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GOVERNOR'S OFFICE OF CITIZEN AFFAIRS
NORTH CAROLINA

In 1977, Governor James B. Hunt, Jr. created the Governor's Office of Citizen Affairs to carry out the dual responsibility of assisting citizens with suggestions and problems related to state government, and for promoting, encouraging and recognizing voluntary citizen involvement activities across North Carolina. Those two major responsibilities combine to provide citizens with opportunities both to let their opinions be known and to bring about improvements within their communities.

The following specific activities have been or are being carried out by the office:

- ...Working with Involvement Councils in 87 counties around the state. These councils are undertaking a variety of projects and activities which are of service to their communities.
- ...Carrying out an extensive system of statewide volunteer recognition. In 1981, over 620 persons received special awards in the Governor's Statewide Recognition.
- ...Promoting an "Adopt-A-School" project now in 87 school systems and 695 schools.
- ...Publishing of North Carolina Visions and other publications related to volunteer activity and communities.
- ...Communicating the volunteer story, developing a logo and slogan, using media to promote and recognize volunteers and volunteer activity. The slogan, "Remember When Someone Helped You?" and the Volunteer North Carolina logo have appeared on billboards, milk cartons, television spots, and numerous printed materials.
- ...Assisting with refugee resettlement, youth employment, White House Conferences on the Family and Children and Youth.
- ...Responding to the requests of citizens who have questions, complaints, and suggestions related to state government. Some 57,732 inquiries and citizen help requests have been handled in the last four years.
- ...Investigating requests and complaints and acting as the "citizen advocate" for state government.

The staff of the Office is composed of 16 professional and support persons. Dr. Charles V. Petty is Executive Director.



Governor's Office for Volunteer Services

The Governor's Office for Volunteer Services was established by Executive Order WPC-8 and charged with, but not limited to, the following functions and responsibilities:

1. To support, encourage and assist volunteer efforts in the State.
2. To develop public awareness of its ability to solve problems through voluntary action.
3. To develop and expand the use of volunteers within State agencies and institutions to lessen the burdens of government.
4. To facilitate the sharing of resources, ideas, and information on volunteerism within and between public and private agencies.
5. To work with local communities to determine their needs and to mobilize local resources to meet those needs.
6. To promote public policies that enhance voluntary action.

The Governor's Office for Volunteer Services administers the following programs:

The Runaway Hotline - a nationwide, toll free telephone service for runaway children. Volunteers man the phones 24 hours a day, every day of the year, relaying messages between runaways and their parents and/or providing referral service for runaway children in need of shelter, food, or medical services. The hotline receives about 60,000 calls a year. Nationwide volunteer service organizations such as the Jayceettes publicize the hotline by distributing film, posters, and telephone cradle stickers.

Texas Volunteers for Immunization Action - Rita Clements is Honorary State Chairman of this committee. The Governor's Office for Volunteer Services works with volunteers in over 300 hospitals in Texas to distribute information to new mothers on the need to immunize their babies against the seven dread childhood diseases.

Pierre the Texas Pelican - A series of 28 informational newsletters designed to tell parents how children grow and learn. The newsletter is sent free to parents who choose to subscribe, once a month for the first year of the baby's life and then once every two, four, and six months until the child is six years old. Pierre was written by Dr. Loyd Rowland, a former professor at Baylor and director of the Louisiana Mental Health Association. It has the enthusiastic support of the Texas Pediatric Society, the American Medical Association's Council on Mental Health, and the more than 30,000 parents presently subscribing. Volunteers in 236 hospitals provide the first issue to all new mothers.

The Beautify Texas Council - An organization dedicated to making Texas the cleanest, most beautiful state in the nation. Beautify Texas Council is composed of thousands of volunteers: scouts, senior citizens, garden clubbers, wildflower planters, anti-litter people, Chambers of Commerce, city governments, State Highway people, and individuals.

The Governor presents Annual Community Achievement Awards to six cities in Texas which do the best job of cleaning up and beautifying. Texas is in the Keep America Beautiful Hall of Fame as a result of the work of the Beautify Texas Council.

The Texas Refugee Resettlement Assistance Program - On a grant from ACTION, the Governor's Office for Volunteer Services coordinates federal, state and local assistance to Indo-chinese Refugees. Over 5,000 refugees a month resettle in Texas. We emphasize the formation at the local level of councils composed of service providers, voluntary agencies and Refugees to identify problems and solutions and to avoid duplication of effort. We provide training for sponsoring agencies in how to maximize volunteer efforts and technical assistance for Refugee associations.

GOVS publishes a newsletter quarterly which gathers and disseminates information on volunteer programs and organizations.

We sponsor the Texas Volunteer Conference, an annual training seminar for volunteers and staff who work with volunteers. Rita Clements is chairman. At the Texas Volunteer Conference the Annual Governor's Awards for Outstanding Volunteer Service are presented.

GOVS works with all state agencies to initiate or improve volunteer programs.

- a. We sponsor The Special Friend Program, a joint effort with the Texas Department of Health, in which volunteers are trained by mental health professionals to counsel mentally ill residents of nursing homes.
- b. We work with the Texas Education Agency on a program to involve community organizations, business and industry in career education.
- c. We co-sponsor the annual Texas School Volunteer Conference.
- d. We are helping the Board of Pardons and Paroles recruit volunteer parole aids in rural counties.
- e. We are evaluating the volunteer program at the Texas Youth Council at their request.
- f. We are working with The University of Texas School of Social Work to develop curriculum on volunteer resource utilization and management.
- g. We are working with the Texans War on Drugs Committee to educate volunteer organizations and individuals.

GOVS is facilitating the development of a welfare reform model based on a field-tested program which trains women AFDC recipients for jobs in the private sector.

GOVS maintains close association with and between the ²¹19 Voluntary Action Centers in Texas and provides encouragement and "how to" information to any group wishing to start a Voluntary Action Center.

GOVS awards Certificates of Appreciation from the Governor to worthy volunteers upon request from local groups.

GOVS maintains a roster of volunteer leaders who are available for service to fill special local needs. We maintain a library of books and manuals on managing volunteer programs. We publish a directory of trainers in the field.

GOVS monitors state and federal legislation affecting volunteers.

VSP / Volunteer Service Program

Community Service
Award Program

PROGRAM DESCRIPTION

Atlantic Richfield Company began a one year pilot-test of the Volunteer Service Program (VSP) in September, 1980. Originally, Atlantic Richfield corporate headquarters in Los Angeles and the ARCO Refinery in Houston, Texas were the test sites. In 1981, Anaconda Aluminum Company (a subsidiary of ARCO) in Louisville, Kentucky, the ARCO Oil and Gas Company in Dallas, Texas and the ARCO Chemical Company in Philadelphia joined the pilot.

The purpose of VSP is to encourage and support the community volunteer activities of Atlantic Richfield employees and their families. At the present time, VSP serves three basic functions: it keeps files of volunteer openings with which Atlantic Richfield employees can be matched; it recognizes employees for the work they do as volunteers; and it helps promote a few company time volunteer projects such as Junior Achievement and the Joint Educational Project (JEP). JEP has been a major component of VSP since its inception.

An essential function of VSP, the recognition of company volunteers, is the Community Service Awards. The Awards are divided into three major categories: local awards, one for every 1,000 employees or less in a location; company awards, one for each of the seven ARCO operating companies; and a chairman's award, one volunteer selected from the seven company winners as the most outstanding.

JOHN SPELTMAN
Governor



KAREN RAHM
Director

STATE OF WASHINGTON
PLANNING & COMMUNITY AFFAIRS AGENCY
400 Capitol Center Building • Olympia, Washington 98504

Background Information on a State Volunteer Program

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Section 1: Programs of the State Office of Voluntary Action
Including Attachments A, A2, B and C

From 1972 until late 1977, the State of Washington supported an Office of Voluntary Action as part of the Office of Community Development (now Planning and Community Affairs Agency).

The role of the Office of Voluntary Action is outlined in Attachments A and A2 following Section 1.

Briefly summarized, these were the programs of the Office of Voluntary Action: distribute information, contact volunteers and volunteer organizations through the "Monthly Memo" (see Attachment B), and the "Newsletter," (Attachment C), and present volunteer training classes.

The Office of Voluntary Action designated willing volunteers across the state as "Volunteer Information Points," (see inside back cover of "Monthly Memo" attached) in an information assistance network. These designated individuals acted as a reference point for volunteers and volunteer organizations within their area. As these "VIPs" were contacted by would be volunteers, they referred them to people within volunteer agencies or supplied whatever volunteer-related information was requested. They also referred volunteer boards, groups and organizations to information sources. The VIPs met together at least once a year to exchange information and set up the schedule for the volunteer training classes provided through the Office of Voluntary Action.

The volunteer training classes served several purposes. They taught volunteers how to work with other people, how to exchange information, and how to make the most productive use of their volunteer hours.

The classes also taught volunteers and volunteer leaders skills such as: how to facilitate a meeting and how to set and achieve obtainable goals. Additionally, such fundamentals as publicity, record keeping and fund raising were discussed.

The Office of Voluntary Action, through the Office of the Governor, printed certificates which could be awarded through the local volunteer groups to their most valuable volunteers, using whatever criteria the local group developed. The awarding of these certificates was usually timed to coincide with National Volunteer Week (April 27 through May 3 in 1981).

In summary the Office of Voluntary Action programs were:

- . Newsletter
- . Monthly Memo
- . Communications directed through local Volunteer Bureaus and Voluntary Information Points
- . Training classes for both volunteers and directors
- . Recognition through local distribution of certificates of award
- . Annual meeting of individuals and Volunteer Bureau Representatives

The Office of Voluntary Action did not attempt to control volunteerism in the state or to advocate one kind of volunteer or volunteer activity over any other. The program, which was the first of its kind in the nation, set a pattern for many other state volunteer agencies, but it should not be assumed that the Office of Voluntary Action should not be changed or cannot be improved upon.

In addition to the professional workers in the field of volunteerism, the Office of Voluntary Action provides services to others active in volunteer projects and organizations. Although such things are hard to measure, it's probably safe to say that the energy the office invests in any request for assistance will be inversely proportional to the "self-interest" of the group making the request. Labor unions, political parties, "cause" groups of various sorts have almost no contact with the office, and the office does not invest any of its resources in seeking such groups out or serving them.

More central to the mission of the Office of Voluntary Action are the "service clubs", "care and concern groups", and wholly volunteer organizations which, while making enormously significant contributions to the health of their communities, are almost unknown beyond it. FISH, for example, is active in dozens of Washington communities, but there is no central listing of all the FISH organizations in the state, nor any special apparatus to develop and strengthen FISH groups in communities where they do not exist. Many churches, granges, community clubs and civic organizations undertake substantial efforts -- "Christmas Houses", Walk-a-thons, Food Banks, "clean-up" campaigns, and the like. Sometimes these enterprises continue to years, sometimes they are short-term projects which leave a permanent improvement in the community when completed.

The Office of Voluntary Action can play three roles in relation to these groups and projects:

- o Through the Resource Center and the network of Volunteer Information Points, the office provides program and management information which is used by the leadership of such groups in design of their activities and maintenance of their programs. For this purpose, the most valuable information is often a description of another, similar effort elsewhere in the state (or the Nation). In the files of the Resource Center, the Office of Voluntary Action maintains such data as are available concerning the programs and projects that have come to its attention, organized both geographically and by service area. These files are often consulted by program managers, volunteer leaders, and volunteer consultants. In addition, of course, the Technical Papers published by the office often touch upon the needs of such programs.
- o Through the newsletter and other media, the Office of Voluntary Action can provide encouraging publicity and program information exchange that strengthens the resolve of volunteers who often feel themselves isolated and, sometimes, unappreciated. Because the personnel of the office travel widely and scan substantial amounts of published material, it is often possible to place a community group in contact with a state or national organi-

zation which shares its area of concern or field of service, and provides program backup and support. Sometimes such contacts can initiate the opening of new sources of financial support through federal or philanthropic funds, though the office discourages the view that it can serve as a significant ally in fund raising.

- By drawing upon the information available to it, the Office of Voluntary Action can encourage policy makers and members of the Legislature to take volunteers into account in the development of programs and projects. Not surprisingly, much of the program activity of many departments of state and local government touches upon areas which are also the concern of large numbers of volunteers; occasionally, the Office of Voluntary Action is able to provide technical information and support as legislation is drafted or policy developed that will facilitate a smooth working relationship between the volunteers on the one hand and the public agencies on the other.

Occasionally, there is a need for specific regulation or legislation that serves the needs of volunteers. During the 1975 legislative session, for example, the Workmen's Compensation Statute of the State of Washington was amended to allow units of local government and private non-profit charitable organizations to provide for medical aid insurance for volunteers. These amendments were developed by the Office of Voluntary Action, in consultation with the Department of Labor and Industries, in response to requests from an Ad Hoc Advisory Committee which the Governor had convened more than a year earlier. Similarly, the Washington State Personnel Board adopted, during 1975, a regulation allowing for "credit" for volunteer experience for applicants for state employment (unless specifically excluded by the position description of the vacancy). Again, the Office of Voluntary Action developed the arguments for, and language used in, the new regulation after consulting with the Department of Personnel and volunteers from throughout the state. Other states have followed Washington's example in both areas by enacting parallel provisions of law and regulation.

Currently, in a similar vein, the Office of Voluntary Action is working with the Superintendent of Public Instruction to develop standards under which volunteer time spent in classrooms may help an applicant qualify for a teaching certificate or "maintain" a certificate when not employed as a classroom teacher.

In the next section, details of the planned activities of the Office of Voluntary Action during 1976 are presented. These activities cannot meet the complete spectrum of needs of volunteers, volunteer leaders, and volunteer program managers; the state program concentrates on those services

Attachment B



(206)753-4901

Office of Voluntary Action
State of Washington
1057 Capitol Way, South
Olympia, Washington 98504

177 JUL 1 PM 3 33

OCD Public Information Office
Capitol Center Building
DEVELOPMENT
CAMPUS



FIRST CLASS MAIL



Section 2: Discussion for Alternative Directions for a State
Volunteer Action Council

Any state role in volunteer activities will necessarily be controlled largely by the finances available. Three programs are outlined below. The first is based on minimum financing (a percentage of an FTE plus minimal mailing, printing and telephone costs); the second is based on sufficient financing (\$300,000 or more); and the third is based on no financing at all, but the willingness of Mrs. Spellman to be an advocate for volunteers.

Minimal Funding: Formalize an advisory committee at the state level whose duties would include: developing legislative strategies to pass future funding and implementing bills, initiating contacts between Mrs. Spellman and local volunteer organizations (speaking engagements), and screening recommendations for volunteer awards to be given at the state level.

Set up designated volunteer contact points around the state (VIPs).

Publicize volunteer activities through free media.

Use a toll-free state number to initiate a state focal point for volunteer information.

Sufficient Funding: Set up a committee at the state level to advise the agency. This could be an entirely new committee or could consist of the local VIPs. Mrs. Spellman would be chairperson.

Re-evaluate the programs of the former Office of Voluntary Action and continue all of them or select those which were most effective.

Initiate new programs and directions based on the changing needs of the volunteers and those they serve.

Use the free media and enhance that with TV and radio spots by Mrs. Spellman.

Sponsor an award banquet as part of an annual convention of volunteer leaders.

Section 2 cont.

No Funding: Formalize an advisory committee at the state level whose functions would include: developing legislative strategies to pass future funding and implementing bills, initiating contacts between Mrs. Spellman and local volunteer organizations (speaking engagements), and screening recommendations for a limited number of personal letters of appreciation from Mrs. Spellman to outstanding volunteers.

Mrs. Spellman would give her time as a speaker for volunteerism and the need for a state volunteer program.

Utilize the free media whenever possible.

Section 3: Practical Matters Which Should Be Considered

As much bi-partisan support as possible should be developed--future funding might depend on it. Would Mrs. John Cherberg or another prominent state Democratic husband or wife be interested in participating?

Some members of the public will be apprehensive if they feel their jobs may be threatened by volunteers. The labor and the K-12 education communities are historically particularly sensitive. This should not be a problem if the state's direction is one of information distribution, recognition, and advocacy. It would appear to be a problem only if a direct recruitment of volunteers for now paid positions were to take place, but it might be prudent to reassure the state labor organizations about this.

This program should not appear to be implemented as an answer to the federal, state and local budget cutbacks. The churches and other organizations may not be receptive to being asked to take up the slack for budget changes over which they feel they had no control.

Mrs. Spellman is the greatest asset this program could possible have. Her credibility as a volunteer as well as her position as the state's first lady may well provide the necessary impetus for a successful state volunteer program.

Section 4: Recent Information Related to Establishment of a Volunteer Action Council

An ACTION grant is being applied for which would fund a Volunteer Action Council for Washington State. The decision at the federal level will be made in August, 1981. Money will be available to fund such a program in only one more state. We will work to see that Washington is that state. The original deadline for the ACTION grant has already passed, however, Dennis Michaels has received verbal assurances from Washington, D.C. that an application from this state would still be considered.

The fact that the volunteer network was non-existent at the state level when the Mt. St. Helens disaster occurred, was most unfortunate. State agencies received numerous offers of help for the survivors from all over the state, including temporary housing, food, clothing and other items, and there was no organized way to direct those voluntary efforts to the people they were intended to help. If an Office of Voluntary Action or a successor had been in existence, the trauma might have been eased for some of those whose lives were suddenly overwhelmed by the mountain's eruption.



