

**update...**

# President Names Thomas Pauken To Head Agency



Washington, D.C., Feb. 4—Thomas Weir Pauken, 37-year old Texas attorney and GOP activist, has been named by President Ronald Reagan to be director of ACTION. In a recent interview with the *Dallas Times Herald*, Pauken said he was "honored and very excited" to have been chosen.

Pauken also stated that he is interested in directing ACTION resources on troubled youth. He noted that the Foster Grandparent Program was one way to do this. "We are going to use this (focus) to build a variety of programs," he said.



Previously, Pauken had served as White House staff assistant and associate director of the White House Fellowship Program from 1970 to 1971. He left the White House to return to his native Texas, where after earning his law degree, he was a practicing attorney in Dallas from 1974 until his nomination to head ACTION.

Active himself in a number of voluntary activities, Pauken has served on the National Advisory Council on Vocational Education (1970-76), the Dallas Opportunities Industrialization Center

Board, the Budget Committee of the United Way and has been an active member of the VFW.

Born January 11, 1944 in Victoria, Texas, Pauken grew up in Dallas where he graduated from Jesuit High School. He entered Georgetown University, Washington, D.C., in 1961, receiving his Bachelors Degree in political science from that school in 1965. He earned his law degree from Southern Methodist University in 1973.

Pauken's long and active involvement in public affairs began during his undergraduate college years when he worked for Sen. John G. Tower (R.-Texas) and former Rep. Bill Stinson (R.-Wash.).

He was elected president of the Georgetown University Young Republicans and District of Columbia College Republican chairman.

In 1965, Pauken was elected national chairman of the College Republicans and served for two years as a chief spokesman for the Republican party on campuses, participating in hundreds of speeches, symposiums and debates.

Enlisting in the U.S. Army in 1967, Pauken was commissioned a lieutenant a year later and saw service in Vietnam, authoring a number of studies on the political and military situation there.

Pauken and his wife, the former Ida Ayola, have five children: Tom II, Michelle, Angela, Elizabeth and Daniel. Before returning to Washington in 1981, they had made their home in Mesquite, Texas.

## Presidential Energy Efficiency Awards

Eleven communities participating in ACTION's Community Energy Project (CEP) received Presidential awards last month in recognition of their successful residential energy conservation campaigns. These ACTION-supported programs represented the largest group of awardees sponsored by a single federal agency. A total of 60 presidential awards were given to communities, organizations and individuals for their efforts in promoting residential energy efficiency.

The eleven CEP communities are Rochester, N.Y.; Ellsworth, Maine; Jackson County, Ill.; Valley City, N.D.; Haverhill, Fitchburg, and Northampton, Mass.; Charlottesville, Va.; Chemung County, N.Y.; Forth Collins, Colo.; and Lafayette, La.

In addition, the Community Energy Project of ACTION's Office of Voluntary Citizen Participa-

tion, itself was the recipient of an award; that award especially recognized ACTION's pilot effort in Fitchburg, Mass. in the fall of 1979 and CEP's effectiveness in promoting local citizen participation efforts in energy conservation throughout the country. The eleven communities were assisted by CEP with technical advice and mini-grants of up to \$5,000 provided by the Department of Energy through an interagency agreement initiated in February 1980.

### CORRECTION

The story on Dr. Martin Luther King, Jr., which appeared in the last issue of ACTION Update, incorrectly stated that Morgan State University was in North Carolina. The university is actually located in Baltimore, Md. Our apologies to Morgan State and to the Morgan State chorus.



## First Lady Seeks Expansion of FGP

At a February 9 White House briefing, First Lady Nancy Reagan reaffirmed her long-standing commitment to the Foster Grandparent Program (FGP).

Speaking to reporters, Mrs. Reagan described the Foster Grandparent Program and explained that her involvement began some 14 years ago in California when her husband was governor. Since then she has visited FGP sites throughout the country. "When I would be out traveling with my husband," she said, "I would visit any Foster Grandparent Program that happened to be around to see how it was working."

