

At the Smithsonian...

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ACTION UPDATE

August 25, 1981

ACTION to Launch Viet Vets Leadership Program



Pauken announces Vietnam Veterans Leadership Program.

A new ACTION program is tapping the resource of able and successful Vietnam veterans in an effort to help their fellow vets become better integrated into civilian life. Named the Vietnam Veterans Leadership Program, it will use, as ACTION volunteers, Vietnam veterans who have made a successful transition into civilian life.

These volunteers will use their leadership, management and other professional skills and community and government contacts to encourage

Vietnam veterans to make full use of all government and veterans' organizations and resources that aid Vietnam veterans. According to Jack Wheeler, program coordinator at ACTION, the volunteers will also help increase the receptiveness of employers in each involved community to hiring Vietnam vets, and persuade local institutions to make more resources available to the solution of the vets' problems.

The program will be headed by a national program director and will focus its efforts in 50 communities. Each program will encourage and assist local initiative among Viet veteran leaders, and each will have a director to be paid from project grants funded by ACTION.

According to Wheeler, a pilot program will soon begin in five or six communities to spot those tasks which volunteers can best perform, to test the best method of training, to identify any special community needs and to determine other criteria for success, such as quality and quantity of volunteers. After a year, the program should be operating in all 50 communities for a two-year period, after which the federal role should be assumed by the communities themselves.

It is a cost-effective program, Wheeler says, involving the expenditure by ACTION of about \$2 million per year through the end of FY 84 when ACTION funds will terminate. Before that date, Wheeler says, ACTION will provide training and develop a turnover plan which the communities themselves can use, once they are managing and financing the program.

"I see strong evidence that this program will work," Wheeler says. "Hardly a day goes by when Tom (Pauken) and I don't hear from at least one Vietnam veteran who has made a good, busy life for himself, and wants to know what he can do to help other veterans. So, the resources are out there, waiting to be used. What we are doing, in a careful, methodical way, is sending a bolt of electricity through the network of able veterans who want to help others." Wheeler says that both he and Pauken are in constant communication with potential Viet vet volunteers around the country who want to help.

FROM THE DIRECTOR



For the past few weeks, much of our attention has been centered on Congress and deliberations concerning ACTION. Now that Congress has recessed, let me bring you up-to-date on which actions have been taken regarding our agency.

The Congress has reauthorized the domestic programs operated within ACTION. The reauthorizations are for fiscal year 1982 and 1983.

The next congressional concern regarding ACTION will undoubtedly be ACTION's fiscal year 1982 appropriations. The House Appropriations Committee is expected to act on ACTION's appropriation during the second or third week of September. Should the fiscal year 1982 appropriations not pass the Congress by September 30, 1981, funding for ACTION will once again be on a continuing resolution. As you are well aware, having operated under such a situation more than once in the past, the resolution would only be in effect until such time as the regular appropriations bill passed the Congress and was signed into law.

I would like to commend those of you who have already put in much effort and many long hours to allow us to present a fiscally responsible package to the Congress, and I encourage your continued best efforts as we plan for a most productive 1982 and 1983.

With warmest regards,

Tom Pauken

Workshop Tackles FY'82 Recruitment, Communications Plans

Senior Office of Recruitment and Communications (ORC) staff and other ACTION and Peace Corps personnel met with the agency's four Service Center directors at a planning workshop in ACTION headquarters on August 4-6. The purpose of the workshop was to plan recruitment and



With Winnie Pizzano and Tom Pauken (center) are, left to right, Service Center directors Wayne Judkins, Ralph Coleman, Jeanette Cason and Bruce Cohen.

communications activities for the next fiscal year and to provide complete service to ACTION and Peace Corps within the restrictions of operating funds for FY '82. The three-day meeting, organized and chaired by Director of Recruitment Tom Moore, focused on a number of communication and recruitment strategies that will be implemented over the next few months. (Watch ACTION Update for details.)