State of California

GOVERNOR'S OFFICE
OFFICE FOR CITIZEN INITIATIVE
AND VOLUNTARY ACTION
1600 9TH STREET, ROOM 135
SACRAMENTO 95814

EDMUND G. BROWN JR.
GOVERNOR

1980 ANNUAL SURVEY OF VOLUNTEERS IN STATE GOVERNMENT

One of the Legislative mandates for this office is to conduct an annual survey on the use of volunteers within state government. The results of the 1980 survey have now been compiled. An in-depth report is available from this office upon request; however, we are pleased to share the highlights with you.

All indicators point to a tremendous rise in the level of awareness as to what volunteers can offer as a supplemental resource to the programs and services of state government.

- 95% of the departments responded to the survey questionnaire.
- A total of 499,692 volunteers participated directly in state service in 1980.
- This represents a total of 12,027,442 hours, for a value of \$72,589,214.
- The Department of Education, Department of Alcohol and Drug Programs, and the Department of Developmental Services each reported volunteer hours in excess of one million.
- The largest percentage of volunteers were involved in policy formation, review, and/or implementation of policy. Other volunteers assisted in other tasks, such as the planning and conducting of conferences and workshops, grant application reviews, art displays, crisis intervention, and emergency planning.

The volunteers for California state government are to be congratulated for their many contributions. And the state departments and agencies are to be congratulated also for the obviously welcoming atmosphere that has been provided, thereby encouraging more citizens to participate in the governing process.

The Volunteer Coordinators of the various departments meet on a regular basis, working together to expand volunteer programs not only in state government, but also in programs funded by state money. OCIVA staffs the State Volunteer Coordinators Council, and is actively involved in support activities for the Council.

In these days of fiscal belt-tightening, it is encouraging to see the co-operative attitude of state departments in the creative use of volunteers.

KEY	
*	- computed at \$5.50/hour
0	- reported "0" numbers
--	- did not report anything
DNA	- Data Not Available

Agency/Department	Volunteers in State Service	Hours Donated by Volunteers	Value Donated (*) \$	Volunteers in Programs Funded by State	Hours Donated by Volunteers	Value Donated (*) \$	Value of Other Donated Goods and Services \$
Aging, Commission on	206	28,300	155,650	--	--	--	55,000
Aging, Dept. of	330	7,920	43,560	18,197	267,763	1,472,697	31,500
Alcohol & Drug Prgm., Dept. of	19	967	5,319	31,672	2,456,719	13,511,954	DNA
Archives, Calif. State	12	430	2,365	--	--	--	--
Arts Council, Calif.	87	5,914	DNA	--	--	--	--
Auditor General	10	160	DNA	--	--	--	--
Banking, State Dept. of	0	0	0	--	--	--	--
Building Standards Commission	9	16	792	--	--	--	--
Business, Transportation & Housing Ag.	0	0	0	--	--	--	--
Calif. Organ. & Economy, Comm. on	9	192	73,152	--	--	--	--
Chiropractic Exmrs., Board of	20	612	3,366	--	--	--	1,600
Coastal Conservancy	461	25,571	212,640	DNA	DNA	DNA	DNA
Colorado River Board of Calif.	0	0	0	--	--	--	--
Community Colleges	--	--	--	22,922	488,847	2,611,800	534,371
Conservation, Dept. of	12	3,631	19,971	--	--	--	--
Consumer Affairs, Dept. of	372	130,861	119,744	--	--	--	--
Control, Board of	0	0	0	--	--	--	--
Controller's Office, State	0	0	0	--	--	--	--
Corporations, Dept. of	73	976	5,368	--	--	--	--
Corrections, Board of	155	1,881	10,346	--	--	--	--
Corrections, Dept. of	6,149	304,888	1,676,884	--	--	--	--
Courts of Appeal	106	39,360	216,480	--	--	--	--
Criminal Justice Planning, Off. of	346	16,617	91,394	56	3,910	21,505	DNA
Developmtl. Disabilities, Area Boards	914	106,503	585,767	--	--	--	6,700
Developmtl. Disabilities, St. Council	73	9,818	53,999	900	DNA	DNA	--
Developmtl. Services, Dept. of	12,617	1,058,343	5,820,887	--	--	--	739,565
Econ. & Business Developmt. Dept. of	112	2,797	20,441	--	--	--	--
Econ. Developmt., Calif. Commission of	61	2,782	110,655	--	--	--	--
Economic Opportunity, Office of	DNA	1,200	6,600	63	6,410	35,255	--
Education, Department of	DNA	DNA	DNA	301,300	3,000,000	16,500,000	DNA
Emergency Services, Office of	807	4,683	28,332	--	--	--	--
Employment Development, Dept. of	1,905	73,886	4,146,373	DNA	DNA	DNA	6,000
Fair Political Practices Commission	0	0	0	--	--	--	--
Fire Marshal, Office of	101	2,688	14,784	--	--	--	--
Fish and Game Commission	6	2,528	13,904	--	--	--	--
Fish and Game, Dept. of	2,487	56,694	311,817	--	--	--	--
Food and Agriculture, Dept. of	829	24,870	136,785	--	--	--	--
Forestry, Department of	2,061	52,694	289,817	4,058	973,920	5,356,560	837
Franchise Tax Board	6,176	161,003	883,500	--	--	--	--
General Services, Dept. of	0	0	0	--	--	--	--
Governor's Office	16	3,000	15,000	--	--	--	--
Gov.'s Off. - OCIVA	241	5,702	142,550	--	--	--	--
Gov.'s Off. - Employee Relations	0	0	0	--	--	--	--
Health Facilities Commission, Calif.	38	944	5,192	--	--	--	--
Health Services, Dept. of	425	20,672	182,584	DNA	DNA	DNA	DNA
Highway Patrol, Calif.	0	0	0	--	--	--	--
Horse Racing Board, Calif.	0	0	0	--	--	--	--
Housing & Com'mty. Dev., Dept. of	15	160	880	--	--	--	--
Housing & Finance Agency, Calif.	11	1,056	5,808	--	--	--	--
Insurance, Dept. of	0	0	0	--	--	--	--
IPA, Advisory Council	0	0	0	--	--	--	--
Industrial Development, Council of	9	1,410	39,150	0	0	0	0

Agency/Department	Volunteers in State Service	Hours Donated by Volunteers	Value Donated (*) \$	Volunteers in Programs Funded by State	Hours Donated by Volunteers	Value Donated (*) \$	Value of Other Donated Goods and Services \$
Justice, Department of	58	12,758	70,169	--	--	--	--
Law Revision Commission of Calif.	307	700	52,500	--	--	--	--
Legislative Council Bureau	12	2,280	14,934	--	--	--	--
Lt. Governor, Office of	0	0	0	--	--	--	--
Mental Health, Dept. of	(see Developmental Services)						
Military, Dept. of	84	8,064	47,652	--	--	--	--
Motion Picture Council	74	1,744	9,592	--	--	--	--
Motor Vehicles, Dept. of	300	3,000	5,500	--	--	--	--
Museum of Science & Industry	1,901	106,114	557,227	42	3,528	19,404	3,420,125
Native American Heritage Comm.	9	864	4,752	--	--	--	--
New Motor Vehicle Board	0	0	0	--	--	--	--
Osteopathic Examiners, Board of	10	1,248	7,728	--	--	--	--
Parks & Recreation, Dept. of	11,998	109,557	485,738	--	--	--	--
Peace Officers Standards & Training	26	1,680	30,485	--	--	--	--
Personnel Board, State	49	11,923	76,497	--	--	--	--
Planning and Research, Off. of	41	4,234	23,287	--	--	--	--
Pollution Control Financial Authority	0	0	0	--	--	--	--
Post Secondary Education Comm.	15	1,192	6,006	--	--	--	--
Prison Terms, Board of	0	0	0	--	--	--	--
Public Broadcasting Commission	58	9,040	134,140	30,000	75,000	412,500	10,000,000
Public Employee Relations Board	0	0	0	--	--	--	--
Public Employee Retirement System	6	144	7,200	--	--	--	--
Public Utilities Commission	7	2,220	12,210	--	--	--	--
Real Estate, Dept. of	7	72	396	--	--	--	--
Rehabilitation, Dept. of	224	82,120	451,660	--	--	--	--
SF Bay Conserv. & Develop. Comm.	74	2,850	15,625	--	--	--	--
Santa Monica Mts. Conservy.	16	4,800	26,400	--	--	--	--
Savings & Loan, Department of	0	0	0	--	--	--	--
Secretary of State, Office of	6	600	2,416	--	--	--	--
Social Services, Dept. of	221	18,588	102,234	8,361	459,141	2,525,275	351,891
Solarcal Council	113	20,302	111,661	--	--	--	--
Solid Waste Management Board	11	1,876	10,308	--	--	--	--
State Library, California	156	30,120	165,660	78	21,213	116,688	399,015
State Univ. & College System, Calif.	5,093	214,843	1,108,155	--	--	--	--
Status of Women, Calif. Comm. on	12	1,708	9,394	--	--	--	--
Student Aid Commission	87	1,004	5,522	--	--	--	--
Seismic Safety Commission	15	270	1,485	15	DNA	DNA	DNA
Solar Business Office	3	30	150	--	--	--	--
State & Consumer Services Agency	10	960	5,280	--	--	--	--
State Lands Commission	0	0	0	--	--	--	--
State Public Defender	85	4,206	23,133	--	--	--	--
Statewide Health Planning & Devlpmt.	42	6,800	37,400	240	28,800	158,400	--
Supreme Court of California	130	270,400	2,704,000	--	--	--	--
Teacher Preparation & Licensing Comm.	780	17,995	89,973	--	--	--	--
Teacher Retirement System, State	5	832	16,369	--	--	--	--
Teale Data Center	0	0	0	--	--	--	--
Transportation, Comm. of Calif.	0	0	0	--	--	--	--
Treasurers Office, State	11	800	3,704	--	--	--	--
University of California	13,377	763,885	6,176,530	--	--	--	--
Veterans Affairs, Dept. of	2,811	32,553	179,642	181	7,239	39,815	60,000
Vocational Ed., Calif. Adv. Council	23	4,140	22,770	--	--	--	--
Water Resources Control Board	0	0	0	--	--	--	--
Water Resources, Dept. of	1,015	48,169	284,606	40	640	3,520	4,500
Wildlife Conservation Board	1	25	138	--	--	--	--
Youth Authority, Dept. of	5,004	227,874	1,253,307	--	--	--	147,482
Youthful Offender Parole Board	0	0	0	0	0	0	0
GRAND TOTAL	81,557	4,234,312	22,803,841	418,125	7,793,130	42,785,373	15,745,085



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GOVERNOR

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ALICE KING
DIRECTOR

The Office of Voluntary Citizen Participation (OVCP) has become the focal point for volunteerism in New Mexico throughout the last five years. It has initiated a wide range of projects and increased public awareness of the contributions of volunteers. The need for volunteers will continue to grow and New Mexico will further utilize the potential contributions of volunteers statewide. It is important that the OVCP office receives state funding to continue to provide the direction, training and technical assistance necessary to recruit and maintain a consistently high level of volunteer expertise and services. With the federal funding of many needed social, health and educational programs uncertain, and the need for such programs and services rising in New Mexico, the importance of the OVCP will continue to grow.

With state funding appropriated matched with other funds, the OVCP will focus on the following for the next year:

1. NEW MEXICO VOLUNTEER CORPS will be initiated recruiting volunteers (many of whom would pledge 50 hours of volunteer time in 1982) and matching them with organizations and agencies needing volunteers.
2. TRAINING will be provided to volunteer groups, agencies and organizations utilizing volunteers to assure that adequate and appropriate information is available to maximize volunteer input and satisfaction.
3. SMALL TOWN SURVIVAL WORKSHOPS will be conducted providing information on the role of and utilization of volunteers.
4. TECHNICAL ASSISTANCE will be provided by:
 - Maintaining a lending library of over 10,000 pages of material of interest to volunteers
 - Dissemination of information packets containing sample record keeping systems, job descriptions, recruitment and recognition suggestions and other relevant information
 - Preparation and distribution of a quarterly Newsletter (mailing list currently 3,000 with requests growing to a likely level of 4500 by the end of the year
 - Participation in national organizations and associations will assure that New Mexico keeps informed of current issues and trends in other states and the nation.
5. RECOGNITION will be provided to outstanding volunteers at the local and state levels and submitted for national recognition. Assistance will be provided to local groups in designing recognition strategies. This will encourage new volunteers as well as reward the many hours of assistance and many accomplishments of volunteers in New Mexico.



STATE OFFICES OF VOLUNTARY CITIZEN PARTICIPATION

The State Office of Voluntary Citizen Participation Program was established as a demonstration, by ACTION, in 1974 as an outgrowth of the 1973 National Governor's Conference. The program was designed from models of offices already established by a few governors.

The State Offices of Voluntary Citizen Participation (S/OVCPs) are established within the executive branch of state government to coordinate, at the highest levels of government, private and public sector volunteer efforts within the respective states. Initially, grants were awarded to fifteen states for these offices. The number of grants has fluctuated over the years and new states are added yearly. Currently there are 26 S/OVCPs, some being wholly or partially funded by ACTION and some having grown independent of ACTION's monies.

The goals of these offices have remained generally consistent over the years. These goals have been to provide advocacy, coordination and networking for volunteer activities throughout a state and to provide training and technical assistance to all volunteer organizations within a state on all aspects of volunteerism.

S/OVCPs are currently in the following states:

Arkansas	Massachusetts
California	Minnesota
Colorado	Mississippi
Connecticut	Missouri
Florida	New Jersey
Georgia	New Mexico
Hawaii	North Carolina
Idaho	Oklahoma
Illinois	Puerto Rico
Indiana	South Dakota
Iowa	Texas
Kentucky	Virginia
Louisiana	Rhode Island

A sampling of representative activities of the S/OVCPs is provided on the attached pages.



PROGRAM PROFILES

CALIFORNIA S/OVCP

Executive Fellows Program - In cooperation with the Business and Transportation Agency and with the endorsement of the Cabinet, the S/OVCP provides business executives with experience in the operation of California state government. The effectiveness of state government is improved through the application or transfer of private sector skills. Executives are placed for short terms in high visibility positions with the executive areas of California state government. Currently serving in the California program are executives from Pacific Telephone, IBM, Bank of America, Southern Pacific Railroad, Southern California Gas, Kelley Services and the law firm of Guthrie, McCaeb and Fong.

Government Volunteers - Nearly 500,000 volunteers work in California state government. Serving in agencies ranging from the California Youth Authority to the Parks and Recreation Department, these volunteers have donated more than 12 million hours of work; a value to the state - or savings to the taxpayers - of 72.5 million dollars.

NORTH CAROLINA S/OVCP

Volunteers From the Workplace - Assists the largest corporations in North Carolina explore ways in which volunteerism can be promoted by the private sector. The program also helps to establish practices which allow greater participation of corporate employees in voluntary activities.

Adopt-A-School - Recruits churches, businesses, civic groups and others to provide goods and services, on a voluntary basis, to 32 school districts in North Carolina. A one-year, \$250,000 foundation grant provides the funds to support nine state volunteer specialists for the purpose of coordinating this program in all parts of North Carolina. The 1981 goal for this program is to have each school in 32 districts supported by one or more groups. By 1985 all schools in North Carolina should have a sponsor.

Government Volunteers - As of March, 1981, 759,520 volunteer tasks were performed on behalf of the North Carolina state government. This represents 37,934,755 volunteer hours with a dollar value - or savings to the taxpayers - of \$217,630,033. These figures represent volunteer participation in 13 divisions of state government.

ARKANSAS S/OVCP

VOLUNTEER ARKANSAS - A major effort to promote significant voluntary citizen participation within Arkansas is the creation of the Governor's "Arkansas Volunteer Corps". Criterion for individual membership in the Corps is a pledge of 50 volunteer hours of service in 1982.

IOWA S/OVCP

Governor's Conference on Crime Prevention - Trains 5-person teams representing all counties in Iowa to build crime prevention coalitions and networks within their counties.

VIRGINIA S/OVCP

Training and Technical Assistance - Offers a series of workshops throughout the state. These seminars offer skill building in all phases of volunteer programming. The program also maintains a clearinghouse and information center from which questions on all aspects of volunteerism and citizen participation are addressed and answered.

CONNECTICUT S/OVCP

Energy Program - Coordinated the Governor's Conference on Volunteerism and Energy; further participated in training town energy coordinators in the mobilization and use of volunteers and other resources; provided technical assistance to 20 energy programs in Connecticut; developed an energy conservation handbook; mobilized high school volunteers to raise thousands of dollars for energy conservation projects and convinced the Energy Division of the State of Connecticut to hire a full-time energy coordinator.

Youth Assistance Program - Involves over 500,000 youth as volunteers throughout the state providing a variety of services throughout the state. This program costs less than \$15,000 a year to maintain.

MASSACHUSETTS S/OVCP

Commonwealth Service Corps - Administers a statewide corps of stipended volunteers. A current full-time volunteer force of 350, earning allowances totaling \$110 a month, work on projects of the highest state priority.

ILLINOIS S/OVCP

Nursing Ombudsman Program - On behalf of the Illinois Department of Aging the S/OVCP is developing a statewide nursing home ombudsman program utilizing the services of volunteers.

TEXAS S/OVCP

The National Runaway Hotline - A toll-free hotline for runaway youth throughout the nation operated 24 hours a day every day. The phones are manned by volunteers who provide counselling assistance to youth, relay messages from youth to parents and, to the degree possible, return messages to youth from parents. The hotline receives approximately 60,000 calls a year. A total of 50 volunteers a month handle the phones.

The Special Friend Program - In cooperation with the State Department of Health developed the program to assist the Bureau of Long Term Care examine the complex problems involved in administering health care programs for nursing home patients. As part of a research component carried out by volunteers, mental health professionals trained volunteers to counsel elderly patients with mental health problems. Evaluators of the project were impressed by the results of the study particularly in terms of the contributions made by volunteers to patients' improved mental health.