As part of her continuing work with the program, Mrs. Reagan has agreed to tape radio and TV "spots" to increase public awareness of FGP. She also plans to attend the FGP project directors' conference to be held in June in Washington, D.C., and to visit project sites in her travels as First Lady.

Commenting on the fact that there are only 208 projects around the country, the First Lady said she had met with ACTION officials to explore ways to expand the program. "I'd like to get the private sector involved," she said.

Praising the two-way benefits of the program, Mrs. Reagan said that in this society "we tend to become youth-oriented, and we forget that there are an awful lot of elderly people out there who have a lot to give... And you have children on the other side who want to be given to. It's a wonderful thing to see."

Mrs. Reagan concluded her remarks by asking reporters to stay and view a 20-minute Foster Grandparent film entitled "A Touch of Love." "You'd better get your Kleenex out," she warned with a smile as she left the room.

Following the showing of the film, ACTION staff answered reporters' questions. When asked about the possible involvement of the private sector, OAVP program specialist Preston Murray said that "although this is all still in the 'talking stage,' what we would eventually hope for is a creative partnership involving ACTION's expertise and the resources of the private sector."

FGP chief Jack Kenyon noted that he and his staff "looked forward to the First Lady's continued association with FGP. Her commitment is real and it's deep. And for those of us who work for this program, that is most satisfying."

# Art Show Kicks Off Black History Month

*House with his artwork in background*



A special ceremony in the ACTION headquarters lobby marked the beginning of the celebration of Black History Month. Some 100 employees attended the February 2 ceremony where they viewed a collection of woodblock prints that depicted scenes and portraits from Sierra Leone. The prints, which were on display through Feb. 6, are the work of artist Wayland House, who created them while serving as a Peace Corps volunteer in Sierra Leone from 1975-77.

The event was co-sponsored by the agency and by MINORITIES IN ACTION (MIA). House spoke briefly to the audience, and PC staffer Don Galloway presented a variety of black and African folk songs. Galloway serves as special assistant to the deputy director of Peace Corps, and formerly served as PC country director in Jamaica.

Introducing House, MIA President Robert Taylor said, "It gives me pleasure to find a minority volunteer who is carrying out the third goal of the Peace Corps - to promote a better understanding and appreciation on the part of the people in this country, of the people and culture of the countries where volunteers serve. We hope that those two percent of Peace Corps volunteers who are black will continue to help Americans become more aware of the contributions blacks have made during the 20 years of Peace Corps."

House thanked the agency and the audience for their support. "What you see here today," he said, "is an expression of a very special experience for me. I am happy to share it with you." House briefly explained the process of wood block printing to

his listeners, and told them he had developed the prints during his spare time while serving as an art teacher and audio-visual specialist in Peace Corps. In addition, he said his works would appear simultaneously at the Sioux City Art Center in Sioux City, Iowa, commemorating Black History Month in that city.

Agency senior staff offered comments on the occasion and on the display. In an opening statement, Recruitment Director Vinette Jones told the audience that Black History Month began as Negro History Week in 1926 to celebrate the contributions of black Americans to this country.

ACTION Acting Director Dana Rodgers spoke of the "pluralistic heritage of the U.S. that is depicted in the display," and expressed his hope that the exhibit would stimulate people to "look at what we do in this agency and see how that relates to Black History Month."

William Sykes, acting Peace Corps director said he felt the two primary goals of Peace Corps volunteers should be to "become involved in the culture of the country where they are serving, and to bring back to their own country, some of what they have learned abroad. It is obvious that Mr. House has brought back a good deal of what he learned abroad," Sykes said.

*(Editor's note: House's works are for sale. Interested persons may call him directly at (202) 332-1907, or write to House in care of MINORITIES IN ACTION, P.O. Box 1093, Washington, D.C. 20013).*



## PC Staff Shows It Cares - Raises Money for Refugees

Sharing and giving are integral to the Peace Corps, and agency staff recently provided a vivid example of this. It all began with a NANEAP forum presentation last October.