Service Center directors Bruce Cohen, Chicago; Ralph Coleman, San Francisco; Jeannette Cason, Atlanta; and Wayne Judkins, New York were briefed on recruitment policies, issues impacting recruitment, management information systems, cost accounting and reporting, and personnel issues related to ORC's FY '82 operations. The reduction-in-force procedures and the merit pay system were also discussed.

At the first session, ORC Director Sam Schulhof, in emphasizing his commitment to ORC's role, stated, "I believe strongly that positive communications up and down the organization are its lifeblood." He further outlined the basic philosophy and aims of ORC. Schulhof explained that despite fiscal constraints, he believes that with the right people, the right motivation and the right planning, all ORC goals for ACTION and the Peace Corps can be reached.

As part of the conference, workshop participants hosted working luncheons with ACTION Director Tom Pauken and Deputy Director-designate Winnie Pizzano on August 4. Peace Corps Director Loret Ruppe, Deputy Director Everett Alvarez, Jr. and Executive Officer David Scotton met with the ORC staff over lunch on August 5.

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FROM THE DIRECTOR



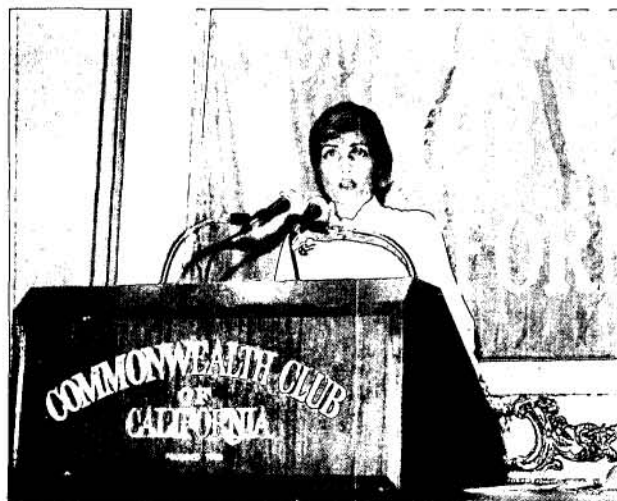
In my last column, I told you of my planned speaking tour on behalf of Peace Corps, to Denver, Los Angeles and San Francisco. I want to report that the trip was a success. In addition to the very warm reception I received in all three cities, I was most impressed by the commitment and help from the area staffs, including many RPCVs.

A highlight of my trip was the luncheon I attended at the Commonwealth Club in San Francisco. I spoke to an audience of nearly 2,000, and told them that Peace Corps was alive and well in the 80s – that it still brings out the best in all of us. I explained, however, that the agency has lost several generations of potential American volunteers, because young people today, and in fact Americans of all ages, are not aware that Peace Corps volunteers are still working around the world.

I also reported on some major events of the RPCV Conference last June, and described my meeting in Central and South America with PCVs and host country nationals.

"How I would love to bring these scenes back to the American taxpayer via national television," I said. "The taxpayers deserve to know that their gift and the gift the volunteers bring – the Peace Corps – is appreciated."

I want to give personal thanks to every employee in the Area Service Centers I visited. They went out of their way to make me feel welcome. Without their patience and forethought, my trip



Ruppe addresses Commonwealth Club.

wouldn't have been possible. And as I continue to travel around the country, I look forward to finding more of the same kind of commitment and interest.

Sincerely,

Loret Ruppe

Alvarez Sworn In as PC Deputy Director



Lyn Nofziger (right) congratulates Everett Alvarez, Jr. after his swearing-in. In the center is Alvarez's wife, Thomasine.

EVERETT ALVAREZ, who was unanimously confirmed as Peace Corps deputy director by the U.S. Senate on July 31, was sworn in at the White House by Lyn Nofziger, assistant to the President for Political Affairs, on August 4. His family, close friends and PC Director Loret Ruppe and other staffers were present.

After taking the Oath of Office, Alvarez said, "I am honored that the President nominated me for this position, and I want to thank all of those who supported me." He briefly discussed his duties at Peace Corps and added that he looks forward to working with Loret Ruppe "to take the Peace Corps to its new heights in the 80s."