HAWAII S/OVCP

Youth Board - Provides an open door policy for youth to voice their concerns and needs about state and local policy which affects them; serves as a mechanism to avoid the abuse of youth volunteers; serves as a clearinghouse for youth service organizations and programs; provides a youth Advisory Council to address any issue or need which requires youth input; establishes the Hawaii Youth State Volunteer Board; provides training to youth programs; initiated youth committees in non-profit organizations serving youth and providing opportunities for youth to serve on those boards; sponsors statewide conferences expressly for youth volunteers and organizations. This board has mobilized 3,500 volunteers between the ages of 13 and 21 and has provided service learning opportunities to hundreds of youth throughout agencies in Hawaii.

Refugee Resettlement - Offers training and technical assistance to Mutual Assistance Agencies (MAAs) in Hawaii, setting up information and support networks, volunteer refugee programming, and tutoring services.

GEORGIA S/OVCP

Corporate Partnership - Strengthens the public-private partnership in Georgia by working with large corporations to encourage volunteerism; providing corporate management with an evaluation tool to measure the impact of volunteer activities within their ranks, and interpreting the needs of the private volunteer sector to the corporate sector.

IDAHO S/OVCP

Academic Credit for Volunteer Experience - The S/OVCP has designed the curriculum for the Boise School District's Community Education Class entitled "Developing Marketable Skills Through Volunteering". The Idaho Department of Corrections and the Alliance for Dependent Children have requested similar coursework. Through the Department of Education Continuing Education Program at Boise State University, participants in the first Statewide Conference on Voluntarism are being offered one unit of academic credit. Discussions are underway with various faculties at Boise State University to implement an inventory of students and their skills for entry into the S/OVCP Skillsbank system, including granting credit for existing college-level volunteer training.

Monitoring Volunteer Legislation - The S/OVCP monitors state and national legislation affecting voluntarism and communicates recent developments in legislation to the volunteer community.

Government Volunteers - In its first year of operation the S/OVCP stimulated volunteer activities by 5,660 volunteers representing 110,317 hours of service. This contribution has saved the taxpayers of Idaho an estimated 342,000 dollars.

COLORADO S/OVCP

Regional Volunteer Directors - Six geographic regions have been designated within Colorado for the purpose of facilitating the recruitment and training of volunteers. Communication within the volunteer network in the state will be enhanced. Six regional directors, all serving on a voluntary basis, full time, have been selected to fill these positions. The directors will establish regional councils which will advise the director and the S/OVCP on the needs and wishes of the volunteer sector within each region.

State Government Task Force on Voluntarism - The Colorado S/OVCP is spearheading a task force within state government to determine the government's needs for volunteer assistance.

MISSISSIPPI S/OVCP

Town Meeting - The S/OVCP has organized a series of Town Meetings throughout the state bringing together citizens and policy making groups. To date 300 town meetings have been held involving in excess of 13,000 citizens. As a result of these meetings citizens groups have been responsible for the building of libraries, fire stations, recreation centers, health centers and parks. They have acquired additional doctors, developed community organizations, improved services to senior citizens, incorporated communities, held community festivals and established regular and on-going town meetings. Local citizen input into the decision-making, problem-solving process has been greatly increased as a result of the Town Meetings.

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THE PIONEER PROGRAM



The Telephone Pioneers of America was founded in 1911 as a social organization of veteran telephone employees.

In 1955, realizing that they had become more community service oriented, the Pioneer membership officially adopted this direction.

The three basic Pioneer aims are: Fellowship, Loyalty and Service. A Pioneer is a telephone worker who has achieved 18 years or more of service and a Life Member Pioneer is one who has retired.

Together, Pioneers, Life Members, Future Pioneers and Pioneer Partners are involved across the United States and Canada in thousands of community service activities, volunteering their energies in every conceivable area of need.

Beep baseball for the Sightless and the Infant Hearing Assessment Program are two of their more prominent volunteer endeavors, but they are no more important than simply filling Easter baskets or Christmas stockings for needy children or holding the hand of a lonely person in a home for the aged.

October 1981



Levi Strauss-- Tailoring a Better Community

by Kile Ozler

"Volunteerism is the cornerstone of the (Levi) Community Involvement Team program. Employees work together to identify and evaluate community needs and seek creative solutions to meet those needs. . . . The CIT program gives Levi's employees an opportunity to influence their own lives and the kind of society in which they live."

—Levi Strauss & Co.'s
Community Involvement Team
handbook

The concept of corporate social responsibility has held high priority with Levi Strauss & Co. since the gold miners of the 1850s convinced Levi Strauss himself to make pants instead of tents. Since that time, the company's civic commitment has been ongoing.

When Levi's original plant was destroyed in the San Francisco earthquake and fire of 1906, employees were informed that business would resume as soon as temporary space was secured, and that salaries would be uninterrupted. More than 70 years later, when a tornado ravaged a factory in Wichita Falls, Texas, the same announcement was made.

While such tangible concern for community and employee has continued throughout Levi's history, it wasn't until 1968 that the company formalized its attitude and created a department with civic deeds as its primary objective.

That year, Levi's Board Chairman Walter Haas, Jr. was appointed by then-President Lyndon Johnson to head the West Coast region of the National Alliance of Businessmen (NAB), an organization promoting hiring of the hardcore unemployed.

For the next two years, Levi's world headquarters here in San Francisco doubled as an NAB regional office. Staff was added, among them Tom Harris, who came on board with 15 years of experience in community development.

Along the way, the department became involved in a wider range of efforts and, when the NAB affiliation ended, Levi's decided to continue the group under Harris' leadership and the title of Community Affairs Department.

Today, Community Affairs has grown to more than 30 employees—the largest department of its kind in any U.S. corporation. The backbone of the

program, and the priority of the department, is the establishment and promotion of Community Involvement Teams (CIT) in each of the company's 58 domestic manufacturing locations.

The concept of the CIT is a first, and still unique in the field. It is a program whereby employees are encouraged by the company to involve themselves in community activities with the Community Affairs Department acting as an aid in their efforts. All Levi's employees are members of the CIT and it's up to them to decide what level of involvement they exercise.

The primary factor making the Levi's program different is the fact that, although employee volunteers are encouraged and assisted by management, they are entirely self-organized and directed, taking part in CIT activities on their own time. It is worth repeating that the employees provide direction, identify community needs and seek ways to meet those needs.

Harris says Levi's reasoning behind the decision to spend considerable time and money to encourage such movement stems from a strong belief in volunteerism.

"Levi's has always believed volunteerism must be encouraged in our society; that people should do something about the problems we face rather than just wring their hands," Harris said. "And we also believe that if you are going to encourage the employees to get involved, you've got to support their efforts."

"There are really two key things that make our CIT program work," Harris continued. "The first is that we back employee efforts with some resources. The second is that we provide them with some staff who have experience working in the community."

According to Harris, the CIT program has flourished throughout the nation for more than 10 years, but it was only recently introduced to the San Francisco home office.

It seems that 2,500 employees representing five counties and working in 20 different San Francisco locations presented a much more complex participation problem than in the field where the work force is generally homogeneous and centralized. It was quite a task to take the CIT model, developed on a rural level, and transpose the concept into an urban environment.

How to bring the employees together was the first problem addressed. Which community from out of so many should be the focus?

The young CIT chose to create a "Christmas Caravan" for its first project, and the Saturday before Christmas 35 volunteers visited the Crispus Attucks Senior Citizens Center at Hunters Point and the young cancer patients at the Pacific Medical Center. Bringing with them baked goods and gifts (all donated by Levi's employees), the group spent the day talking, singing, dancing and laughing with those they visited.

Since that initial project, CIT involvement and activities have multiplied. Various fund-raising efforts have helped support groups including Arts for the Elderly, Special Olympics Equestrian Program, Muscular Dystrophy Association and underprivileged children in the Bay Area.

"You can't go to a meeting of the employees involved in the CIT program without realizing how excited they are about their efforts," Harris said. "The shared experience really brings management closer together with employees, and our employees say the

CIT makes working for Levi's an especially satisfying experience."

The CIT involves all levels of employees—from clerical to management, from corporate lawyer to sewing machine operator. Harris said this not only creates a feeling of oneness with the community, but also enhances the spirit of community within the company.

For David Wick, a training specialist at Levi's, the company's community concern was a deciding factor in his coming to work there.

"There is a basic concern for people here that is really from the heart," Wick said. "Top management recognizes and supports the efforts of the CIT. . . . There's a certain pride you get working for a company that does care

agency needs in the Bay Area.

• Skills Bank. Volunteers with special skills are recruited to fill a specific need of a given agency.

In addition to community services, Levi's puts considerable emphasis on charitable contributions. The company currently gives 1.5 percent of its pre-tax earnings to outside beneficiaries, with approximately one-third of that going to CIT-endorsed programs.

Just recently, Levi's announced a new effort, the Social Benefits Program. Here any employee volunteering to work with the community in some way for a year can receive \$500 for that project, and an employee serving on a governing board can bring his/her chosen project even more, depending



and is willing to put forth energy, both monetary and voluntary, to better the community."

To augment CIT activities, Levi's Community Affairs Department has several programs designed to put employees in touch with the community and the community's needs. These include:

• Board Placement Program. Facilitates placement of employees on boards of non-profit agencies.

• Community Affairs. Works with local agencies to determine needs and assist them in everything from volunteer recruitment to writing grant requests.

• Bi-monthly Newsletter. Highlights

on its size. Levi's will also match, dollar-for-dollar, any contribution an employee makes to any non-profit organization.

Not only is there the opportunity for employees to identify and work together on projects of mutual concern at Levi's, but great fulfillment is found helping those in need. The underlying philosophy of the CIT program and the Community Affairs Department is volunteerism, a personification of the corporate slogan—"Levi's Is People."



Kyle Ozler, formerly of Levi Strauss & Co., is Director of Taxation for the San Francisco Chamber of Commerce.

Good News for a Change

By Marvin Stone



Any number of readers ask why we don't print more good news. We reply that we welcome the opportunity when it arises. Now comes a letter from Charlotte Bosserman of Seattle, who makes a similar inquiry. She believes that the volunteer and self-help activities of her city, in the climate of a drought of federal money, make good news. We agree.

Although she recognizes that many other communities, too, are trying hard, Bosserman suggests that Seattle's efforts set a good example. She reports that churches and farmers donate to free-food banks for hungry families and that volunteers transport handicapped persons, distribute plants and seeds, create parks on unused city lands, run day-care services, serve as teachers' aides and operate an interracial scholarship fund that helped 98 students last year. The Council of Churches is enhancing its aid to the unemployed and elderly. Seattle's mayor has formed volunteer committees to help with the problem of reduced finances—especially in finding housing for the needy.

To these efforts we can add volunteer work all over the U.S. to aid law enforcement. Many are in regular unpaid service in police departments. Thousands take part in unarmed neighborhood patrols that cooperate with police.

"As I study history," writes Bosserman, "it seems to me this country was developed by cooperative effort. . . . Never was there more need for us to share our talents, skills and compassion for people."

That is exactly the idea behind President Reagan's call to businesses, private organizations and individuals to pitch in. "I have a distinct feeling," he said, "and have for a long time, that we have drifted, as a people, too far away from the voluntarism that so characterized our country for so many years. And we have, in a sense, abdicated and turned over to government things that used to be functions of the community and the neighborhood."

It would be hard to say with certainty whether or not the old barn-raising spirit of early

America has declined. There remains ample evidence that it is still alive, at least to some extent. According to a new survey by the Gallup organization, 31 percent of adult Americans volunteer for 2 hours a week or more in some kind of public service, 10 percent for 7 hours or more.

A Roper poll puts the percentage of volunteers at 25 percent, but finds 85 percent of adults agreeing that it is "important for the community life that a lot of useful work be done by volunteers." As the need for such help grows urgently evident in months ahead, this odd gap between conscience and performance will offer room for expansion of effort.

A lot of thought is being given to the roles of businesses, unions and foundations. This is one facet of the wide-ranging examination of volunteering that has been kicked off by the American Enterprise Institute through its Center for the Study of Private Initiative. A conference in Washington last week heard a few examples of what is being done, particularly in providing jobs and job training, and in making it possible for retired people to use their know-how in community work.

Independently of the AEI undertaking, Willard C. Butcher, chairman of the Chase Manhattan Bank, has told his ideas of what a corporation can do. His company gives nearly 7 million dollars a year for public aid, but, as he says, the pocketbook is not enough; people are needed. He observes that one proper field for corporations is providing "trained personnel, financial guidance and management expertise . . . in a programmatic way to areas like municipal financing, school boards, pollution control, public recreation and the like."

Nobody is pretending that private efforts, at best, can quickly fill the holes left by withdrawal of public funds. The suffering that may lie ahead for some is bad news. But the people, by working in concert, can accomplish much. And there is good news in the power of this effort to bring Americans together.

A Conversation With David Van Tassel

Talents of Elderly Wasted in "A Youth-Centered Culture"

David Van Tassel, a specialist in U.S. social history and gerontology, is Benton Professor at Case Western Reserve University in Cleveland. His most recent book is *Aging, Death and the Completion of Being*. The following is from a conversation with an editor of *U.S. News & World Report*.



WARREN LEFFLER—USNEWS

Time to drop "a negative stereotype of old age"

Western culture has always had a negative stereotype of old age. Older people have been viewed as cranky, wrinkled, ugly and unable to change their ways. This stereotype has been passed from generation to generation through literature and the schools. The image dates back to the ancient Greeks, who honored youth, not age, and to the Judeo-Christian tradition. Even in the Bible, despite the commandment to "honor thy father and thy mother," age was not really revered. Colonial New England appears to be an exception to this negativism. Senior citizens held office until they died, and they were accorded the position of honor in the church.

Some historians argue that the American Revolution undercut all the hierarchical structures that supported veneration for the aged. By the 1820s and 1830s, we were becoming a youth-centered culture, with younger people assuming offices once generally held by their elders. In the 1880s and 1890s, negative images became much stronger as a result of changes in the workplace and a revolution in the medical-biological profession. New industrialists said that older workers were less efficient and must be moved out of the work force. Retirement plans began to emerge because some factory managers thought they could gain the loyalty of younger workers by moving them into positions of responsibility more rapidly.

At the same time, the medical profession, which was making breakthroughs in the discovery of microorganisms, began to regard old age as a disease or a complex of diseases. Doctors did not have much success in curing these diseases, so they pictured old age as a grouping of incurable diseases and did not look for ways to ameliorate the chronic problems of aging. Even today, despite the efforts of the National Institute on Aging, very little is being done to keep people healthy and comfortable as they age. Instead, the emphasis is on acute care, dealing with problems only when they become critical.

Our "age-segregated society"

In this century, the U.S. has become even more of a youth-centered culture. The enactment of social legislation to benefit the el-

derly does not mean that attitudes have changed. Even Social Security was passed with mixed motives: Though partially humanitarian in its thrust, it was also designed to move older people out of the work force and to give jobs to younger people.

Ever since the end of World War II, we have developed an age-segregated society as developers sold off big hunks of land in Florida, Arizona and Southern California that were turned into "leisure villages" and retirement cities. It is a tragic mistake for many older people to leave their communities for these places. They often know no one in these retirement areas and have to prove themselves all over again; their identities are gone.

Salvaging "an irreplaceable intellectual resource"

In the years ahead, older people face an even bleaker future unless there is a major change in the attitudes of the young. As the baby-boom group ages and moves into retirement, there will be a dramatically reduced work force to support a huge dependent population of older people. Moreover, the baby-boom generation will be far more educated and will demand more in the way of cultural and health advantages and economic security than the present group of older Americans. This could produce a sharper cleavage among generations unless we find ways to break up age segregation, with the old and the young being brought together.

For example, we can take advantage of the closing of so many schools to use some of the money saved to give older people classes in these buildings. Another possibility is to organize the elderly in more voluntary service and pay them a minimal honorarium.

The fact is older people remain intellectually vital. New tests developed by psychologists show that the intelligence of the elderly remains just as great; they just learn in a different way than young people. They don't memorize; they tie things to experience. They learn more slowly because they have to sort out their experiences and fit the new material into their lives.

The elderly are an irreplaceable intellectual resource—but because of the negative stereotype society holds, they are often unappreciated.

GEORGE BELLEROSE—PICTURE GROUP



Foster Grandparent Program: A way for old and young to "be brought together."

The 5% Solution

While cities around the country face cutbacks in federal aid, the Twin Cities continue to prosper, thanks to a unique business-community partnership.

by Dick Schaaf

What gives in Minnesota? Back at the turn of the century, a local lumberman tapped his friends to meet the payroll of the Minneapolis Symphony. Several years ago, the Minnesota Orchestra moved into a new, acoustically exquisite Orchestra Hall; 64 percent of its \$14.2-million construction cost was raised by local businesses.

There have always been those who sternly proclaim that the business of business is business, and in these bearish times their number is certainly not dwindling. But in recent years it has become very obvious that in the Twin Cities of Minneapolis and St. Paul another viewpoint prevails. This one holds that a company that profits from its activities in a community should give something back to the community. "If you don't have a community," this uncommon philosophy asks pointedly, "what kind of business can you have?"

In 1979-80, Minnesota businesses and foundations gave more than \$112

million back to the communities in which they operate—58 percent in the Twin Cities; another 14 percent through the rest of the state (approximately half of Minnesota's four million people live in the seven-county Twin Cities metropolitan area); and 28 percent in other states where they have business interests.