Tom Roach, PC specialist for U.N. volunteer and refugee programs, was the guest speaker at that forum, which dealt with refugee conditions in Somalia, where some 1,000 to 3,000 people a day are arriving from war-torn Ethiopia.

Roach told of a September 1980 trip he made to Somalia for the purpose of identifying new positions in which U.N. volunteers, half of which are Americans, sponsored by Peace Corps, could work with refugees. He presented photographs and showed a videotape of the refugee camps.

"The audience was shocked by the conditions shown in the photos and on the tape," says NANEAP Budget Systems Analyst Georgene Twitty, who regularly chairs the weekly, lunch-time forums. "...the sickness, the overcrowding were so overwhelming, that some of the viewers actually couldn't eat.

"My feeling was that if people felt this way, surely there must be something that we in the agency could do to help. There is obviously an urgent need in Somalia for supplies and services of all kinds, particularly health and transportation. I knew that they could use any contribution we could give. After all, if Peace Corps people can't show they care, who can?"

So Twitty and Roach decided to organize a bake sale and a luncheon to raise money for the refugees - "Somalian and also Haitian refugees," Twitty adds. "Since the problems of the Haitian refugees in this country are so severe, many of those contributing wanted them to benefit also."

The events were held November 9 at headquarters. "All the food and baked goods were home-made by the NANEAP staff," Twitty says. "In addition, a 20-pound turkey was donated as a door prize. It was good timing for that - a few weeks before Thanksgiving, and the turnout was good. About 200 people throughout ACTION/Peace Corps came. We raised \$374, and later received additional checks, increasing that amount to \$500."

The satisfying conclusion to these efforts culminated in a February 4 ceremony, where Twitty presented a check for half the money to C. Payne Lucas, director of Africare, on behalf of the Somalian refugees, and the other half to Ansel Remy, director of the Haitian Task Force in Washington, D.C.

Expressing his thanks for the money, Lucas called the donation "a wonderful example of Peace Corps support at the grass-root level. My view is that if we want a successful foreign assistance program, Peace Corps is the best vehicle." Lucas said he had made several trips to Somalia while serving as Peace Corps deputy director and later director for the Africa Region during the early 70s, and planned to make another trip in March of 1981.

Remy also expressed his appreciation, "particularly at this time when the problems of Haitian refugees in this country are so severe." He noted that the goal of the Haitian task force is to educate the public about the problems of Haitian refugees, "but with the increasing influx of those refugees, we have been performing many other tasks as well - outreach assistance, counseling, help in finding housing - whatever is needed." He assured his listeners that the money they had helped raise would be "well spent toward those goals."

"It has given us so much pleasure to be able to present this money," said Twitty. "After all, 'giving' is the business of our agency. It is what we are all about."



*Tom Roach, C. Payne Lucas,  
Ansel Remy, Georgene Twitty*

# Energy Conservation Drive Succeeds in New York State

A bright yellow bug suit, a stapled handbook and a sense of humor were important ingredients in a successful energy drive this fall in Chemung County, N.Y. (see energy article, pg. 2)

The Chemung County Home Energy Conservation (CHEC) project, however, looked anything but promising last summer, according to CHEC Coordinator Dorry Norris. "In fact, it didn't really get off the ground until mid-October," she reports.

Chemung County is one of 20 communities selected last fall to participate in an intensive nationwide conservation effort to demonstrate how communities can mobilize their own financial, technical and human resources to involve great numbers of their citizens in low cost/no cost energy conservation measures such as weatherstripping doors and caulking windows

The Community Energy Project in ACTION's Office of Voluntary Citizen Participation has assisted these communities with technical advice and mini-grants of up to \$5,000 provided through an interagency agreement with the Department of Energy. This agreement grew out of the success of the first all-out, citywide conservation campaign in the country conducted by Fitchburg, Mass., in the fall of 1979 which resulted in significant decreases in energy consumption for the people of that city. (See ACTION Update: Feb. 29, April 9, May 21, Aug. 13, Nov. 28, 1980.)