More than 100 ACTION/Peace Corps staff and friends were on hand to congratulate Alvarez at a reception in the Peace Corps director's office, immediately after his swearing-in. With Alvarez were his wife, Thomasine, and two sons Marc, and Bryan.

A native Californian, Alvarez grew up in Salinas, received his bachelor's degree from the University

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Alvarez (from page 3)

of Santa Clara, and an advanced degree from the Naval Post Graduate School in Monterey.

He is a retired naval officer, who spent 8 1/2 years as a prisoner of war in North Vietnam, making him the longest held prisoner of war during the Vietnam conflict.

One of the things Alvarez did after returning home from North Vietnam was to establish the Everett Alvarez, Jr. Scholarship Foundation, which is now administered by the University of Santa Clara. Its major purpose, as he describes it, is "...to help a youngster get ahead and develop a sense of responsibility and positive feelings toward being an American."



Alvarez and his family at his reception.

Merit Pay Plan in Effect

On April 1, 1981, ACTION employees in grades GS-13 - 15, who are managers or supervisors, were placed under the Merit Pay Performance Appraisal System. Under this system, a portion of the compensation received by these employees will be linked directly to their performance.

Effective October 1, 1981, employees covered by merit pay will no longer receive the full comparability pay adjustment given to other federal employees and will no longer be eligible for within-grade step increases or quality step increases. They will receive at least one-half of the annual comparability pay adjustment and any additional compensation will be awarded based on the overall performance rating.

ACTION's Merit Pay System is designed so that employees receiving a "satisfactory" rating will be awarded at least the other one-half of comparability. Those employees who are rated "excellent" or "outstanding" will be awarded higher increases.

ACTION expects to award its first merit pay increases in October, 1981.

PC Photos on Display at Smithsonian

Contest-winning photographs from current and former Peace Corps volunteers are on display from August 11 through the end of September in the Smithsonian's National Museum of Natural History /National Museum of Man. The photo exhibit is on the third floor of the museum at 10th and Constitution St., N.W., Washington, D.C.

Winning selections, from among 690 submissions, were made by David Boyer of National Geographic Magazine and former PC staff members Joan Larson Kelley and Jonathan Agronsky. Criteria used to select winning photographs were "photographic excellence and manifestation of the Peace Corps experience."

The contest was planned as one feature of PC's year-long 20th Anniversary activities, and winners were announced during a reception hosted by Peace Corps Director Loret Ruppe at the Conference of Returned Peace Corps Volunteers at Howard University in June.



*Category: PEOPLE, Black and White
Second Place, Dotti Andrade, Morocco, 1973-76*



*Category: PEOPLE, Color
First Place, Andrew Winters, Togo, 1976-79*

Technical Assistance Programs: Helping Volunteer Groups Help Themselves

Getting what you pay for, as most of us know, is not always easy. But, when you're the federal government, with scores of agencies spending billions of dollars, getting what you pay for is nearly a "mission impossible."

There is at least one exception, however. ACTION's Office of Voluntary Citizen Participation (OVCP) makes small, one-time grants to voluntary organizations. These grants are supportive in nature; they do not fund entire programs or demonstrations. Instead, they are designed to help non-profit groups recruit, train and utilize volunteers.

"We're not interested in creating dependence," says Don Smith, director of OVCP's Development Assistance Programs of which technical assistance grants are a part. The Technical Assistance Program (TAP) formerly Support Services Assistance, operates on the premise that a tangible, final product should be the result of any grant it makes.

"Typically," says Levon Buller, manager of TAP, "that final product is in the form of self-help manuals, brochures, training curricula and training manuals that can be distributed to a wide range of similar organizations."

Buller points to the flexibility of TAP grants as ideally suited for programs that use volunteers in their work - refugees, Vietnam veterans and troubled youth- all slated for priority treatment by ACTION.

With an administration budget request of \$230,000 for FY 82, TAP grants will be limited generally, to under \$20,000 each. However, the TAP structure allows for interagency agreements whereby the Department of Energy, for example, funds community energy conservation programs using ACTION's grant authority and expertise in starting volunteer activities.