And they gave visibly. Since 1976, the Greater Minneapolis Chamber of Commerce has recognized the contributions of the Minnesota Business Community 5% Investment Club (or "5% Club"), currently forty-five corporations that pledge, and deliver, 5 percent of their pretax earnings to community activities from planting trees and rehabilitating housing to supporting the arts and helping struggling small businesses get off the ground. In 1978, a "2% Club" was started to highlight those companies (twenty at last count) that contribute at least twice the national norm of 1 percent.

Nor is the private sector's involvement measured only in hard currency. Minnesota's Corporate Volunteerism Council, one of only three in the nation at this point, helps its forty-two member firms focus and manage the time and expertise their employees willingly make available. The Minneapolis Chamber's Business Action Resource Council (BARC) will soon be making its third annual Creative Community Project Awards, which recognize the quality of contribution

Members of the club: Gerald Rauenhorst (left) of the Rauenhorst Corporation and Curt Carlson, chairman of the board of the Carlson Companies, are two of the more active members of the 5 Percent Club.

Photo: Boyd Hagen

made and not strictly its quantity.

As government at all levels reduces its service role, many anxious eyes have begun turning to the private sector for at least some of the money and manpower and expertise that taxpayers are increasingly less willing and able to provide. Corporate philanthropy is a uniquely American tradition, albeit one that has been overshadowed in recent decades by the rapid growth of government largess. Now there are those who wonder whether the help once sought in the halls of government is again to be found in modern corporate boardrooms. How realistic are such expectations? One standard of measurement may be the high level of involvement in public concerns for which Minnesota business is deservedly renowned.

Why Minnesota, of all places? It's an obvious question, but one without an equally obvious answer. Maybe, as some executives allow with something that can only be labeled modesty, William Norris (chairman and chief executive officer of Control Data Corporation) is right—maybe it is because of winter, that infamous Min-

nesota trademark that allows ample time to contemplate ways of making things more livable.

A better, if less obvious, answer may be the unique combination of grown-up family businesses and community traditions, which together exert a rare form of peer pressure in Minnesota boardrooms.

In Minnesota, corporate good citizenship is an idea with a good deal of history behind it. Many of the state's small enterprises have matured into modern, multifaceted corporations without breaking their links to the community concerns of their founding families. The Twin Cities are headquarters to dozens of growing and prosperous companies, from Fortune 500 giants such as 3M and General Mills on down, so decisions are made in town, not handed down impersonally from corporate citadels a thousand miles and more east or west.

Financial strength and geographic autonomy have long fostered close CEO-to-CEO contacts, creating a close-knit, achievement-oriented executive environment. And that has led to a number of innovative ways to

bring company resources to bear on public concerns.

The 5% Club

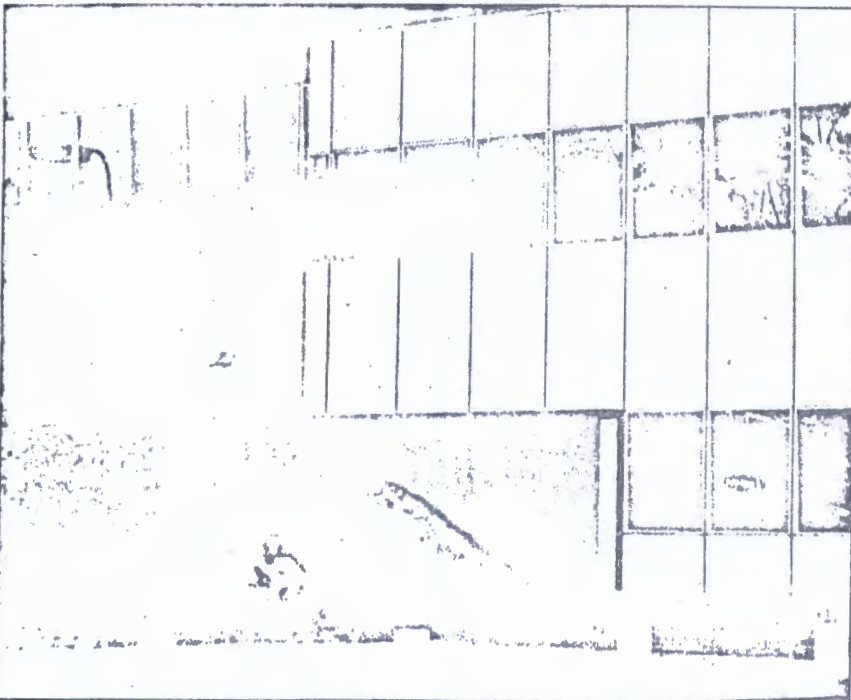
George Draper Dayton began selling drygoods in Minneapolis in 1902. It wasn't long after that that he started reinvesting some of his profits in the community that was making him a success. Today the company he founded, Dayton Hudson Corporation, operates some 800 stores in forty-seven states. It ranks 139th in sales; it ranks in the top 20 in contributions. In the past fifteen years, the Dayton Hudson Foundation and the various companies under the corporate umbrella (including B. Dalton Bookseller, Target Stores and Mervyn's) have given more than \$50 million back to the communities that continue to support them.

Since 1946, Dayton Hudson has given 5 percent of its pretax earnings to community concerns, primarily social welfare and the support of the arts. Until 1975, it was simply a quietly stated company policy, but that year the new president of the Minneapolis Chamber of Commerce was David Koch, president of Graco, Inc. It was Koch who determined to make such social responsibility an official goal of the chamber. To do so, he set out to try to find other companies that were—or would be—willing to take the same 5 percent pledge. He figured there must be eight or ten others around town. He found twenty-three, many of them, like Dayton Hudson, longtime quiet givers.

"The group of CEOs on the chamber board who were already giving 5 percent decided we really needed to develop a mechanism that would get companies to look at what their level of corporate philanthropy was and could be," explains Bill King, program manager for BARC, which now administers the 5% and 2% clubs for the chamber. "They knew it had to be CEO-to-CEO if it was going to be viable."

It was, and still is. Today there are

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A sunbather rests in Peavey Plaza Park by Orchestra Hall, home of the Minnesota Orchestra.

forty-five members of the 5% Club, some of them highly visible elements of the business community: Munsingwear; Peat, Marwick, Mitchell & Co.; Carlson Companies (which includes, among others, Radisson Hotels and Country Kitchen Restaurants)—and some local businesses with just as strong a commitment, such as Harold Larson's Chevrolet dealership, Alan Anderson's appliance shop and the Sam Miller Bag Company.

The 2% Club

The problem with recognizing the 5 percenters around town, and around the state, was that it left out a significant number of companies doing double or more the national norm of 1 percent giving but not up to the 5 percent level made significant by both Dayton Hudson tradition and Internal Revenue Service codes. (The allowable IRS deduction from pretax earnings has recently been raised to 10 percent, but there is no move afoot yet to start a 10 percent club in the Twin Cities.)

In 1978, that dilemma was resolved by adding a 2 percent counterpart to the 5% Club. There were fifteen charter members; there were twenty members at last count. Membership runs the same spectrum, from General Mills, Pillsbury and International Multifoods to Midwest Quick Print Systems and First Bank Minnetonka.

Foundations

Minnesota ranks nineteenth in population nationwide, but it is ninth in both number of foundations (423) and dollars distributed, according to Jackie Reis, executive director of the 119-member Minnesota Council on Foundations, in essence a trade association for organizations determined to give things away for a reason.

"One reason why the Twin Cities area has been so progressive," she points out, "is that the good patterns got established early on and have been continued. Many of the founding families that started businesses here established foundations. There's

a very strong spirit of philanthropy, and even though many of these companies have grown to the point where they are bringing management people in from outside Minnesota, the same traditions are being continued."

Of the \$112 million given in the state in 1979-80, a little more than \$97 million came through private, corporate and other foundations, sixteen of which made grants of more than a million dollars. Thirty large foundations—eighteen private, ten corporate and two community—accounted for about three-fourths of the foundation total, emphasizing the role that such organizations play in both corporate and private giving. (Corporations, it should be noted, can make donations through their own giving programs drawn from the company's operating budget, through a foundation, or both. Dayton Hudson, for example, gave \$11 million in 1980: more than \$8 million through the Dayton Hudson Foundation and the balance through direct giving by the corporation and its various operating companies.)

Volunteers

"Dollars are not the major emphasis," says King of BARC, even though they generally receive more public notice. "The evolving role is for businesses to do things beyond putting dollars into organizations. Companies also have the capability of being involved through their employees." That can involve outright volunteerism, release-time programs (paid time off for work in the community) and the contribution of goods and services, he points out.

Control Data, for example, began a program of social-service leaves in 1977. Since then, more than 30 employees have taken from thirty days to a year off to work in their communities, secure in the knowledge that they can come back to a similar job on their return. Northwestern Bell has fifteen Community Service Teams—a total of 150 management employees who volunteer their time in specific geographic areas. ▶

The Rauenhorst One in 40 Program, which dates back to 1972, commits the company to donating one profit dollar out of forty, backed by a commitment of one hour of management time out of every forty; the company's managers are urged to match that hour with one hour of their own time. The company focuses its efforts on the Progress Valley projects, which serve as transition points for people moving back into the mainstream from chemical dependency treatment. Based on results in the Twin Cities, Rauenhorst plans to start similar programs in Chicago, Milwaukee and Phoenix; the original is one of seven past winners of BARC's Creative Community Project Awards.

To give volunteer efforts their own communications network, the Corporate Volunteerism Council (CVC) was set up in 1980. In a year's time, it has grown from thirty to forty-two members. CVC's stock in trade is information: on needs, on how to get volunteer programs started and how to keep them running, on the experiences and insights gained by other efforts. A resource book designed to serve as a basic how-to guide will soon be published, and Minnesota's CVC is one of the keystones for the newly formed National Corporate Volunteerism Council.

Stability

The bedrock on which all these efforts, and more, rest is the essential stability of Minnesota's business community. Although there has been some attrition over the years through mergers and acquisitions, the state's corporations have in the main rejected flight to the Sunbelt, opting instead to reaffirm their investment in the communities in which they long ago put down roots.

It's a commitment made visible in the downtowns of Minneapolis and St. Paul—especially the former, where companies such as Pillsbury, First Bank System and Lutheran Brotherhood have put up new headquarters complexes and the business

Why all this largess in Minnesota? Maybe it is because of winter, that infamous Minnesota trademark that allows ample time to contemplate ways of making things more livable.

community has realized its long-sought goal of a stadium for the state's professional sports franchises.

Honeywell, Dayton Hudson and General Mills have all taken active roles in refurbishing deteriorating neighborhoods. Control Data has located no less than four plants in depressed inner-city areas in the past dozen years, including a novel part-time bindery facility on Selby Avenue in St. Paul, the first new industrial facility to locate on the former commercial strip in eighty-five years.

With fifty-four of the top corporations in the state on its membership rolls, the four-year-old Minnesota Business Partnership has become a formidable influence in uniting the efforts of chief executive officers toward a better business climate and enhanced quality of life. From the same 1977 planning session has come the respected Minnesota Project on Corporate Responsibility, an organization dedicated to helping top management people understand the changing relationship between business and society.

The Reagan Era

Many of those closely connected with the multifaceted involvement of the private sector in Minnesota are clearly worried that what has been accomplished in the state will somehow be seen as a substitute for the federal funding and manpower being

excised from Reagan Administration budgets over the next few years. "The arithmetic just doesn't add up," says Jackie Reis starkly. "It's not realistic to expect to totally replace public dollars with private funding."

Foundations and corporations alike are resigned to a fresh onslaught of funding requests, and some are troubled by the hard choices they may have to confront in the next few years. "Traditionally," Reis explains, "foundation funding has been used to support innovative responses to emerging issues. Soon they may be faced with organizations they supported in those innovative stages, but which are now facing retrenchment, even the issue of survival. There's going to have to be a search for balance between maintaining the existing programs and continuing to respond to the new."

"The pressure is tremendous," observes Harvey Mackay, president of one of the original 5% Club members, Mackay Envelope Company. "How do you keep the Guthrie [Theater] and the Orchestra when the Dow hits 600 or 500? I'm bullish long-term, but I think it's going to be a rough ride the next twenty-four to thirty-six months."

Still, there are those who think Minnesota's corporate caring will come through even stronger in the long run. "The federal cutbacks are serving as an enormous stimulus to corporations to rethink their role," observes Don Imsland, director of the Minnesota Project on Corporate Responsibility. In the past, he explains, corporate actions have tended to be taken independently, with little pooling of resources and expertise to attack specific problems.

"I think the next stage is for coalitions to form," he predicts, "where these corporations direct their resources—and not just their dollars, but resources such as executive time and support services too—toward the solution of social problems such as unemployment or housing. As you look around the country, this is one of the places where it could happen."

SOCIAL SERVICES AND VOLUNTEERS

SOCIAL SERVICE PROGRAMS AND VOLUNTEERS

ROBERT WINSTON (MODERATOR) is Regional Director of ACTION Region IV. He oversees the activities of 52,000 volunteers and 55 employees in a seven-state region comprised of Alabama, Florida, Georgia, Mississippi, Tennessee and North and South Carolina.

Prior to joining the Reagan Administration, Mr. Winston was Superintendent of the Oxford Orphanage in Oxford, North Carolina. Mr. Winston is a member of the North Carolina Child Care Association, the Oxford Lions Club and the Board of Directors of the Masonic Home Executive Association of North America.

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The author of numerous articles on drug abuse prevention, Mrs. Rusche is co-founder of Dekalb Families in Action and co-founder and First Vice President of the National Federation of Parents for Drug-Free Youth. She is also the recipient of the 1980 National Institute on Drug Abuse Pace Setter Award.

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Ms. Snowden is President of the Board of Directors of the Alabama Office of Volunteerism, which became the Office of Volunteer Citizen Participation on February 17, 1982. She is also chairman of the Association of Volunteer Administrators for the Southeast Region of AVA.

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Prior to joining Liberty National, Mr. Thornhill served as Associate Director of the National Association of Volunteers in Criminal Justice. He has also been Associate Director of the National Criminal Justice Volunteer Resource Service and Program Chairman for the 1980 and 1981 National Forum on Volunteerism in Criminal Justice.

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VOLUNTEERISM: THE PRESIDENT AND SISTER FATTAH

Sister Fattah's successful solution to teen violence offers hope that public charity will take up the slack in welfare programs.

by Landrum R. Bolling

Some journalists have called President Reagan "the Great Persuader" in recognition of his come-from-behind victories in getting Congress to pass his drastic tax-cutting and budget-cutting programs and in persuading the Senate not to veto his controversial AWACS arms sale to Saudi Arabia. Perhaps his greatest exercise in persuasion, however, may turn out to be his long-term campaign, initiated last fall, to convince the American people to volunteer more time and money to help their neighbors and to serve community needs.

No up or down vote, of course, will ever prove whether this effort succeeds or fails. Yet, from one point of view, it can't fail.

The American people, over a period of more than two centuries, have already proved that they are willing to contribute generously of their money and goods to help others. And they volunteer by the tens of millions to donate their spare time in working for worthy causes. In no other country on earth do the people give themselves and their resources so fully to serve the public good. President Reagan's open commitment to use his official powers and the prestige of his high office to encourage more giving and more volunteering is bound to win substantial victories for the charitable programs and philanthropic institutions that care for so many of the social, cultural and human-welfare interests of our society. The scope of those victories will, of



Sister Fattah's volunteer efforts are succeeding in the ghetto where social workers and prisons have failed. Her office walls can barely contain the tributes she has received.

course, be determined by how Congress, the bureaucracy and, most of all, the general public respond to the challenge put before them.

The stating of that challenge was the purpose of a kickoff address President Reagan gave before a meeting of the National Alliance of Businessmen in Washington last October 5th, at which he announced the formation of a Presidential Task Force on Private Sector Initiatives.

"I'm calling on you today," he told his audience, "to help in the cause to enlarge the social responsibility of our citizens. The spirit that built this country still dwells in our people. They want to help—we only need to ask them."

(On that last point, the President may have been more right than he knew. One study of why people volunteer showed that the most common answer was: "Somebody asked me.")

He wound up his speech with the appeal, "Let us go forth . . . and say to the people, 'Join us in helping Americans help each other.'"

Predictably, some suspicious critics saw the President's call for greater volunteerism as a doomed-to-fail effort to cover the cuts in federal spending for welfare by stepped-up private charity. He tried to head off that complaint at the outset by declaring: "Federal loan guarantees will not be restored by wealthy people dancing till dawn at charity balls. Nor will we replace the Department of Health and Human Services with the Junior League."

Foundation and corporate executives and spokesmen for many private service agencies have repeatedly warned that there is no possibility that corporate philanthropy and foundation grants can make up more than a very small fraction of the funds lost through the budget cuts. The White House has shown no disposition to dispute that judgment. However, the President does believe that there is an enormously

Continued on following page

expandable capacity in the American people—through churches, neighborhood groups and community associations—to serve public needs. He wants private groups and institutions to reassert their roles in providing many of the human services largely taken over by government in the years since the beginning of the New Deal—and to do what has to be done . . . better.

He thinks that many private organizations have pointed the way to sounder solutions to many social problems than those offered by government agencies. One of the assignments for his Presidential Task Force is to identify and publicize those private groups that are already engaged in delivering human services in the most creative and effective manner. The American Enterprise Institute for Public



Boys at the House of Umoja rise at 6 a.m. for breakfast. Their contract: food, housing, tutoring, in return for staying out of trouble and attending school.

Policy Research (AEI), often referred to as "one of the major conservative think tanks on which the Reagan administration has drawn heavily for staff and ideas," has for several years been gathering just such data. It is providing backup research assistance to the Presidential Task Force headed by C.

William Verity, Jr., chairman of the board of Armco Steel.

