.

Evaluators sent questionnaires to all VISTA volunteers and supervisors and received responses from 79 percent of the volunteers and 81 percent of the supervisors. They based their findings on these responses and on volunteer, supervisor and community member interviews conducted at 70 randomly selected projects, or ten percent of all VISTA projects.

Here are some other major findings:

Volunteers differed in perceiving their major role in the community. Twenty-five percent saw themselves mainly as service providers, 13 percent as organizers, 13 percent as coordinators and 13 percent as community advocates.

Evaluators hope, with the implementation of new guidelines, to see a greater percentage of volunteers regarding their major role as that of organizers and advocates for community needs.

Both VISTA supervisors and community members considered funding the most serious problem facing their projects, citing this more than twice as much as any other problem. Also, many supervisors felt that volunteers need additional training, particularly in specific skills such as community organizing.

Technical assistance – interpretation of ACTION policy, management procedures, and resource development – was being provided to those asking for it. Of the supervisors surveyed, almost all who requested technical assistance – 97 percent– received it, and most of those who received it found it useful.

—positive changes in target communities...

Over 80 percent of the volunteers and supervisors observed positive changes in target communities which they felt resulted from VISTA's presence. These changes included broadening of the agency's focus, initiation of co-operative programming, increasing community concern and awareness, and development of community organizations.

Evaluators are conducting a similar survey for 1979 and will compare those results with the 1978 findings. The 1979 findings should be released by August 1979. Contact Cathy Schauer, ext. 47983.

Fifteen ACTION Employees Selected for UPMO

Fifteen ACTION employees have been selected for training positions with opportunities for advancement in the agency through the Upward Mobility Program.

This is the second group of Upward Mobility candidates named since the program began at ACTION in 1976.

The trainees were selected from over 150 ACTION applicants in grades GS-9 or below or their FS equivalent. A total of 368 applications was submitted.

Listed below are the trainees' names, former positions and new training positions:.

CANDIDATE AND FORMER POSITION	TRAINING POSITION
Marlene Baxter Secretary, Director's Office	Planning and Evaluation Specialist, Office of Recruitment and Communications
Alvanette Jones Management Information Assistant, Office of Recruitment and Communications	Management Information Evaluation Analyst, Office of Recruitment and Communications
Alice Cooper Recruitment Clerk, Detroit Area Office	Recruiter, Detroit Area Office
Patricia Campbell Placement Clerk, New York Service Center	Recruiter, New York Area Office
Yvonne Rodgers Volunteer Recruiter Dallas Area Office	Staging and Orientation Specialist, Office of Peace Corps Volunteer Placement
Jean Taylor Secretary, Labor and Employee Relations Branch/ Office of Personnel Management	State Program Officer, Georgia State Office
Gloria Sokolowski State Program Clerk, Northeastern Pa. State Office	State Program Officer, Eastern Pennsylvania State Office

Dolores Priem
Secretary,
California Regional Office,
Region IX

State Program Officer,
California State Office

Lina Dargan
Staff Assistant,
Africa Region

Equal Opportunity Employee Specialist,
Division of Equal Opportunity/
Office of Compliance

Evelyn Dawson
Program Clerk,
Health Services Division/
Office of Administration and Finance

Compensation Claims Clerk, Health Services
Division Office/Administration and
Finance

Liz Irving
Program Clerk,
Communications and Property Branch/
Administrative Services Division/
Office of Administration and Finance

Payroll Clerk,
Domestic Volunteer and Staff Payroll Branch/
Office of Administration and Finance

Esther Alessio
Legal Technician,
Office of the General Counsel

Computer Programmer,
Financial Systems Branch/
Office of Computer Services

Cora Smith
Voucher Examiner,
Fiscal Services Branch/
Office of Administration and Finance

Budget Analyst,
Budget Division/
Office of Policy and Planning

Katherine Woon-Sue
Budget Assistant,
NANEAP Region

Budget Analyst,
NANEAP Region

William Patterson
Computer Technician,
Office of Computer Services

Volunteer Data Specialist,
Office of Computer Services

“The training positions offered depend primarily on the needs of particular offices and the career potential of those positions,” says Upward Mobility program manager Bob Jackson.

All prospective candidates must demonstrate satisfactory performance in their current position and, “most important,” says Jackson, “they must show in an interview that they have the potential skills and abilities to perform in their new positions after completing training.”