SOME GRANT RECIPIENTS

- Bananas, Inc., a non-profit Oakland, Calif. group, runs the Housing Rights for Children project. TAP funds are being used to train volun-

teers to assist families with children to find decent, reasonably priced housing in the Oakland and Berkeley areas, and to develop a training manual to be used by other citizen groups.

- California's Center for Non-Profit Management is developing a manual that will explain how non-profit groups can locate and use volunteers from the corporate world to assist them in improving the management of their organizations.
- A TAP grant enabled the University of Texas to provide training and technical assistance to organizations that give support to abused and neglected children and their families.

WHAT'S AHEAD

With all the gloom and clatter about fewer federal dollars and fewer federal services-how does one small agency, on a budget that would be "shoestrings" by most federal standards, go about providing meaningful service to its traditional constituents?

"Well," says Smith, "We've heard a lot about creative financing in the private sector lately, but there is no law against government being creative too. We in OVCP have a history of getting taxpayers the most for their tax dollars."

Buller goes a step further and sets forth several specific project ideas where the voluntary community has already expressed interest. "To name a couple," he says, "a group of volunteers working on literacy problems could produce a training package including curricula, texts, instruction guides, visual aids, etc. to increase the competence of tutors providing instruction to Southeast Asian refugees. ACTION could then help publicize and market the package."

"Another project might involve Management Service Organizations (MSO's) co-sponsoring, with a few major business schools, a series of workshops-including MBA students who will be future business leaders-to strengthen the partnership between the non-profit and the business sectors. One product resulting from the initial workshop" says Buller, "could be a how-to guide on organizing such a workshop, which could then be used by other business schools."

ACTION's Office of Voluntary Citizen Participation, through its Development Assistance Programs, would appear to have a large future role, on a small budget, in helping people to help themselves without breaking the bank.

ACTION Update will feature a closer look at mini-grants in the next issue.

September 14-18: IYDP Recognition Week

The week of Sept. 14-18, has been designated as International Year of Disabled Persons (IYDP) Recognition Week by ACTION Director Tom Pauken. It is a week to honor those people serving in and served by ACTION's disability-related programs, to create a awareness, on all levels, of ACTION programs, especially those serving the disabled, and to promote the use of disabled persons as volunteers.

In a special proclamation, Pauken said, "ACTION has had a long history of working in partnership with the disabled. Through such programs as Foster Grandparents, Senior Companions, VISTA, Independent Living Centers and RSVP, disabled individuals have been involved, not just as recipients of service, but more importantly, as volunteers helping others."

An IYDP Recognition Week committee, consisting of representatives from Domestic Operations, Office of Voluntary Citizen Participation, Office of Recruitment and Communications, Office of Older American Volunteer Programs, Administration and Finance and the Director's Office has been formed to work with ACTION/Peace Corps staff in headquarters and in the field in the planning and coordination of events. Field events include the appearance of disabled guest speakers, site visits to disability-related projects, special workshops, films, radio and TV talk shows and disability fairs.

Headquarters plans include the appearance of disabled guest speakers in some or all of the major fields in which ACTION is involved - veterans, runaways, literacy, substance abuse and youth voluntarism. Also planned are photo exhibits, films, seminars and special exhibits featuring the work of disabled artists.

"In planning for the week, we are striving to develop a program which is consistent with the initiatives of this administration," says IYDP Chairperson John Maddix. "With everyone's participation, we feel confident that celebrating IYDP Recognition Week will greatly increase the sensitivity of the staff to the needs and capabilities of disabled persons."

Those with suggestions or questions should contact John Maddix at FTS-254-5324. Coverage of the week's events will appear in future issues of Update.

PC Summer Intern Says Good-bye

The following good-bye statement, from Philip Pia, one of some 40 interns serving in Peace Corps this summer, expresses, we think, the feelings of many summer interns. Pia is a senior, majoring in political science at Fordham University in New York City. During his term at Peace Corps, he worked in the Office of Development Education, with the Peace Corps Partnership Program.