One of the private success stories, extensively researched by Robert Woodson, black sociologist on the AEI staff, is the House of Umoja, a neighborhood organization in a ghetto district of West Philadelphia. President Reagan, in his October speech, cited this project as the kind of private initiative the country ought to know more about and should both encourage and copy in other communities. By any test,

this high-risk venture in private initiative has established a remarkable record.

The House of Umoja, the creation of Sister Fattah and her husband David, has attracted national attention for its success in stopping gang warfare and turning street kids away from crime and toward study and work. *Umoja* is a Swahili word that means unity, and that is the theme for the house and its activities. In fact, the House of Umoja functions like a big extended family. Sister Fattah, born Frankee Davenport in South Philadelphia, is a large, cheerful and affectionate woman who knows how to be both caring and demanding of teen-age boys who get into trouble—or seem likely to.

The mother of six boys of her own, Falaka Fattah had worked as a pop music publicity writer and, in the late 1960s, was editing a new magazine for blacks when she decided to investigate street gangs as a possible story. Her husband

David, then a student of business administration at Temple University—and himself a former gang member—agreed to do the investigative legwork. His report was frightening, but it contained both an explanation of why gangs exist and a glimmer of hope. In the face of the breakdown of families, the gangs, he concluded, offered "protection, food, shelter, a

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Sister Fattah's "extended family" includes some of the toughest former gang members (above). Empty buildings on Frazier Street, bought with contributions from civic groups, will house an employment agency, a publishing company, a snack shop, music room, library and guest house.

sense of belonging and self-esteem." But with more than 85 gangs claiming more than 5,000 members competing to control a bit of Philadelphia slum turf, there was constant violence.

The whole issue took on more than journalistic significance for the Fattahs when they discovered that one of their own sons was being recruited into the Clymer Street gang. After considerable negotiation, they invited 15 members of the gang to move into the Fattah home. There was a firm, if informal, agreement: The gang members would not engage in any illegal activities, and the Fattahs would help them "stay alive and out of jail." Thus, in 1968, with donations of food and money from some black churches and the Catholic Archdiocese of Philadelphia, plus what they could raise from dinners and informal neighborhood lotteries, David and Sister Falaka Fattah launched the House of Umoja, in their own small house.

The House of Umoja has since been able to acquire other decaying houses on the block and is in the process of turning the little neighborhood into a kind of urban-black Boys' Town. Meanwhile, more than 500 young people have been adopted into this extended family and have lived in the house: delinquents, gang members, abandoned children. Psychotics, drug addicts and sex offenders are turned down, but a variety of the emotionally disturbed and offenders who have been involved in everything from robbery to murder are admitted.

For all who come into this "family" there are tough rules:

- Up at 6 a.m.
- Required early morning conference on "goals for the day."
- No rough language.
- No girls in the boys' rooms.
- Regular assigned chores.
- Strict monitoring of TV.
- Required attendance at a weekly review session on personal behavior with assessment of fines for infractions of rules or bad attitudes.

What do the youngsters get for subjecting themselves to this kind of discipline? A warm place to sleep, nourishing food, a sense of belonging to a family that is presided over by a

"mom" who cares for all of its members; also a \$10-a-week spending allowance and escape from the punishment of jail (for those released to the house by the juvenile courts), the indifference of public institutions or the emptiness and confusion of a disorderly home.

What do they learn from the experience? By their own testimony and according to reports of outside observers they learn: "how to stand on your own feet"; "how to get yourself together"; "how to improve yourself and your community"; "how to take school seriously"; "how to get a job." Most of all, they seem to learn to take responsibility for their own lives, to have respect for themselves and to get along with other people.

Perhaps the most spectacular achievement of the House of Umoja

was the negotiating of a pact to end gang warfare in Philadelphia. Following a conference of 400 members from 32 gangs in January 1974, a pact was signed recording a promise to abandon their armed attacks on each other. Gang-related deaths dropped from 43 in 1973 to 32 in 1974, six in 1975 and only one in 1977. Other organizations and pressures helped, but Sister Fattah was a major factor. In that kind of crisis resolution, as well as in the everyday activities of the house, she stresses unity—unity of family, the neighborhood, the black community, black people everywhere and unity among all mankind.

An admirer of Malcolm X, Sister Fattah adopted her African name, took to wearing colorful, long African-style dresses and head scarves and proudly describes herself as a "black national-

ist." Nevertheless, on the basis of her extraordinary accomplishments with one of the most difficult social problems of our time, she has attracted the backing of such diverse supporters as the Philadelphia Saving Fund Society, the Catholic Archdiocese, the Columbia Broadcasting System, the Pew Memorial Trust, the William Penn Foundation, the State of Pennsylvania, the federal government—and now, President Ronald Reagan.

One obvious comment is that there aren't many Sister Fattahs in the world. Those connected with the President's Private Sector Initiatives project are betting that there are more than we know about who can be helped to get a start providing services to meet human needs.

If so, a lot of thought must be given to the question of how the American public, its many private organizations and its government can cooperate to encourage volunteering and giving to serve the needs of our communities. This is a topic discussed in many circles, both before and since the President gave his speech on volunteers.

Independent Sector, a new national association representing several hundred organizations in the philanthropic field has been working for the past two years to develop a strategy and a program to accomplish this goal. AEI has been doing its research on the subject for five years. Corporate business has been holding meetings on "social responsibility" and jawboning one another on the need for expanded charitable contributions from corporations for more than a decade. Foundations continually return to the theme of how to make grants more effective—and how to expand the pool of charitable dollars.

The climate is right, it would seem, for a new national thrust toward greater neighborly responsibility to help one another and to improve the quality of community and national life. But to succeed on the scale and with the significance many are beginning to hope for, it will take more than a speech by the President of the United States, a White House task force and some more research by AEI. A veritable army of David and Falaka Fattahs, black and white, rich and poor, will have to step forward and deal directly with problems that surround them. X

Libby Fox and Patawin St. Onge complete six months'

Social Service Leave

WITHIN the last year, one Wells Fargo employee laid the financial groundwork for construction of a multi-million-dollar housing complex for the disabled and another helped resettle Indochinese refugees. They accomplished these feats while participating in Wells Fargo's Social Service Leave Program. Under this special program, administered by the Corporate Responsibility Committee, employees who have been with the Bank at least three years can qualify for up to six months' paid leave to work in a community service agency.

Libby and the handicapped

Libby Fox, an operations officer from the University-Bayshore office in Palo Alto, used her leave to work for Adults Toward Independent Living (ATIL), a nonprofit corporation in Santa Clara County dedicated to developing housing for the handicapped.

"The agency was founded in 1976 by families whose members had been disabled by serious accidents or were born handicapped. These families discovered that once their relatives reached adulthood there was no place for them to live on their own," she explains. "Most disabled people live at home—which can be a very stressful situation—or in nursing or convalescent homes, none of which encourage independent living," she adds.

Libby originally became involved with Adults Toward In-

dependent Living after her son was disabled in a serious accident. "I realized how important it was for recently handicapped people to have a chance to try and live on their own, as they had before they were injured," she says.

One of Libby's biggest projects involved preliminary planning for the 30-unit residential facility the organization plans to build for the handicapped. "Most of my efforts were directed toward helping ATIL try to acquire four acres of undeveloped state land in Santa Clara for our residence," she says.

"It's a complicated procedure," Libby explains. "We had to prepare a portfolio of information pertaining to our project and submit it to our state senator. From that information, the senator may develop a piece of legislation and see it through the various committees until, hopefully, it reaches the Governor's desk for his signature," she says. "I worked very hard on that portfolio, but it will be several months before we learn whether we were successful."

While ATIL is waiting to move ahead on its multi-unit residence, it is also attempting to provide housing for the handicapped on a smaller scale.

"We are trying to get funding from the California State Department of Developmental Disabilities to operate a house for one year in which four head-injured adults could learn independent living skills under 24-hour supervision," she says. The term "head-injured," explains Libby, describes people who sustained an injury to the brain through a serious accident. "My effort to obtain funding required writing a proposal and I

After Libby Fox's son, Doug, was disabled, she sought ways to help him and others like him.



Shamrock House in San Jose offers an opportunity for quadriplegics to lead independent lives. Libby Fox hopes a similar house for head-injured individuals can be opened with state funds.



spent almost two months putting it together." Prior to taking her leave, Libby completed a course on fund raising to prepare herself for her new responsibilities.

"Our hope is that this house will provide an independent living situation for four head-injured individuals, so that some of them might be self-sustaining by the end of the year and be able to live on their own," she says.

"ATIL already operates one house, which was purchased in 1978," she adds. "It's called Shamrock House and it's located in San Jose. Four quadraplegics (those with spinal cord injuries) live together there independently."

Generating public awareness about the organization was one of Libby's priorities throughout her leave. She helped to make a film about the head-injured, which she says will be shown to influential community members, and she helped plan several fund-raising events that not only brought in money to the agency, but brought it public exposure.

"What I've been able to accomplish in the six months of my leave has given me immense pleasure, because I know my efforts have laid the foundation for two projects—the large housing unit and the smaller house—that when completed will make a very real difference in the lives of some handicapped people," says Libby.

Patawin and the refugees

Patawin St. Onge, a part-time teller at the Dimond Office in Oakland, helped people who were not handicapped in the physical sense, but in a cultural one, during her six-month leave.

She volunteered as a resettlement worker for the International Institute of the East Bay, an agency in Oakland that helps immigrants adjust to life in America. Her "clients" were Indochinese refugees.

Patawin, herself a native of Thailand, moved to the U.S. with her American husband eight years ago, "So I was familiar with the problems of adjusting to a new culture," she says.

Of her decision to help the refugees, she explains, "For months I'd been reading newspaper accounts of the problems refugees from Cambodia, Laos and Vietnam were having trying to get along on a day-to-day basis in their new land. I thought I'd like to offer my assistance."

Patawin explains that between the time the refugees left their homelands and arrived in America, they had spent at least a year in Thailand's refugee camps. "Many of them speak both Thai and their own language as a result," she says. "Since I

speak Thai and one dialect of Chinese, I felt I'd be very helpful as their liaison."

She found out she was right in this assumption. One of her biggest responsibilities was to arrange housing for the families. Since the refugees spoke little or no English, she had to deal with landlords, inspect apartments, move the families in, and when problems arose, step in and help solve them.

It was hard, time-consuming work, she notes, but she mentions with pride that she placed over 500 people in apartments or houses during her leave.

"It was quite an experience and I learned a lot about the kind of lives these people had lived previously," she says. "Most of them are poorly educated and come from poor backgrounds. Many had never before seen a stove or a refrigerator. I had to teach them how to use the stove and oven, and instruct them on what foods needed refrigeration."

"Since many of them had never before lived with locks, they were very awkward when trying to use a key to lock and unlock their apartments!" she exclaims.

Patawin also helped the refugees look for jobs, accompanying them to interviews where she translated for them and their interviewers. "The type of jobs they applied for were simple ones, requiring few verbal skills—such as janitorial work or washing dishes," she says. "Also, most of the jobs are part-time, because the refugees go to school for half the day to learn English."

Helping the refugees learn the language was another of Patawin's projects. Working with two instructors from a local college and high school, she set up an English language class at a school in Oakland and registered clients of the Institute.

Looking down the road a bit, Patawin figured that eventually the refugees would need banking services, so she taught a banking class at the Institute and took them to visit Wells Fargo branches. From that effort, she wound up with 70 new accounts for Wells Fargo!

"I was very grateful to get a leave," Patawin says, "because I really wanted to make a contribution to the refugees' new lives. The Social Service Leave Program gave me a wonderful opportunity to fulfill that ambition, and I believe those six months were well spent, both for me and for the Institute," she says, smiling. ☸

Patawin St. Onge meets with co-worker Phuthong Minsisouphanh from Laos at the International Institute of the East Bay's office in Oakland.



Would you like to take a Social Service Leave?

To qualify, you must be an employee in good standing, with at least three years of service with Wells Fargo. Social Service Leaves are granted for up to six months with full salary and benefits, and upon returning to the Bank, you are guaranteed either your former position or a job with a grade, salary and responsibilities comparable to your former position.

To apply for a Social Service Leave, call Nancy Thompson, administrative assistant, Corporate Responsibility Department, San Francisco ext. 7218, and request an application. Your application will be considered by a selection committee composed of four Company officers. If you receive a favorable preliminary review, you will be asked to discuss your project with them in person. Besides evaluating you, the committee also evaluates the goals you plan to accomplish during your leave, as well as the organization with which you wish to become associated.

WELLS FARGO & COMPANY

Social Service Leave

LET'S EXPLAIN THE PROGRAM:

What is its purpose?

The Social Service Leave Program is one of a number of programs Wells Fargo has started in our responsiveness to the needs of the communities we serve. It is designed to give individual employees the opportunity to involve themselves in solving those social problems about which they are personally concerned, by allowing them to work full-time with a non-profit organization of their choice.

Who may apply?

There are only two requirements. First, you must have completed three years of employment with Wells Fargo by the time you begin your leave. Second, you must be an employee in good standing. You do not need permission from your manager to apply nor to go on leave if you are selected. However, if your work is critical to your department, you may be asked to temporarily postpone your leave.

How long a leave can I apply for?

Social Service Leaves are approved for one to six months in duration, depending upon the project.

How do I apply?

It's easy. Call the Corporate Responsibility Department, Administrative Assistant, extension 4280 in San Francisco, for an application.

How are selections made?

Your application will be considered by the Social Service Leave Selection Committee which is composed of four Company officers. After a favorable preliminary review, you will be asked to discuss your project with them in person. This meeting will be informal and will allow you to give the Committee members any additional information they may need to make a decision on your application. Currently, an aggregate of twenty-four months of Social Service leave may be granted by the company to all applicants in any one year.

What criteria are used?

In addition to your sincere interest in a project and your personal commitment, it is important that you have specific goals in mind for accomplishment during your leave, including some which will result in continuing value to the organization after your work with it is completed. For example, can you enroll new volunteers, or streamline procedures, or lay the ground work for a new program? The Selection Committee will be considering the potential impact of your goals and work toward solving a specific social problem.

The Selection Committee also evaluates the organization with which you wish to become associated to assure that it meets the criteria established for the program.

What about my pay and benefits?

While you are on Social Service Leave, you will retain your full pay, continue to earn vacation time and retain all your company benefits. Salary reviews and increases will also be given as scheduled. On your return, Wells Fargo guarantees that you can return to your same job or one having similar grade, responsibility and opportunity.

If the Social Service Leave Program sounds like something you would like to do, please call the Administrative Assistant, Corporate Responsibility Department, on extension 4280 in San Francisco.



CODE: WF-176
August 21, 1981

ALLEN GEHRIG RECEIVES THE FIFTH ANNUAL PRESIDENT'S AWARD FOR SOCIAL SERVICE

Allen J. P. Gehrig, a Wells Fargo employee with a long record of outstanding community service, has been selected to receive the fifth annual PRESIDENT'S AWARD FOR SOCIAL SERVICE.

Allen, a commercial loan calling officer in the San Francisco Region Commercial Banking Center who has been a leader in the Special Olympics program in Northern California, was one of 38 nominees for the 1981 award.

Each year, the President's Award for Social Service is presented to a Wells Fargo employee who has made an outstanding contribution to the community through his or her volunteer efforts. For his work with the Special Olympics, Allen will be honored at a reception in the Head Office Penthouse and will receive a check for \$1,000 for presentation to the Special Olympics.

Named as runners-up in this year's President's Award competition are *Libby Fox*, operations officer in the El Camino Real Office; *Ollie White*, a terminal operator in Trust Data Control; and *Tom Vinson*, Vice President, Investment Systems. They will each receive checks for \$200 for the organizations in which they play leading roles as volunteers.

Allen Gehrig typifies the caliber of employees who were nominated for the award by their co-workers. He is one of the original founders of the San Francisco Special Olympics, an international program of sports training and athletic competition for mentally retarded children and adults.

Allen's involvement with the Special Olympics began in 1972 and he has served as Northern California president since 1977. Under his guidance, the program has grown until it now has a budget of \$115,000, obtained through fund-raising events, and corporate and community contributions.

Allen's work has also been recognized by the Volunteer Bureau of San Francisco Voluntary Action Center, which has selected him the recipient of the 1981 Volunteer Activist Award.

The three runners up also have impressive backgrounds in volunteer work. *Libby Fox* is treasurer of Adults Toward Independent Living (ATIL), which helps severely disabled young adults lead independent lives. As a member of ATIL's Board of Directors, Libby is actively involved in planning and fund-raising for a 30-unit residence for disabled adults. In 1980, Libby received a Wells Fargo Social Service Leave, which she devoted to ATIL.

Ollie White works as an advisor to the Imani Youth Council of the NAACP in Oakland. The Council, under Ollie's leadership, has provided a variety of services to schools, churches, hospitals and senior citizen homes. Ollie is also a Girl Scout troop leader, an active member and officer in the PTA and serves with several civic committees and organizations.

For *Tom Vinson*, this is the second time he has been honored by Wells Fargo's President's Award program. He previously received recognition in 1979 for his work with the Lincoln Child Center, which helps emotionally disturbed children and their families in the Bay Area. Since 1975 Tom has served on the Center's Board of Directors. As the organization's treasurer, Tom's responsibilities include fund-raising, overseeing financial affairs and investments, and working with the United Way and government agencies. He also has been named to the Board of Directors of the Oakland Museum Association.

These individuals deserve to be specially recognized for their dedicated and ongoing involvement with community organizations. The President's Award for Social Service gives us an opportunity to provide this recognition. Without the efforts of people like our award recipients and nominees, many nonprofit organizations would have to close or cut back on their programs, and our communities would lose some vital services.

Congratulations to each of you who was nominated for this year's President's Award.