In contrast to Fitchburg, a compact mill town with 38,000 people, Chemung County is predominantly rural with a population of about 100,000. It consists of one city - Elmira - 11 towns and five

villages, adding up to 17 separate municipalities with different governing bodies and overlapping authority.

"One big difference from the Fitchburg program is that we never got the free home winterization kits for low income people which were available in Fitchburg through their community action agency's weatherization program," says senior energy planner Steve Weisman, who initiated the CHEC project last April. "We thought our program didn't have a chance without those resources, and we began to lose enthusiasm."

Weisman and other CHEC steering committee members targeted the campaign to begin in June even though they learned in May that "you can't do an energy conservation program in the summer," he recalls. "It's the wrong season to think about energy. Consequently, we went into a three-month hiatus when virtually nothing happened."

During that time, disagreements arose among committee members, all of whom quickly became bogged down with individuals fighting for their own agency's involvement in different parts of the program," says Louise Fletcher, RSVP director in Chemung County.

"People here are accustomed to working together and being in on projects from the very beginning," she emphasizes. "Our mistake was not to involve the community and social service groups at the start. We lost sight of the volunteer segment in an effort that should be conducted by volunteers."

Dorry Norris, a county resident for over 20 years, became CHEC coordinator in July. "I know



*"Yellow bug" distributes literature on energy conservation*

the community," she says. "Besides, I am a displaced homemaker and it is important to me to be part of something -- to make things happen." Her first task was to develop an organizational structure for the drive.

"We thought we needed an area coordinator in each of the 17 municipalities to reach large numbers of people," Fletcher recalls. "We wasted so much time trying to create a new wheel when we had built-in support in existing organizations. 'If we had spent that time contacting service clubs, garden groups, Monday mothers' clubs, DARs and ELKS, we would have been much farther ahead.'"

They also learned the futility of mass publicity mailings to special interest groups. They distributed a total of 2,000 brochures to various organizations and received exactly two replies.

When the CHEC drive officially began on October 1, Norris began training sessions, in fire houses, on basic weatherization techniques. "We thought the best idea was to set up permanent meeting places for sessions so that the people could come to us. Only, hardly anyone came...except the firemen," she groans.

A black and yellow bug costume was a turning point in the campaign. "We realized that we needed a gimmick -- a recognition factor that would attract attention," recalls Pattie Moran, a county energy extension agent who worked in the campaign -- and designed the costume. Moran, Fletcher and Norris took turns wearing the costume in making rounds to generate interest in the campaign.

"People will stop and talk to a bug. They like to be entertained, and if you get them to giggle, they

will listen," Norris laughs. "Who would ever stop a bug?"

Moran also developed a nine-page handbook on energy-saving techniques, which was assembled by a group of blind RSVP volunteers. "We have found the handbook to be the most valuable thing to come out of our efforts," Fletcher says. "It tells from ground zero, how to do things. People from other counties are asking if they can have it in their community. It really is in demand."

Norris estimates that CHEC reached some 1,200 households by the end of the drive, in December. However, they are continuing to conduct workshops. "People are spreading their knowledge to friends and neighbors," she says, "so it is impossible to say just how many people we've actually reached. On bad days when we don't reach many people, I think - 'OK, if every person we train can save five dollars a month, that's \$60 a year.' What other program gives people a paycheck immediately? What other bills can you save on?"

"I don't think the financial benefits of any other program in the community are as beneficial. The very first year, the seed money (the \$5,000 from ACTION) will be realized in benefits to the community," she adds. "Conservation is the only thing today that can make a difference. We need time, and what conservation will bring is time."

"I just happen to believe that people can make a difference in their own lives when you show them a way -- and the whole community profits."

Persons interested in information on ACTION's Community Energy Project and its programs may call 800-424-8867 toll free.



## Staff Spotlight: Paul Schrader



When ACTION looks around for someone with a good grasp of both recruitment and domestic operations, the name Paul Schrader invariably comes up. Schrader, who has held the position of program officer in the Ohio State Office for the past five years, began his career with the government in 1971 when he was assigned to the Washington, D.C. community of Mt. Pleasant as a VISTA volunteer.