As my summer internship nears its end and I reflect on my experiences, I can't help but feel just how much I've benefited from the last ten weeks at Peace Corps. Working side-by-side with professionals whose job it is to care, has increased my awareness and sensitivity a hundredfold.

The informal atmosphere and the daily contact with a wide variety of dedicated individuals, reinforces the concept of cooperation and mutual assistance, needed to deal with the pressing issues that face people everywhere. As an intern I was afforded the unique opportunity to observe as well as to contribute my energies to the common efforts of all of you. I am leaving Washington and the Peace Corps, but I am carrying the message I've learned and helped communicate the world over.

PC Conference Looks Ahead to FY '83

A recent conference at Project HOPE headquarters in Millwood, Va., gave key Peace Corps staff the opportunity to discuss the agency's future direction. The two major goals of the conference, stated by PC Director Loret Ruppe, were to build public awareness of Peace Corps and to build a network of support for an increased budget for the agency.

Participants identified three areas for study and possible expansion: New country entry and re-entry, small industry and vocational training programming, and the refugee program and volunteer placement in private volunteer organizations in non-Peace Corps countries.

Other areas of discussion were: continuation of the basic human needs thrust, core curriculum for Peace Corps trainees, the pre-invitational training system, known as Center for Assessment and Training (CAST), and the modified volunteer delivery system by which volunteers are placed, earlier, into Peace Corps programs.

PEOPLE IN PLACE



MARK R. LEVIN, 23, of Cheltenham, Pa., has been named special assistant to ACTION Director Tom Pauken.

A former assistant counsel for Texas Instruments Inc. of Dallas, Texas, Levin's duties at ACTION include "helping see that agency programs take a more focused and a more responsible course than in the past."

A 1974 graduate of Cheltenham High-School and a 1977 history and political science graduate - magna cum laude - of Temple University in Ambler, Pa., Levin earned his J.D. degree from Temple University Law School in Philadelphia in 1980.

He is a 1975 honors graduate of Gratz College Hebrew Society in Philadelphia, and was a religious school teacher from 1975 to 1977 at Keneseth Israel in Elkins Park, Pa.

At the age of twenty, Levin won election to the School Board of Cheltenham, a Philadelphia suburb. He served from December 1977 to August 1980. During his term Levin was an outspoken advocate of traditional education and tax limitation.

In 1976 Levin served as an intern at the White House and in 1979 as an intern in the Administrative Assistant's Office of Chief Justice Burger. He received an Outstanding Young Men of America Award from the U.S. Jaycees in 1978, and was listed in Who's Who in American Universities and Colleges, 1977. Levin was elected to Phi Beta Kappa in 1977.

CONNIE HECKMAN is the new intergovernmental affairs officer in the Office of Domestic Operations. She will act as a liaison between the DO headquarters office and regional and state

offices. Before taking her current position, Heckman worked briefly in the Office of Legislative and Governmental Affairs. Prior to joining ACTION, she worked for 3 1/2 years at the American Legislative Exchange Council, a Washington, D.C. - based national organization of state legislators, where she served as director of research. Before that, she served on the staff of Congressman Jack Kemp (R-N.Y.). A 1977 recipient of a BA in speech from Adelphi University in Garden City, N.Y., Heckman has been active in the Young Americans for Freedom.



Workshop *(from page 2)*

During the three day workshop, participants analyzed extensive management data as well as the program requirements for FY '82. Two teams were formed and were given the task of designing separate annual recruiting plans based on that information. After working separately in intensive planning sessions, the two plans were presented in plenary meetings during which the best features of each plan were incorporated into a master operational plan for the coming fiscal year. Participants commented that the planning exercise was especially valuable in taking advantage of the knowledge and expertise of senior ORC field staff, while incorporating the private sector management approach of cost benefit analysis into the process, and of forging a sense of esprit de corps among the ORC senior headquarters and field staff as they jointly carried out the complex function of planning ORC's activities for next year.

Cohen summed up the conference ... "It was a very positive meeting. The Service Center directors felt it was important to get to know the new ORC leaders and discuss where the agency will be going in the future."