Carl E. Reichardt
President

1981 PRESIDENT'S AWARD FOR SOCIAL SERVICE

WINNER

Allen Gehrig
Commercial Calling Officer
San Francisco Regional Commercial Banking Center
Agency: San Francisco Special Olympics

FINALISTS

Libby Fox
Operations Officer
El Camino Real Office
Agency: Adults Toward Independent Living

Thomas Vinson
Vice President
Investment Systems
Agency: Lincoln Child Center

Ollie White
Terminal Operator
Trust Data Control
Agency: Imani Youth Council of NAACP

OTHER NOMINEES

Barbara Bagot
Project Leader
Consumer Loan Systems
Agency: Bernal Heights Community Foundation and the Bernal Journal

Lynn Basquez
Brazil Country Officer
Latin America Division
Agency: No. California Women's Reentry Network-NOR CAL

Victor Dea
Credit Analyst
Credit Information & Services
Agency: San Francisco Boy Scout Troop 84

Cy Diffin
Assistant Vice President & Loan Officer
Sacramento Tenth & J Street Office
Agencies: Boy Scouts of America, Eagle Scout Association, YMCA, PTA, Camp Fire Girls, AIB, Junior Museum, Church Activities

Maria Fay
Administrative Secretary
Investment Services Group, Southern California
Agency: American Cancer Society

Diane Fung
Personal Banking Officer
Union Trust Office
Agency: Center for South East Asian Resettlement

Cleone Funke-d' Egnuff
Credit Officer
Commercial Banking Center
Agency: Big Sisters of Marin Inc. & Bay Area Big Sisters, Inc.

Stephanie Goldie
Banking Services Officer
Cash Management
Agency: San Mateo Suicide Prevention & Crisis Center

Sally Gorospe
POD Operator
Trust Data Control
Agency: Philippino-American Senior Citizen's Society

Edward Hammons
Assistant Vice President & Manager
Patterson Office
Agencies: Rotary Club of Patterson, Patterson-Westley Community Chest, Sacred Heart School, 20-30 Club of Patterson and Lions Club of Williams

Ann Heller
Assistant Vice President
Credit Training Department
Agency: Junior League of San Francisco & Comity

Bruce Higgins
Collection Clerk
Head Office Collections
Agency: REACT of the Golden Gate Area, Inc.

Lynn Holman
Assistant Manager
North Stockton
Agency: *San Joaquin County United Way*

J. Kerins
Vice President
Bakersfield Commercial Banking
Agencies: *St. Rose Hospital, Eden Information & Referral, Hayward Rotary Club, Alameda County Private Industry Education Council, Hayward Chamber of Commerce, Cal State Affiliates, Hayward Historical Society and Hayward Ahead*

Oscar Lara
C&S Teller
Del Mar Office
Agency: *Christian Church*

Flo Mansueto
Personal Banking Officer
Columbus Avenue Office
Agency: *St. Ignatius College Preparatory High School*

Dori Marshall-Olliveres
Personal Banking Officer
Newport Financial Center
Agency: *Children's Home Society*

Evan Miller
Programmer
Installment Loans
Agency: *San Francisco Society for the Prevention of Cruelty to Animals*

George Myers
Vault Teller
Mission Valley Office
Agencies: *Big Brothers of America, The Foster Parent Plan & Christian Childrens Fund*

Dorothy Remy
Note Teller
Walnut Creek Office
Agency: *Friends of Discovery -- Women's Auxilliary*

Rosemary Reznicek
Administrative Assistant
Trust Real Estate Department
Agency: *Malibu Creek Docents*

Janet Smith
Time Deposit Teller
Mission Valley Office
Agency: *Big Brothers & Sisters of San Diego*

Cheryl Saunders
Assistant Vice President
Personnel (Santa Rosa Mortgage)
Agency: *Volunteer Leadership Development Program*

Victor Sawdon
Personal Banking Officer
Mill Valley Office
Agency: *Boy Scouts of America*

Sharon Thompson
New Accounts Clerk
Orange County Airport
Agency: *Children's Home Society*

Peter Travis
Assistant Vice President
Beverly Hills Trust
Agency: *Christian Service Advisory Board*

Muriel Wagner
C&S Teller
Del Monte Office
Agency: *Hospice of the Monterey Peninsula*

Janet Warzyn
Administrative Secretary
Investment Advisors
Agency: *Today's Artists Concerts & Arts for the Elderly*

Patricia Waterhouse
Personal Banking Officer
Orange Plaza Office
Agency: *Children's Home Society*

John Wilson
Systems Programmer
Data Processing (Santa Rosa Mortgage)
Agencies: *Santa Rosa Lions Club & Cotati Fire Protection Dist.*

Kitty Yeager
Banking Services Officer
Novato Office
Agencies: *YMCA, American Red Cross & Heart Association*

Belisa Young
Assistant Vice President & Manager
Vernon Industrial Center
Agency: *Thomas Edison Junior High School*

***Personal Growth and Social Service
Leave Programs for Employees***

By

Suzy Coxhead

**REPRINTED FROM THE
PRENTICE-HALL
CONTROL OF BANKING SERVICE**

Personal Growth and Social Service Leave Programs for Employees

by Suzy Coxhead, Administrative Assistant to the Corporate Responsibility Committee, Wells Fargo, San Francisco, Calif.

¶ 104 Introduction. About two years ago, Wells Fargo & Company established two innovative leave programs for employees as part of the Company's social responsibility effort. The first, the Social Service Leave Program, allows employees to take leaves of absence to work with non-profit organizations. The second, the Personal Growth Leave Program, is intended to foster the growth of long-time employees by allowing them extended leaves to pursue full time an interest of their choice.

Under both leave programs, the employee continues to receive his or her full salary while on leave and is guaranteed the same job upon return—or a job of the same grade, equivalent salary and comparable responsibility. Although many companies offer unpaid leaves of absence similar to Wells Fargo's, it's believed that Wells Fargo is the first company headquartered in the West to offer a Social Service Leave with all the above features and the first company in the nation to offer a comparable Personal Growth Leave.

Since the program's inception, nine employees have taken Social Service Leaves and four have been granted Personal Growth Leaves. Employees and Company management are pleased with the results. In addition, the organizations that employees have worked with on their Social Service Leaves are extremely enthusiastic about the Program.

Origins of the Programs. The two leave programs were created by the Bank's Corporate Responsibility Committee. This committee was established to provide management with guidance in adapting to changing social conditions, and to contribute constructive leadership to the Company in its social responsibility efforts. The Committee, made up of 12 staff members from as wide a work range as possible within the Company, monitors Wells Fargo's corporate responsibility programs and initiates new programs to expand the Company's involvement.

To be eligible for a Social Service Leave, an employee must have worked for Wells Fargo for three years. For the Personal Growth Leave Program, the employment requirement was set at 15 years. The duration of leaves is limited to six months for Social Service and three months for Personal Growth. As many as four employees can be granted Personal Growth Leaves per year, and as many as two employees can be on a Social Service Leave at any time.

All Social Service or Personal Growth projects originate with the employee. Social Service Leave applicants make arrangements with the participating organization or agency before requesting leave approval.

Leave applicants are reviewed by the Social Service Leave Selection Committee, made up of four company officers. Committee members review the applicants' written applications, then meet with applicants informally to discuss their proposed projects. The criteria used by the Social Service Leave Selection Committee in granting leaves are:

- The applicant has a sincere interest in and personal commitment to the project;
- The employee has a specific goal he or she plans to fulfill during the leave;
- The potential impact of the leave in solving a special social problem. Leaves which would have a "multiplier effect" (through activities such as recruiting volunteers or establishing a new agency chapter) are encouraged.

The Personal Growth Leave Selection Committee, composed of seven Company officers chosen for their interest in educational and cultural affairs, reviews Personal Growth Leave applicants. The Committee bases its selections on the following criteria:

- The applicant's interest is sincere and serious;
- The applicant can accomplish the intended goal within the 90-day leave period;
- The activity will broaden the individual;
- The benefits of the activity will be long-lasting and enrich the personal attitude or perspective of the individual;
- A Personal Growth Leave is truly helpful for the individual to fulfill his goals.

Social Service Leaves. The eight employees who have taken Social Service Leaves to date have served a wide variety of community organizations including the American Cancer Society, Big Brothers, schools, the prison system and a half-way house.

Participants were unanimously enthusiastic about their leave experiences. One said: "It was a fantastic experience. I still marvel that the Bank will pay employees to go out and do this sort of thing." Another employee agreed: "This was a very rewarding experience for me. It's given me a whole new perspective on life."

Personal Growth Leaves. To date two employees have taken Personal Growth Leaves and two others have had their leaves approved. The first employee to be granted a Personal Growth Leave traveled to Europe to study sculpture. His interest in the art had occupied his free time for several years before applying for a leave, and he wished to study further with European artists.

The other employee to have completed a Personal Growth Leave has been teaching Christian doctrine to underprivileged children of all faiths at a Catholic school on Saturdays for several years. She used her leave time to take courses in religious and learning theories to help improve her relationship with her students. Personal Growth Leave applicants of two other employees have been approved.

RESULTS → Wells Fargo's management encourages its employees to apply for and take advantage of these two leave programs, and employees have responded to the programs with enthusiasm and interest. Through the Social Service Leave and Personal Growth Leave programs, Wells Fargo has found a successful way to contribute to the welfare of society and the personal growth of its employees.

DEPARTMENT OF DEVELOPMENTAL SERVICES

1600 9TH STREET
SACRAMENTO, CA 95814
TY 323-5901



(916) 323-4856

The California Department of Developmental Services' Foster Grandparent/Senior Companion Program has been in operation since 1967. It began with 48 senior volunteers in one state hospital, expanded to nine state hospitals for the developmentally disabled with 500 Foster Grandparents and 100 Senior Companions.

Foster Grandparents may accompany their children to school, play activities, medical appointments, and other daily activities. They provide that much needed one-to-one relationship to over 1,300 children.

Senior Companions provide the same one-to-one activities to older developmentally disabled persons. They aid in preparing the client for deinstitutionalization.

The Foster Grandparent/Senior Companion Program has proven so beneficial to the clients in state hospitals that the State of California is paying 60 percent of the total cost of the Foster Grandparent Program and 100 percent of the cost of the Senior Companion Program.

What Have People Said About the NFP?

"As First Lady and as a parent I share with the members of the National Federation of Parents their concern and take this opportunity to join hand in hand with them and other parents across this country to commend their efforts."

Mrs. Ronald Reagan

"It is imperative that all parents work together to help stem the epidemic of drug use among this nation's children. The NFP is providing an important channel to link families into an educational circle that will encompass parents, children, schools, law enforcement agencies and communities."

Carol Burnett
Mother and Actress

"At present the only reason for optimism in drug abuse prevention is the active involvement of parents in local communities. In the drug fight the most important national priority is to support these local groups and this can best be done through the NFP."

Robert Dupont, M.D.
President of American Council on Marijuana

"The NFP has been the single most effective organization in fighting drug use among adolescents that I have seen in my entire time in Congress. It is extremely exciting to see parents, educators and other interested citizens working together at the community level to make life better for the children of this nation."

Rep. Billy Evans (D.-Ga.)
Member U.S. House Select Committee on Narcotics Abuse and Control

"Children are precious, yet vulnerable—especially to the exploitation of the drug market. There's no stronger force in the protection of our children than parents. Therefore I strongly support the numerous local parent groups and the NFP in their efforts to enable our children to grow up drug free."

Senator Orrin Hatch (R.-Utah)
Chairman of Senate Labor and Human Resources Committee

"The NFP is a worthy organization. Parents are the key. Only an organized network of parents can educate and protect children from the use of drugs. Institutions can help in a secondary way, but parent groups are essential to break this cycle."

H. Ross Perot
Chairman of Texas War on Drugs

"To a great extent parents are the new players in drug abuse prevention. Not that individual parents haven't always been involved, but parents as a group, as a force, as an organized entity are the greatest weapon we have against adolescent drug abuse. The NFP will have a unique role in helping parent groups unite, develop and focus their energies."

Mitchell S. Rosenthal, M.D.
Child Psychiatrist
Pres. Phoenix House Foundation, Inc.

"With the help of the NFP, America's war on drugs can be won! Parent groups spearheading campaigns at home and in Washington have proven an effective agent in bringing about a change in attitudes concerning drug abuse."

Jim Smith
Attorney General of Florida

"The drug/alcohol problem is, in truth, everyone's problem. The NFP through a caring and total commitment is showing that rewarding and positive strides can be made towards a solution. Parents participating in this effort are helping to bring their entire communities together in a non-blaming realization that only their combined efforts can succeed."

Jokichi Takamine, M.D.
Chr. A.M.A. Task Force on Alcoholism
Member, A.M.A. Task Force on Drugs

The single most remarkable thing about the parent movement is that it represents parents from every political persuasion, every religious background, every income range—focusing on one goal: the determination that our children *must* grow up drug free. We are proud of the broad base of our federation and extend to all Americans an invitation to join our efforts. Together we will succeed.

National Federation of Parents
for Drug Free Youth
9805 Dameron Drive
Silver Spring, Maryland 20902
(301) 593-9256

*All contributions are tax deductible.

NFP

The National Federation of Parents for Drug Free Youth

DRUG ABUSE: FAMILY ENEMY # 1

What is the Parent Movement?

In the last three years parents have recognized that they are the first line of defense in the escalating nationwide war against drug use by our young people. Armed with current scientific and medical information and fierce determination, over 1,000 parent groups have formed to battle illegal drugs. In all 50 states parents are presenting a united front. Their message is loud and clear: no drugs! This shared purpose and contagious enthusiasm of parents led to the creation of an informal network. As parents realized the tremendous help they were receiving from sharing experiences and information, the need for a national federation became clear.

What is the National Federation of Parents?

The National Federation of Parents for Drug Free Youth (NFP), a broad based, non-partisan, tax-exempt organization, was formed to combat the devastating impact of drug abuse by our children. Established in May 1980 by leaders of the parent movement and endorsed by leading members of Congress, the NFP is directed by a broadly representative working board and a small executive staff. Activities of the organization are coordinated from the national office in suburban Washington, D.C. and are carried out across America by enthusiastic volunteers. Our activities are supported by contributions from the private sector only.

Who Are the Leaders of the NFP?

Any organization receives its strength from its leadership. Those who generously volunteer their time to serve on the NFP Board of Directors contribute wide expertise and tireless energy. The board is made up of concerned mothers and fathers, physicians, law enforcement officers, drug treatment professionals, internationally recognized academicians and scientists, educators, business people, attorneys, and community leaders. Their credentials are varied but their focus is singular: to strive for a drug free youth.

What Are the Activities of the NFP?

- Education of parents about the health hazards of drugs so that they may provide information to their families and communities
- Assistance in formation and development of grass roots parent groups
- Organization of a national network of parent groups, based on local groups but extending to the state level as well as to the national level
- Development of publications to assist parent groups in their local operations, e.g. booklets dealing with organizing, media, education, legislation, law enforcement, family support and treatment services, and model codes of conduct for schools
- Provision of alternate social activities for youth
- Publication of national newsletter to keep members current on all aspects of the drug issue
- Distribution of drug related educational materials to members of the United States House of Representatives and Senate and assistance with establishment of communication between local parent groups and their legislators

What Has the NFP Accomplished?

- Supported and assisted in the passage of state anti-drug paraphernalia laws through distribution of a paraphernalia manual and a recommended *amicus curiae* brief
- Testified before Congressional Committees considering various aspects of the drug problem, e.g. House Select Committee on Narcotics Abuse and Control, House Foreign Affairs, Senate Judiciary, Senate Finance
- Participated in *Straight Talk on Drugs*, a joint venture between government and industry to combat drug abuse
- Hosted the live national TV show "Teenage Drug Abuse—What Parents Can Do About It" on public broadcasting and cable stations around the country; appeared on *Good Morning America* and the *Today* programs, as well as numerous local radio and television shows.
- Created an IRS umbrella which facilitates tax-exempt status for member groups
- Co-sponsored with PRIDE the 7th annual Southeastern Drug Conference in Atlanta, Ga. April 1981
- Co-sponsored with the American Council on Marijuana and PRIDE an international symposium, "Drug Abuse in the Modern World—A Perspective for the Eighties"
- Co-sponsored with the White House Drug Policy Office a drug seminar for Congressional wives
- Joined with the American Council on Marijuana and the Therapeutic Communities of America to publish a position paper on the drug problem

**STATE OFFICES OF VOLUNTARY
CITIZEN PARTICIPATION**

STATE OFFICES OF VOLUNTARY CITIZEN PARTICIPATION (S/OVCP)

BILLIE ANN MEYERS (MODERATOR) is Director of the Arkansas Office of Voluntary Citizen Participation.

BILLIE ANN MEYERS
State Capitol #205
Little Rock, Arkansas 72201

VIRGINIA ESSEX is Director of the Florida Office of Voluntary Citizens Participation.

VIRGINIA ESSEX
Health and Rehabilitation Services
Building 2, Room 328
Tallahassee, Florida 32304

MARILLA WOOD is Director of the Governor's Office for Volunteer Services in Texas.

MARILLA WOOD
Governors Office for Volunteer Services
Sam Houston Building
Suite #104
Austin, Texas 78701

MARTHA McCURLEY is Founder and Past President of the Alabama Office of Volunteerism.

MARTHA McCURLEY
#6 High Forest
Tuscaloosa, Alabama 35406

**REFUGEE PROGRAMS AND
VOLUNTEERS**

REFUGEE PROGRAMS AND VOLUNTEERS

PAULETTE STANDEFER (MODERATOR) is Regional Director of ACTION Region VI. She oversees the activities of ACTION volunteers and employees in a seven-state region comprised of Texas, Arkansas, Louisiana, New Mexico, Oklahoma, Missouri and Kansas.