New Upward Mobility training positions will be announced in FY 80.

Jean Taylor Relates Move through the UPMO Selection Process

"I must have done something right. I was never so surprised."

This was Jean Taylor's reaction to the news that she had been selected to train for a "career ladder" position through ACTION's Upward Mobility program.

Taylor, 25, is a former secretary in the Labor and Employee Relations (LER) Branch, Personnel Management Division, at ACTION headquarters. She began training in mid-April for a State Program Officer position in ACTION's Georgia State Office in Atlanta, Reg. IV. She will work with VISTA and older American volunteers in that state and monitor the domestic programs there.

Taylor applied for the position nine months ago when it was announced officially as an "Upward Mobility trainee vacancy."

"I was interested because I thought the job would give me a chance to get involved, to really get out among the people and work with them," she says.

Taylor had worked in a clerical capacity at ACTION for three years. "I wasn't actively searching for a job, such as my new one, offering more career and advancement potential," she says. "But I was always keeping my eyes and ears open for other positions.

"I knew it was particularly important to be flexible about the kinds of things I would do

and the places I would work if an opportunity arose," she says. "And I knew I would have to relocate if I became a state program officer trainee through the Upward Mobility program.

"I wasn't at all sure of my chances, particularly since so many people applied," she says. Fifty-eight people applied for the same position she did.

But her confidence increased as selection procedures progressed. "When I found out I had survived the first elimination," Taylor says, "I felt one step closer and a little more optimistic, but still, not sure. I had several interviews before me and I said a prayer before each one."

Taylor sees her new position as a challenge, and, like other positions she has held, a learning experience. "I want to learn as much as I can about the job," she says, "both in and out of the office.

"There are many uncertainties, but they don't frighten me," she says. "I think I can handle them. I feel good about the fact that I'll be getting six months of training. Also, the Atlanta staff has been wonderful. I feel very welcome in my new position."

At a farewell party given for Taylor shortly before her departure for Atlanta, LER chief Peter Wright presented her with a piece of luggage and expressed his appreciation and good wishes. Former LER chief David Orr was also on hand to wish her luck.

personne

Acting Director, Office of Voluntary Citizen Participation

Mercedese M. Miller has been named acting director of the Office of Voluntary Citizen Participation. She has been with the Office of Administration and Finance, where she was director of the management and organization division, since June, 1978. Prior to that she had been a planning systems officer in the Office of Policy and Planning (OPP) since joining ACTION in April, 1976. During that time she served as acting director of OPP/Planning Division on two different occasions. Before joining ACTION, Miller served in management positions in private business and with a number of state and local agencies.

Acting Director, Office of Policy and Planning

Dennis Derryck has been named acting director of the Office of Policy and Planning (OPP). Since joining ACTION in 1977, Derryck has worked on the OPP staff in policy development and evaluation activities .

He also has been responsible for the Youth Community Services Program, which is funded by ACTION (See April 9 issue of ACTION Update).

Before joining ACTION, Derryck worked with the Institute of Public Administration in Liberia from 1973 to 1977 and for four years earlier with the Institute of Manpower Research and Administration in Massachusetts. He was also an assistant professor of social welfare studies at Brandeis University in Waltham, Mass.

Before teaching at Brandeis, Derryck helped establish and manage an outreach program in the Bedford-Stuyvesant area of New York to involve minorities in the construction industry. The program now has been established in 52 U.S. cities.

Special Assistant to Deputy Director

Judith Axler Turner, who has been named special assistant to Deputy Director Mary E. King, handles all speechwriting and scheduling for Ms. King's office. Ms. Turner, who works at ACTION 30 hours a week, exemplifies the federal effort to hire more employees on a part-time basis.

Before joining ACTION, Ms. Turner was a freelance writer for eight years and contributed articles to the National Journal, the Washington Post, Washingtonian Magazine and various skiing magazines. She continues to write a nationally syndicated ski column.

Ms. Turner worked in the Washington bureau of the New York Times and was, for almost three years, a reporter and nationally syndicated columnist for the New York Daily News. She also has written for the Jewish Telegraphic Agency, the Albany (N.Y.) Times-Union and Newsday.

Ms. Turner, a native of New York City, was graduated from Russell Sage College in Troy, N.Y.