After his VISTA service he recruited volunteers in Chapel Hill and later moved to Atlanta where he worked as a VISTA evaluation specialist. In March 1975, when the service center concept became a reality, Schrader went to Washington.

"I'm probably the only federal employee that was ever decentralized back to Washington," he said.

In Washington he held the position of evaluation and placement officer before joining the Ohio State Office staff in Columbus.

"My move from recruitment to DO has given me a good understanding of both programs," Schrader said. "I think that's one of the reasons why the Ohio State Office has always had a good working relationship with the recruitment office in this area."

Last August Schrader participated in the nationwide recruiter training conference in Washington, D.C. "I wanted to relate community organizing to recruitment and to placement from the perspective of the state office," he said. "I don't think recruiters can recruit, nor placement people place good volunteers if they don't understand the program development process."

Schrader feels that the sensitivity of the Ohio State Office to the problems of recruitment accounts for the high rate of placement of NRVs (Nationally Recruited Volunteers) in VISTA projects in that area.

"In my opinion the Ohio State Office submits the best workplans in the country," he said.

After nearly 10 years with ACTION, Schrader

feels that the agency is unique in terms of structure and programming. "Of all the federal agencies, we're probably closest to the people," he said.

One of Schrader's favorite stories involves a Foster Grandparent volunteer who was having problems with her director. "She called Michael Balzano, then the director of ACTION – and actually reached him," he said. "In what other agency would you be able to telephone the director and have him pick up the phone?"

Schrader feels that ACTION's concept of voluntarism is compatible with both liberal and conservative political policies. "I don't think anyone would argue against the idea of helping people help themselves," he said. "With ACTION programs nothing is being foisted on an unwilling community. Local people are encouraged to do the things that need to be done, and take advantage of the agency's resources if they need them."

"What ACTION does is as traditionally American as barn raisings and community crop harvestings – the kinds of things that are done all over rural southern Ohio."

Schrader recently purchased a house in Columbus' German Village, and spent the summer months planting tomatoes and marigolds, and perfecting a creole-style pepper recipe in his new kitchen.

With respect to the future, Schrader speculates that while he would like to be a state director, he is also attracted to a simpler, rural way of life.

"There's a lot to be said for drinking water from an artesian well, clean air and home-grown food. I can see myself working as a truck farmer somewhere," he said. "But then I suppose I couldn't fly around the country to Frank Sinatra concerts."

Schrader was born in Forty Fort, Pa. He received a BA degree in political science from King's College in Wilkes-Barre, and an MA in urban affairs from the University of Illinois in Urbana.



# Center Creates Opportunities for Independent Living

*Editor's note. The following article on the Center for Independent Living (CIL) in Berkeley, Calif. first appeared in the VISTA Commemorative booklet which was published last year in honor of the 15th anniversary of VISTA. In its eight years of operation, CIL has benefited from the services of more than 23 VISTA volunteers, half of whom were or are disabled. Currently eight VISTAs work at the center—six of them disabled. The project described below is closely aligned with the stated goal of the U.N. International Year of Disabled Persons—"Full Participation."*

The converted automobile agency on Telegraph Avenue in Berkeley, California, doesn't sell cars anymore. It sells possibilities. The 800 or so disabled people who come to the Berkeley Center for Independent Living (CIL) every month receive about 3,400 separate services—everything from wheelchair repair to job training. Those services create possibilities that CIL's clients may never have had before—the possibilities for independence. The range of services is impressive, suggesting that the people who designed it know what disability is like. They do. The Berkeley Center was founded in 1972 by a group of handicapped individuals who felt that large numbers of disabled people could live on their own, free of institutions, if only they had access to counseling, equipment repair and advocacy.