An active volunteer, Mrs. Standefer has organized and directed volunteers for the Right to Life movement, in both Texas and Oklahoma.

PAULETTE STANDEFER
ACTION Region VI
Old Main Post Office
P.O. Box 370
Dallas, Texas 75221
214/ 767-9494

CHHANG SONG is Chairman of Save Cambodia, Inc., a self-help organization based in Arlington, Virginia.

CHHANG SONG
Save Cambodia
Suite 100
462 Lee Highway
Arlington, Virginia 22207

YVA

Young Volunteers in ACTION

Contact: 1/28/82
Barbara Jones
335-3472 ext. 224

Advisory Council Members:

Mike Moncrief, Chairman
Louise Appleman, Co-Chairman
Louise Carvey
Dr. Virginia Ellis
Ruben Graham
Harriet Griffin
Wayne Hairgrove
Earle Haley
Dr. R. W. Jablonowski, Jr.
Ed Martin
Dr. Thomas Miale
Tom Painter
Bob Popplewell
Rudy Pulido
Vernell Sturns
Emily Trantbam
John Widner
Staff:
Barbara Jones

For immediate release

**YOUNG VOLUNTEERS IN ACTION PROGRAM BRINGING
CAMBODIAN, AMERICAN STUDENTS CLOSER TOGETHER**

(Note: Translators for the 11 Cambodian refugee students will be available at the initial meeting of these students and their new American "buddies" from 1:30 a.m. to 2 p.m. Wednesday, Feb. 3 at the Everman Corporation plant at 105 W. Barron in Everman. Additionally, Barbara Wyatt, National Director of Young Volunteers in ACTION, will be available for comment at the same time.)

FORT WORTH, Texas -- In summer camp, kids use the buddy system to keep from getting lost.

At Daggett Middle School here, 11 teenage students are using the buddy system to help their Cambodian counterparts adjust to a whole new way of life: America.

"These Cambodian kids have a tremendous need for simple friendship," said Barbara Jones, director of Young Volunteers in ACTION. "They come from a war-torn homeland into a completely different culture.

"Just being a teenager is tough enough, but to have to learn a new language and an entirely different social system at the same time is particularly difficult," Ms. Jones added.

- more -

Young Volunteers in ACTION
is a demonstration project under
the auspices of RSVP.



ACTION Washington, DC 20525

United Way of Metropolitan Tarrant County
210 East Ninth Street
Fort Worth, Texas 76102

YOUNG VOLUNTEERS IN ACTION PROGRAM -- add one

"That's why we're so excited about our new buddy program at Daggett Middle School," she said. "Dr. Carl Candoli, the whole Fort Worth school system and the Rev. Jan Cain of South Side Area Ministries are being extremely supportive of our program."

The 11 American teenagers and their new friends from Cambodia will be meeting officially for the first time for a training session from 11 a.m. to 2 p.m. Wednesday, Feb. 3 at the Everman Corporation Concrete Club at 105 W. Barron in Everman. Everman, a leading manufacturer of precast, prestressed concrete products, is supplying the recreation room as well as an all-American lunch of hot dogs.

Ms. Jones explained that Young Volunteers in ACTION/Fort Worth is one of only 12 demonstration projects in the United States receiving grants from ACTION, the Washington, D.C.-based agency that coordinates VISTA and the Peace Corps. The grant was awarded to RSVP, a program of the United Way of Metropolitan Tarrant County. Young Volunteers in ACTION is a volunteer program for young people ages 14 to 22. Daggett teacher Rick Moore is the on-site sponsor for the buddy program, assisted by VISTA volunteers Terry Hicks and Ruth Hall.

"The Rev. Sok T. Doeung is training the buddies to be sensitive to the differences in American and Cambodian cultures," Ms. Jones said. "We're hopeful that this program can be expanded in other schools. There's an amazing ethnic diversity in the schools in Fort Worth, and the kids are eager to help bridge these cultural differences."

YOUNG VOLUNTEERS IN ACTION PROGRAM -- add two

Young Volunteers in ACTION board members include County Judge Mike Moncrief, chairman; Louise Appleman, co-chairman; Louise Carvey; Dr. Virginia Ellis; Ruben Graham; Harriet Griffin; Wayne Hairgrove, and Earle Haley. Others include the Rev. Dr. R. W. Jablonowski, Jr.; Ed Martin; Dr. Thomas Miale; Tom Painter; Bob Popplewell; Rudy Pulido; Vernell Sturns; Emily Trantham, and John Widner.



Cambodia Today

Published by Save Cambodia, Inc.

January 1982 No. 7

Cambodian Refugees In The U.S.

Faced with a bewildering maze of problems. . .



A Cambodian girl in the street of Phnom Penh. Since the ouster of Pol Pot by the Vietnamese, some 400,000 people have returned to the city which was devastated by the Khmer Rouge during their 1975-79 rule.

A Background REPORT

Under the Communist rule in Cambodia, the Cambodians continue to suffer man-made famine, Khmer Rouge atrocities, and the Vietnamese occupation force which keeps the country under the tight control of its 200,000 troops. More recently, reports have reached the outside on the use of toxic chemicals by the Vietnamese masters on the Cambodian civilians and resistance fighters. According to other reports, Vietnamese civilians gradually settle in the Tonle Sap Lake fishing area, located in central Cambodia. Cities and town, too, are being taken over by the Vietnamese though the resettlement has not been noticeable in remote areas where insecurity prevails for the Vietnamese.

The Russians back the Vietnamese occupation of Cambodia with logistic support at a cost of between 2 and 3 million dollars a day. Furthermore, there is evidence that the Russians are beginning to deal directly with the Heng Samrin regime which was propped up in Phnom Penh by the Vietnamese in 1979 after they defeated the Pol Pot Communist "Government of Democratic Kampuchea." A number of Cambodians are being sent for training in the Soviet Union and in Eastern Europe.

The Search for a Solution

The search for a solution to the Cambodian tragedy also continues. Last year alone, the United Nations

called two conferences on Cambodia. Both conferences called for the withdrawal of the Vietnamese troops and a free election under U.N. supervision. Both conferences urged the continued international relief to the long-suffering Cambodian people. Talks have been held in Bangkok and in Singapore to rally the Cambodian factions fighting the Vietnamese into a "united front" under a "coalition government."

This effort, however, relies heavily on the Marxist dialectic of a "third force" designed to wrestle the leadership from both the Peking-backed Khmer Rouge and the Russian-backed Vietnamese. Furthermore, it draws its strength from an anti-Vietnamese sentiment and revolves around the central theme of a coalition with the Khmer Rouge Democratic Kampuchea. Despite its notorious human rights record and its lost control of the country to the Vietnamese, the Khmer Rouge is still recognized by the United Nations as the legal "government" of Cambodia and still controls a respectable fighting force of 30-40,000 operating in the jungle areas of the country.

Many Cambodians consider the proposed alliance with their erstwhile executioners to be suicidal. If allowed to materialize, they believe, it could defeat the legitimate effort of the Cambodian people to restore their freedom and to reestablish their national independence. Others view the move can be used by the Vietnamese as a pretext to justify and perpetuate their illegal presence in Cambodia while they proceed to the defacto annexation of the country: the population surviving the Khmer Rouge genocide of 1975-79 may choose the Vietnamese instead!

The Refugee Crisis

In the border area with Thailand, the refugee crisis remains acute. From April 1975 to September 1981, 100,620 Cambodian refugees were evacuated from Thai camps to third countries of permanent resettlement in the West. Nearly half of these, 40,645, were resettled in the United States and an additional 24,484 now in various refugee processing centers (RPC) in the Philippines and Indonesia are on their way to the U.S. During the same period of time, 19,449 went to France and 5,549 were admitted into Canada.

Since August 15 of last year, Thai authorities have taken various measures to deter further influx of refugees from Indochina into Thailand, an influx which has already caused a tremendous economic and security problem to the Thais. Those measures include sealing off camps from new arrivals and restriction on processing for resettlement in the West of those already in camps. By the end of 1982, all Cambodian refugee camps in Thailand will be closed, except Khao I Dang.

In the United States, the problem of resettling refugees has become increasingly more difficult. New arrivals tend to come from rural areas. Many are illiterate in their own language. Local sponsors have become scarce and early arrivals who are not yet well-established, often sponsor their relatives and friends themselves. Sponsorships sometimes break down, resulting among other factors in more and more new arrivals depending on public assistance.

A NEW BEGINNING

Against a grim background of a continued crisis in Cambodia, a group of Cambodian and American leaders founded SAVE CAMBODIA. It was incorporated in the District of Columbia on July 29, 1980 and received its tax-exempt status from the Internal Revenue Service on December 19. Beginning with the new year of 1982, it gained significant support in its effort to help resettle Cambodian refugees and to keep the Cambodian issue alive. Founders of SAVE CAMBODIA, Inc. worked hard to establish this organization as the clearinghouse for Cambodian affairs.

The stated goals of SAVE CAMBODIA, Inc. are (1) to assist in the resettlement of refugees, (2) to seek solution for restoring rights and dignity to the people of Cambodia, (3) to foster a humanitarian international policy for the people of Cambodia, (4) to assist in the preservation of Cambodian art and culture, (5) to serve as a central source of information on the plight of the Cambodian people, and (6) to perform studies relating to the Cambodian crisis.

The work of SAVE CAMBODIA, Inc. is supported by an active **Board of Advisors** composed of: the Honorable **Robert Dole**, U.S. Senator; the Honorable **Stephen J. Solarz**, U.S. Congressman; Professor of Political Science **Angelo Codevilla**; Attorneys **Alfred S. Regnery** and **Michael J. Horowitz**; Administrator **Louis A. Wiesner**; Public Policy Specialists **Robert Reilly**, **Jeffrey Gayner**, **Robert L. Downen**; and Humanitarian Leader **Leo Cherne**.

Its **Specialized Committee** is composed of Cambodians trained in business, science and technology: **Sovan Tun**, Ph.D. in Economics; **Kim Touy Khu**, Ph.D. in Electrical Engineering; **Renee Pan**, Master of Science in Computer Science; **Yimin Ngan**, Master of Science in Education; **Tek Hong Taing**, M.D.; **Pauline Tan**, Doctorate in Science; **Limhuot Nong**, Master of Science in Agriculture; **Pheng Kol**, Master of Arts in Economics; **Meng Srun Sin**, Ph.D., in Economics; **Yinam Ngan**, Ph.D. in Marine Biology; and **Heng P. Sambath**, Ph.D. in Electrical Engineering.

The **Refugee Committee** of SAVE CAMBODIA, Inc. is composed of a broad spectrum of concerned citizens and refugee leaders: **Sitha R. Lim**; **Ok Soeum**; **Seng Kim Heang**; **Kem Sos**; **Seng Sa-In**; **Sar Butha**; **Savathly Sar**; **Kim E. Chantarit**; **Chum Thery**; **Vanpchang Srey**; **Meas Chan**; **Din Buntha**; **Pen Phean**; **Ou Sisokhon**; **Kheau Bengchoan**; **Sokho Kasem Bou**; **Khitech Tea**; **Suzanne Brannan**; **David and Anita Cooper**; **David Crocker**; **Judith Stubbs**.

Activities of SAVE CAMBODIA, Inc. are directed by **Chhang Song**, Chairman; **Sipo Dan**, Treasurer; and **Sin Mao**, Secretary. The staff is composed of **Donna Strauss**, Administrative Assistant; **Alex Kennedy**, Area Manager.

Voluntarism and Refugee Resettlement

A broad spectrum of people were represented at a meeting of SAVE CAMBODIA, Inc., with the majority being established leaders in the American-Cambodian community in the Washington, D.C. metropolitan area. Three saffron-robed Buddhist monks blessed the gathering at the newly-opened office of SAVE CAMBODIA.

Chhang Song who chaired the meeting, briefly explained that the purpose of the occasion was to inaugurate a pilot voluntary program designed to help resettle Cambodian refugees in the U.S. with emphasis on employment and job creation. To reach this goal, Cambodian and American leaders were urged to help mobilize voluntary effort among both the American and established Cambodian communities.

Concerned citizens and Cambodians have so far generously volunteered their time and talents to help resettle the thousands of refugees now in the U.S. However, with this new project, SAVE CAMBODIA, Inc. proposed to establish an organizational structure to sustain, promote and recognize this valiant contribution.

Richard English, Assistant Deputy Director of the ACTION Office of Policy and Planning, addressing the Cambodian leaders at the meeting, emphasized that voluntary action did hold great potential on resolving problems and issues of refugee resettlement. Following are remarks he made to the Cambodians:



Tom Pauken, Director of ACTION; Chhang Song, Chairman of SAVE CAMBODIA, Inc.; and Richard English, Deputy Assistant Director of ACTION, met recently to discuss the progress of the Refugee Employment Support Project. ACTION, which made the grant to SAVE CAMBODIA, Inc., is the federal agency established to promote voluntarism.

Each of you enriches the United States of America by your presence. From the very beginning the United States was a country of many, many cultures. People from all over the world have come to America, and each of these groups has brought with it a new culture. This is also true for the Cambodians who have come to this country for the last five years.

America holds many opportunities and promises for you. It is also a land where you can retain your culture and enrich the rest of the people by serving as a representative of that culture—as well as being an American.

The grant that the United States government has made to SAVE CAMBODIA, INC. is one way in which officials of the United States government have expressed their confidence in Chhang Song and his organization. With your help, he and his organization can do a great deal to aid in the assimilation of the refugees in the United States. It is very important to us at ACTION, which is the federal agency for voluntarism, to have this project be a success.

In the United States, there is a sector, a part of our society which some people call the independent sector, which other people call the volunteer sector—which is not part of government and which is not part of the business community—in which people join together and organize to achieve some serious and very important purposes. SAVE CAMBODIA, INC. is a representative of that sector. This is the part of our society where people contribute their personal talents, their skills, their time in order to promote causes and things they believe in. This is the basis of the government agency called ACTION.

The purpose of ACTION is to promote voluntarism, and one of the areas in which we have found that voluntarism can be effective is refugee resettlement. We have awarded a grant to SAVE CAMBODIA, INC. to accomplish some very important purposes. The most important of these purposes is the problem of employment. Employment is the key to making progress in the American society, for each individual and each family. As you know, there are many opportunities that this society offers, many good jobs, many businesses... Any person can go into business if he can get together the means to do so. It is very vital to people to obtain opportunities.

The purpose of this, more specifically, is to create a volunteer program called "Refugee Employment Support." And this involves counseling a person who is seeking a job in order to help him or her interview for that job properly, to appear at the employers' place of business and to

discuss the skills and qualifications which that job requires with the employer. As Chhang Song just said, this is the key to assimilation. I know there are other problems that your fellow Cambodians experience in the United States. Learning a new language is one of many. But the key is still getting a good job. And obtaining jobs is important for any age group, from 16 years old and up into later age in life. In addition, it will help solve problems that people face in coming into the United States.

I have been impressed by the dedication that Chhang Song has shown. I want to wish him the best of luck in conducting this project, and I hope that each of you will give him your fullest support. This is absolutely necessary if it is to be a success. I know that each of you is a leader in the Cambodian community in this area and has many contacts and many friends. I'm sure you'll do all you can to help make this project a success. ■

VOLUNTARISM AND REFUGEE RESETTLEMENT

State and local government representatives from all over the country met with corporation heads and voluntary program leaders, in the first of the WHITE HOUSE/ACTION National Workshops on Voluntarism held last December on the Lone Mountain Campus of the University of San Francisco, in California.

They discussed the numerous programs that had been founded and were being administered through public/private sector partnership. SAVE CAMBODIA, Inc. Chairman Chhang Song addressed the workshop panel on refugees and demonstrated how concerned citizens and established refugees could volunteer in future refugee resettlement work. With a new emphasis on employment, he provided the following guidelines:

• • •

Those of us who help resettle refugees in this country realize how traumatized they are, afflicted by the recent loss of loved ones, torn between the tragic past and the brutal realization that life must go on. Traditionally, the refugees who are admitted into the U.S. are resettled by private, non-profit groups of concerned citizens who pool their efforts in response to this human crisis. They are more commonly known as the **Mutual Assistance Associations (MAA)** and the **Voluntary Agencies (VOLAG)**. The bulk of the refugee resettlement work is accomplished by **Volunteers** who reach out a helping hand to the poor, the oppressed, and the dispossessed.

(Continued on next page)

Presently, because of a new and steady influx of refugees into the United States a massive voluntary effort is critically needed in the field of **Refugee Sponsorship**.

From the day they arrive at the airport, the refugees face a bewildering maze of new rules and regulations, of health requirements, of language problems, of transportation and the like. . . Concerned citizens would have to step forward and take the refugees by the hand, to serve as guides, friends, and counselors through the daily tribulations of their adjustment.

Housing is the biggest problem for new arrivals. Landlords have become increasingly reluctant to rent to refugees, not because refugees are credit risks nor because they are irresponsible tenants, but often, the Cambodian refugees, for instance, have **large families**. It is not uncommon to find a couple who looks 20 years of age to an American, has 4 or 6 grown-up children. Moreover, the Cambodian family is usually close and members are very frightened to move into separate housing units.

New arrivals need to be told how to turn on the gas, how to use electricity for heating and for lighting, how to dial the telephone, how to write a check, how to flush the toilet. People have clothes to donate, and volunteers are needed to collect **clothing** for refugees. Volunteers are also needed to provide **transportation**, to take refugees to stores, to help refugees apply for social security, jobs and the like. Someone would be needed to **translate** for them. Although arriving refugees have received a clean bill of **health**, my experience has taught me that they are not that healthy. Some may have traces of tuberculosis. Venereal diseases can be found in others. The most common health problems among new arrivals are: intestinal parasites, anemia and dental care. These refugees often need to be taken to clinics or hospitals soon after their arrival. They need to be told what to do and what not to do.