At an awards presentation on the final day of the conference, Cohen was honored for his ten years of service to ACTION. Because ACTION is currently out of ten-year pins, Cohen's colleagues designed an ornament especially for him - the size of a small pie plate. The pin was richly embellished with written sentiments of a nature hardly befitting reprinting here - or anywhere else for that matter.

FROM THE FIELD...

JACKSON, MISSISSIPPI...Three hundred volunteer from ACTION's Older American Volunteer Programs, gathered here recently for a three-day conference at Hinds Junior College. They came from all 82 counties in Mississippi to learn how to do more to alleviate the problems of the aged and others they serve through ACTION's programs. The workshops covered a variety of topics including: energy conservation, cooperatives, fixed-income consumer counseling, assisting the disabled, rural development, government, youth programs, alleviating domestic violence problems, health and nutrition, crime prevention and others. Among those addressing the volunteers were former Mississippi Lieutenant Governor Evelyn Grady, and Stephen McCurley, director of Constituent Relations at the National Center for Citizen Involvement, Washington, D.C. "Volunteers who attended this conference have taught us a lot," said Al Johnson, ACTION state director. "Now, they're back with the projects they represent, a force of some 3,900 Foster Grandparents, Senior Companions, and RSVP's.

SAN DIEGO...Everett Alvarez, new deputy director of the Peace Corps, had a busy media schedule when he was here for the Peace Corps 20th Anniversary celebration on July 29th. According to PIO Don Stewart, Alvarez was interviewed on "Sun-up San Diego" on KFMB-TV, KFMB radio, and by the San Diego Union newspaper.

BUFFALO, N.Y...Fourteen members of the local former volunteer group, called RE-ACTION, held a picnic on June 18, and were joined by Dotti Sullivan, acting area manager in Rochester. During the picnic it was decided to set-up a Peace Corps display at the Erie (N.Y.) County Fair on August 14-23. Tony Agnello was elected chairperson for this activity. The display will be in the Education Building at the fair.

DALLAS...The Denton (Texas) State School Foster Grandparent program was recently featured on WFAA-TV's (ABC) "PM Magazine" program. This FGP project is the oldest in the Southwest, and is considered by many authorities to be the model FGP in the region. One of seven sponsored by the Texas Dept. of Mental Health and Mental Retardation, it has 100 grandparents, the second largest in Texas.

ATLANTA...Everett Alvarez, PC deputy director; Sam Schulhof, director of Recruitment and Communications; and Tom Moore, director of Recruitment made a one-day visit, on July 23, to this city to investigate new recruitment possibilities for the Peace Corps. In addition, Alvarez followed a busy and productive media schedule arranged by Charles DeJulius, regional communications director. Alvarez was interviewed by WABE-FM, WSB-TV (Noon News), WGST-AM and WSB-AM.

STAFF EXCHANGE

Peace Corps trainees preparing for departure to Senegal and Sierra Leone, got a treat recently while attending a staging session in Philadelphia. Staying at their hotel was a member of the 1980 PC National Advisory Council - Muhammed Ali. When the champ saw the PC staging sign in the hotel lobby, he decided to drop in to say hello to the trainees, whose reaction according to staging officer Yvonne Rogers, was one of "delight and plenty of excitement."

The WATS line broke the all-time record for June with 4,775 calls, topping the old June FY '79 record of 4,147. This also puts the WATS line over the FY '79 third quarter record of 12,104 with 13,707 calls. A total of 5,439 calls were received this July.

Congratulations to Peace Corps Director Loret Ruppe, who received an honorary degree of Doctor of Public Service from Northern Michigan University in Marquette. The degree was presented during commencement exercises at the University on August 8.

While on her recent speaking tour in Los Angeles, Loret Ruppe presented actor Richard Sanders (RPCV-Brazil, 1966) with an outstanding achievement certificate for his "personal involvement in media efforts to increase Peace Corps visibility with the American public." Sanders stars in the TV program, "WKRP in Cincinnati."

ACTION UPDATE

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