Today, more than 100 CIL staffers, most of whom are disabled, help other handicapped people break free of the cycle of helplessness and institutional dependency, to develop constructive, independent lives in the community. Eight VISTA volunteers contribute in a wide variety of ways. Two of them work on the Center's publication. Two are peer counselors for the deaf; one is an access specialist. One VISTA works in rehabilitation counseling and another is involved in outreach. The eighth is in blind services. Of the eight volunteers, all but two are disabled.

No one lives at the Berkeley Center. Its purpose is not to perpetuate the use of sheltering environments, but to help clients make the transition to living in the community. If they are unable to use public transportation, clients in the Berkeley area can ride one of the Center's fleet of vans. They can come to CIL for assistance in finding housing or attendant care. The wheelchair shop services and



*Center for Independent Living  
Photo by Barbara Hadley*

modifies most types of wheelchairs and even offers advice on what type to buy. Those in need of training, either in the use of equipment or in communication techniques (primarily the blind and deaf), can find it at the Center.

The struggle for an independent life must go beyond the delivery of services for consumers, however. CIL and other organizations like it have taken on the job of changing the environment. That task can be as simple as building a ramp, or as complex as tackling the legal system. CIL does both. Through the Disability Law Resources Center, CIL advocates compliance with the law and modifications in public transit, education, and social services. It is an area that CIL representatives see as vital to the growth of capability for the disabled in a barrier-free society.

The increasing diversity of the organization is beginning to encompass business enterprises that produce revenue. The machine and automotive shop modifies vans and cars, installing hand controls, wheelchair lifts and ramps, all on a pay basis. As more CIL clients enter the work force, more of them are able to pay for the services that they receive. Revenue is an important new component in

*(cont. pg. 12)*

# Employees Hear Speech on Problems of the Deaf

ACTION/Peace Corps employees had a recent opportunity to increase their awareness firsthand, of special problems faced by a segment of the disabled population.

Dr. Thomas A. Doyle, a research chemist with the Food and Drug Administration in Washington, D.C. spoke to a group of agency employees in early January about the particular problems faced by the deaf and hearing-impaired. Doyle has been completely deaf for many years and communicates by lip-reading, sign language, and on the TTY telephone for the deaf (See article in last issue). He is chairman of the Handicapped Employees Advisory Committee at FDA and sits on similar committees at the Department of Health and Human Services.

Doyle said the main problem faced by deaf people is one of communication. He spoke of his own problems involving the inability to use a regular telephone, and later demonstrated the use of the TTY which is becoming increasingly used by the deaf. (He owns a TTY)

"Not being able to use a regular phone has always been a problem," Doyle said, "but it was even worse before the advent of the TTY. For example, before the I owned a TTY, I had to go, in person to a pharmacist and ask them to call my physician when I needed a medical prescription filled. But with the TTY, I just call the pharmacy center at the Giant Food Store, as they also have a TTY."

According to Doyle, an increasing number of agencies and organizations - Amtrak, JC Penney, and Metrobus and Metrorail in Washington, to name a few - as well as more and more professionals - such as lawyers and dentists - are owning TTYs. And Gallaudet College for the Deaf in Washington, D.C. recently published a directory of those public and private organizations with a TTY.

With the aid of Ryland White, PC staffer on the Latin America desk, who also interprets sign language, Doyle received and answered questions from his listeners. Responding to the question, "What kinds of discrimination have you, as a deaf person, faced in employment?," Doyle said:

"I have been working in the government for 18 years, and don't feel I've been discriminated against. But some deaf persons have trouble, both on and off the job with the way they are perceived by others. For example, some people tend to regard deaf persons as being dumb, or avoid speaking

with them if they can. But I wouldn't call this 'discrimination', because it is simply a natural reaction on the part of many people. 'Barriers' would be a better term."

Bruce Hildebrand, an agency personnel staffer who is blind, asked Doyle if anything was being developed to enable deaf and blind people to speak together. Doyle responded that one TTY manufacturer was developing a TTY machine with a voice translator for this purpose. "In addition, a company is developing a device on which people may leave TTY phone messages for the deaf when they aren't home at the time of a call," Doyle said.



*Doyle with TTY*

# personne

## DEPUTY DIRECTOR FOR VISTA

Larry Williams is the new deputy director for VISTA and Service Learning Programs, Office of Domestic and Anti-Poverty Operations (DO/VSL), formerly VISTA/ACTION Education Programs. The office administers VISTA, University Year for ACTION, the National Center for Service-Learning and the National Youth Community Service project.

Williams has worked extensively in the public and private sectors, dividing his career between business, international and community action programs. Before joining ACTION, he was a principal of Family Health Care, Inc., an international health consulting firm which he helped to develop beginning in 1971. Previously he served in management positions with Common Cause, the Office Education and the Office of Economic Opportunity. Williams was the second Peace Corps director in Cameroon after having developed several of the first Peace Corps programs in French speaking Africa.

## INDIRECT RECRUITMENT SPECIALIST

Neill Heath has joined the ACTION staff as an indirect recruitment specialist for Peace Corps and VISTA. Working out of the Office of Recruitment and Communications, Heath oversees all media and mail advertising for PC and VISTA volunteer recruitment. Before joining ACTION, Heath worked for the Hill & Knowlton and J. Walter Thompson public relations and advertising agencies in Washington, D.C. He received a BSFS (BS Foreign Service) in 1974 from Georgetown University in Washington, D.C., and an MA in journalism from the University of South Carolina in Columbia the following year.

## OAVP SPECIAL ASSISTANT

Nancy Goodrich is the new special assistant to the director of OAVP. She comes to this position with an extensive background of work with senior citizens, serving for the past eight years as RSVP project director in Burlington, Vt. She also served for the past three years as vice-president and legislative chairman for the National RSVP Project Directors Association. Earlier Goodrich worked with an ecumenical social action group in Burlington, developing and administering programs geared to drug crisis centers and shelters for runaway youths. She recently co-authored two articles in The Gerontologist magazine on research concerning the effects of volunteer service on older volunteers and their families.

## COPE

### Employee Assistance Program (EAP)

Employees and family members of employees wishing assistance in resolving personal, family, social, legal, financial, drug and alcohol abuse problems may obtain confidential help by calling :

**COPE Counseling Center**  
**484-7400**

## Acting Directors Named

The following senior staff members have been named to acting positions in the agency:

**VINETTE JONES**, director of recruitment, named acting director of recruitment and communications, Office of Recruitment and Communications (ORC)

**JUNE CARTER PERRY**, director of public affairs, named acting director of communications, ORC

**STEPHEN SMITH**, director of administrative services, Office of Administration and Finance, named acting deputy director of recruitment and communications, ORC

**SUZANNE FAHY**, director of Senior Companion Program, Office of Older American Volunteer Programs (OAVP), named acting deputy director of OAVP.

*CIL (from pg. 9)*

the funding profile of an organization that has thus far received most of its support from government grants, with an additional infusion of money from private sources.

Material gains in law, education and technology do much to bring down the barriers to independence for the disabled. But they leave standing the barrier of misunderstanding—the stubborn “otherness” that society persists in attaching to those with handicaps. That barrier too will fall, through the efforts of organizations like CIL. Nothing crumbles prejudice like familiarity. Nothing promotes familiarity as well as the disabled living and working in the community.

### PLEASE NOTE

The ACTION communications staff and Peace Corps 20th anniversary staff have moved from room 513 to room 401 at 806 Connecticut Ave. Listed below are the names of the staff members and the extensions at which they can be reached:.

June Carter Perry	47526
Stephanie Stinchcomb	47526
Barbara Wedge	47526
Lou Panarale	47526
Juanita Daniels	47526
David Haley	47526
Wilma Lloyd	47526
Felton Gibson	47526
Bill Reese	47678
Myra Lewis	47678
Kelly Nolan	47678

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Editor .....	Patita McEvoy
Assistant Editor .....	Judy Kusheloff
Editorial Assistant .....	Eileen Gwynn
Graphics Designer .....	William Johnson