We realize that **language training**, in particular English as a second language (**ESL**), and **cultural orientation** are problems that have to be solved. However, I believe this phase of refugee resettlement can be ac-

(Continued on page 8)

THE VOLUNTEER



Volunteers need to take refugees by the hand and go with them through their daily tribulations. Above: Kim Heang Seng, a volunteer for SAVE CAMBODIA, INC. shows new Cambodian arrivals how to use the METRO.

When Kim Heang Seng and his family of 9 persons were evacuated in 1975 from a Thai camp to the United States welfare was practically non-available for refugees. They were housed in the military barracks at Indiana Town Gap, Indiana among thousands of Indochinese refugees. Some 20 days later he and his family moved to Phil and Darlene Lewis's, their sponsors in Peru, Indiana.

Kim Heang, with no formal English training, went to work immediately in a nearby factory. Six months later he and his family moved to Washington, D.C. where he got a manual job in an area hospital. Both Kim Heang and Sa-In, his wife, are hard working and generous.

Presently Kim Heang spends at least 2 hours per day doing volunteer work with other Cambodian refugees. He has personally sponsored 4 families of 14 persons, and found jobs for 12 other refugees. Kim Heang has also assisted his four brothers and sisters through high school, and one of the four in his first year of college. Sa-In cooks excellent Cambodian cuisine and frequently volunteers her cooking talent to provide meals at various Cambodian functions.

THE GARAGEMAN

Krithny Horn, a Cambodian refugee who now owns a garage in Southern California, is known to his customers and friends only as Ny, and keeps himself quite busy, 15 hours a day, 7 days a week running his newly purchased garage and used car dealership.

When Ny, his wife, and their 2 children were evacuated from a Thai camp in 1975, he worked hard for the Americans, first as an assemblyman in Santa Anna, then in a food processing plant. They had so little time to study English in the evening. Yet, they never knew the welfare payroll.

He spoke only broken English, "the way the Chinese used to speak Khmer in Cambodia!" Ny said with a smile. "The hardest thing is to make myself understand," said the garageman who never had a formal English training. "But I guess it's all right now," he went on, "as people are always willing to try to understand me."

Some 200 new arrivals come and live in cluster around Ny's. They have heard he was affable and helpful to those in need. Amidst his time spent with his business, Ny still finds time to help other refugees. So far, he has sponsored 10 families of 80 persons, and has helped 30 other refugees find jobs.



Cambodians fleeing Communist regimes in Cambodia attempt with all their remaining strength to reach Thailand, across mine fields, Khmer Rouge and Vietnamese patrols, pirates, and finally (above) Thai border guards and barbed wires. There are presently 90,000 Cambodian refugees in refugee holding centers in Thailand. Another 200,000 Cambodian escapees stay in various encampments located along the border area. Of this number, France has agreed to take 8000 while the United States will take only a few hundreds. Moreover, in order to deter further influx of refugees from Indochina into Thailand, Thai authorities have begun closing camps in Thailand. By the end of 1982, Khao I Dang will remain the only refugee holding center open to the Cambodians who are already there. Photo by NATION Review/Bangkok.

Voluntarism (Continued from page 6)

complished by concerned citizens, retired teachers, student teachers, or refugees who speak good English themselves, who volunteer their time teaching new arrivals. We do not need to set up an elaborate three-year English training program for refugees...

Children need to go to special sessions of school to catch up with their American counterparts. Many of you have already noted that refugee children do quite well in school. This success, I can assure you, has been achieved because someone has quietly volunteered his service and time.

Refugee youth of sixteen and older have lost years of education when they lived in sub-human conditions under the communist rule in which schooling was Taboo. They should be placed on jobs and gradually coached by volunteers to qualify for a **General Education Diploma (GED)**. The **Youth Employment Support (YES)** concept must be applied to refugee youth. The core concept of the Youth Employment Support Program is that volunteers can effectively guide youths in solving their employment problems by counseling them individually or in small groups. In the **YES** program, volunteers are assigned to refugee youth in order to guide them (1) in obtaining employment and (2) in continuing in employment with a minimum of problems.

Counseling is daily needed. Professional counseling is needed in the fields of **Employment, Mental Health, Business, and Family Affairs**.

I have been joined by a group of established Cambodians and American leaders and, together, we founded last year the organization called **SAVE CAMBODIA, INC.** Recently, we opened our office in Arlington, Virginia. Furthermore, we plan to mobilize a volunteer effort in both the American and established Cambodian communities to help resettle the 25,000 Cambodian refugees who are being admitted into the United States. We plan in particular to mobilize this effort to place Cambodian refugees on jobs as we have come to realize that **employment is the key in a speedy assimilation.**



Keo Chanthan, a 39-year old former Cambodian paratrooper, works between 14 and 15 hours a day, 7 days a week at a Winchell's Doughnut House in Southern California. Many other Cambodian refugees who arrived in 1975 on the West Coast were also attracted to the doughnut business.

After being evacuated into the U.S. in 1975 Chanthan first worked as a typewriter repairman to support his wife and their 4 children. With only six weeks of training Chanthan mastered the craft of the doughnut business.

Chanthan not only finds time to teach other Cambodians in this craft, but also has been able to sponsor 5 refugee families of 30 persons, and help 5 other Cambodians find jobs. Neither Chanthan nor his wife had formal English training. They were never on the welfare payroll.

I believe it is time to chart a new course, to rethink the work of refugee resettlement in terms of actual employment, in terms of creation of jobs, in terms of voluntarism to be provided by concerned citizens and established refugees, instead of in terms of government hand-outs. This proposal is only a beginning, a modest beginning, indeed, but as the Republicans say, it is also a new beginning, an attempt to reduce and eliminate all together the welfare state mentality which exists in some refugee communities.



Cambodian refugee youth wait with pots and pans in a Thai camp for food to be distributed to them during a meal time. There remain presently 700 Cambodian youth in refugee Children Centers in Thailand, referred to as "unaccompanied minors." U.N. refugee authorities are reluctant to allow these youngsters to be resettled in foster homes in the West, pending more accurate information on the fate of their parents and relatives. Of the initial group of 3000 youngsters, the International Rescue Committee (I.R.C.) has been able to reunite 1500 with their parents in Thailand and in Cambodia through an elaborate tracing program. The rest have gone to third countries for resettlement or have returned to Cambodia. Photo by NATION Review/Bangkok.



A Cambodian youth who arrived recently in the U.S. registers for employment at the Office of SAVE CAMBODIA, Inc. In the U.S., youth of 16 to 21 years of age comprise 22% of the total Cambodian refugee population. Many have lost years of education when they lived under Communist regimes in Cambodia where education was taboo. Volunteers are urgently needed to coach these youth in job placement, in maintaining jobs, and in giving these young dispossessed a background of a general education. For more information, write or call SAVE CAMBODIA, Inc.

Leo Cherne



Executive Director
The Research Institute of America, Inc.
589 Fifth Avenue, New York, N.Y. 10017

January 4, 1982

Dear Chhang:

I would have written more promptly than this but no sooner had your letter arrived than I was on my way off to Central Europe to deal with the International Rescue Committee's response to the Polish situation.

In fact, I had the opportunity to read your statement on the plane going over and want to tell you that I cannot recall a more vital statement, more eloquently and persuasively prepared than yours. Needless to say, I agree with every word and am passing along the statement to Carel because I know he will wish to bring it to the attention of the heads of the other voluntary organizations.

Warmest wishes to you for the new year.

Sincerely yours,

Leo Cherne

Mr. Chhang Song
Chairman
Save Cambodia, Inc.
4620 Lee Highway
Suite 100
Arlington, VA 22207

THE ORGANIZER

Numerous statistical charts, graphs, and slogans ranging from the conventional systems of refugee resettlement, number of refugees arriving each day in Richmond to the Buddhist "Eight Noble Paths" adorn the walls in Robert Thach Poch's conference room. If the room at first appears strange, there is also something unique about the man and the program he runs in Richmond, Virginia.

After the fall of Cambodia in 1975 Thach Poch organized the Cambodian Association in Richmond, Virginia. The purpose of the Association is to help mobilize a volunteer effort among the Cambodian community to assist new arrivals in the resettlement process. With his insistent efforts, the Cambodian Association of Virginia was able to entertain a close collaboration with the Catholic Diocese of Richmond which provided the Association with a six-room house. This six-room house serves as both the Association Headquarters and as a welcome house for the new arrivals to stay until they locate permanent residence. With assistance from the Catholic Diocese, Thach Poch and his wife are able to work full-time on the program, and mobilize a volunteer effort among the early Cambodian settlers in Richmond.

Thach Poch's program is strangely enough reminiscent of that of a "general mobilization in the war time." He divides Richmond into 8 areas according to refugee concentration and designates each area as a "Kaneak Kamakar Phum" (KKP) which is represented by a Cambodian leader.

New arrivals must spend 2 weeks in the Association Headquarter's house known as Sen Monorom during which Thach Poch and his staff will give them accelerated English training and cultural orientation. The cultural orientation emphasizes the work ethic of the American society. During their stay in the house a type of deprogramming is done to each refugee. This consists of restoring dignity and self respect to the refugee by altering the mystic belief that welfare and cash assistance are just rewards. Thach Poch programs the refugees to believe that anyone can rise as high as their work ability will take them within the competitive American society.



Robert Thach Poch, President of the Cambodian Association of Virginia shows the progress of his refugee resettlement program to visitors.

Julia Cotter, Director of the Refugee Resettlement Office of the Catholic Diocese of Richmond, said that the success of the Cambodian refugee resettlement in Richmond depended largely on Robert Thach Poch and his unique program. This success is manifested in the fact that the 700 Cambodian refugees in Richmond are practically independent of public welfare.

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**EDUCATION PROGRAMS AND
VOLUNTEERS**

EDUCATION PROGRAMS AND VOLUNTEERS

MARK BLITZ is Assistant Director of ACTION in charge of the Office of Policy and Planning. Mr. Blitz has taught Political Science at the University of Pennsylvania and Harvard University and received his B.A. and Ph.D. degrees from Harvard.

He is the author of several published articles and a recent book on political science.

MARK BLITZ
Office of Policy and Planning
ACTION - Suite 606
Washington, D.C. 20525

TOM WESTMORELAND is Coordinator of Volunteer Services for Project Uplift PRO Volunteers. A unique program, Project Uplift is a cooperative effort of the Auburn University Department of Family and Child Development of the School of Home Economics and the Lee County Youth Development Center.

Founder of Project Uplift, Mr. Westmoreland is on the Board of Directors of the Alabama Office of Volunteerism, and has served as a case consultant for the region IV volunteer network of VOLUNTEER. He is also a member of the Board of the National Association of Volunteers in Criminal Justice.

TOM WESTMORELAND
Project Uplift Pro Volunteers
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Auburn University
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American Association of Community and Junior Colleges

One Dupont Circle/N.W./Suite 410/Washington/D.C. 20036/202-293-7050

**BUILDING BETTER BOARDS
FOR COMMUNITY ORGANIZATIONS**

**A project funded by the
W. K. Kellogg Foundation
Battle Creek, Michigan**

BUILDING BETTER BOARDS
FOR COMMUNITY ORGANIZATIONS

The "Building Better Boards for Community Organizations" project at the American Association of Community and Junior Colleges is designed to strengthen citizen boards of community organizations. A three-year grant from the W. K. Kellogg Foundation of Battle Creek, Michigan, will enable the establishment of the program in two-year colleges on a national basis.

The purpose of the program is to provide community organization boards with structured seminars, workshops, or other activities designed to develop their skills in directing their organizations. Community colleges are uniquely suited to work with these local groups because of the nature of their mission and their involvement in various kinds of community development activities. Most community colleges have already developed working relationships with such organizations in their service areas.

The program will be implemented on a national basis through the use of regional demonstration colleges. Program delivery will then be expanded to involve other colleges through a network coordinated by the regional centers. Five community colleges have been selected to serve as regional centers for program development, implementation, and dissemination. Each college will design and offer a program in its community. Through experimentation and evaluation, an effective model for replication will be developed. These regional center colleges will then assist other colleges that wish to implement the same program. Each regional center college will work with at least twenty additional colleges. Eventually, the "Building Better Boards" program will be in operation in approximately 100 communities throughout the country.

A national advisory committee has been selected to assist the project. It includes college presidents and representatives from national service and volunteer organizations. Cooperative relationships have been developed with some of these organizations and will result in co-sponsored activities in many local communities.

Specific information regarding the project can be obtained from the project director or the coordinators at the regional center colleges. Community or national organizations that are interested in participating in board-related skill development activities can be assisted by these contact persons. Community colleges in the appropriate geographical location that could deliver the program will be identified and contacted. Technical assistance on program structure and delivery can then be provided to these colleges by the regional centers. Contact persons are listed on the following page.

BUILDING BETTER BOARDS
FOR COMMUNITY ORGANIZATIONS

Project Director:

Eldon L. Miller
American Association of Community and Junior Colleges
One Dupont Circle, N.W., Suite 410
Washington, D.C. 20036

Regional Center Colleges and Coordinators:

Northeast Region

Community College of Allegheny County
College Center North
1130 Perry Highway
Pittsburgh, PA 15237
Coordinator: Patricia Schwartz (412) 366-7000

Southern Region

(Consortium)
Piedmont Technical College
Emerald Road - Drawer 1467
Greenwood, SC 29646
Coordinator: Philip Day (803) 223-8357

Trident Technical College
P.O. Box 10367
Charleston, SC 29411
Coordinator: Mary Jolley (803) 572-6209

North Central Region

Kellogg Community College
450 North Avenue
Battle Creek, MI 49016
Coordinator: Frank Crookes (616) 965-3931

Mountain Plains Region

Colorado Mountain College
P.O. Box 10001
Glenwood Springs, CO 81602
Coordinator: Linda Kirwan (303) 625-1463

Far West Region

(Consortium)
Marin Community College District
835 College Avenue
Kentfield, CA 94904
Coordinator: Jared Sharon (415) 485-9318

(Peralta Community College District)
Vista College
2020 Milvia Street
Berkeley, CA 94704
Coordinator: Lynn Whitmore (415) 841-8431

JOINT EDUCATIONAL PROJECT (JEP)
PROGRAM DESCRIPTION

The Joint Educational Project (JEP) is a three-phase community development program initiated at corporate headquarters in Los Angeles by Atlantic Richfield Company in February 1978. JEP is a program developed by the University of Southern California for sending volunteers into poverty-area schools to work with youngsters on a personal basis - as tutors of math or reading, or as teachers of special mini-courses.

JEP recruits approximately 100 company employees to teach on release-time in four inner-city schools each semester, as part of the first phase of the project. When the program began, ARCO "adopted" Tenth Street Elementary School (primarily Hispanic), and two years later also sent volunteers to Hoover Street Elementary School (predominantly Hispanic and Korean). In the spring of 1981, Manual Arts High School was added to the list, and beginning in January of 1982, Berendo Junior High School will have ARCO volunteers.

Volunteers serve one hour a week at school - plus another ½-hour for travel - all on company release-time. Work-to-home schedules are not affected. Besides working as tutors, volunteers may teach mini-courses that suit their talents and the schools' need. Past courses have covered such subjects as economics, astronomy, photography, urban problems, theatre and dance.

On-going educational programs for community adults, organized by the JEP Coordinator, are the second phase. Still to be fully developed are activities to train parents to design and/or conduct their own community activities.



ALL IN THE (ARCO/JEP) FAMILY

Since 1978 our parents, ARCO and JEP, have been in the ARCO/JEP office. I have been part of the ARCO/JEP program for over ten years. I have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need. I have been a part of many projects and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need. I have been a part of many projects and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need.

JEP stands for Joint Educational Project, a program that is designed to help bridge the gap between the inner city and the suburbs. I have been a part of this program and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need. I have been a part of many projects and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need.

The focus of ARCO is on providing a quality education for all children. I have been a part of this program and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need. I have been a part of many projects and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need.

Bringing together the best talent from the inner city and the suburbs is the goal of the ARCO/JEP program. I have been a part of this program and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need. I have been a part of many projects and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need.

Our work is done in partnership with the community. I have been a part of this program and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need. I have been a part of many projects and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need.

More than 50 ARCO/JEP centers are now open throughout the Los Angeles area. I have been a part of this program and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need. I have been a part of many projects and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need.

A lot of people are involved in the ARCO/JEP program. I have been a part of this program and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need. I have been a part of many projects and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need.

With the ARCO/JEP program, we are making a difference in the lives of our children. I have been a part of this program and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need. I have been a part of many projects and have learned a great deal about the program and the people who are involved in it. I am proud to be a part of this program and to be able to help others who are in need.

ARCO/JEP

ALL IN THE (ARCO/JEP) FAMILY

I would like to hear from you about the ARCO/JEP program. Please contact me at the address below.

Name _____
Address _____
City _____ State _____ Zip _____

Phone _____

Please return immediately to
Judy Johnson, AP-1653.

COLLEGE OF THE EMERITI

EDUCATION/VOLUNTEERISM/EMPLOYMENT

I. Introduction and Statement of Need

America is presently facing a financial crisis and upheaval, much of it centering around the inflationary spiral. This is severely impacting the budgets of retirees on fixed incomes, and many are financially restricted from participation in unpaid volunteer activities. Potential volunteers and volunteer-user agencies/businesses need education concerning (a) the possibilities and merits of paid volunteerism and (b) the fact that volunteers frequently secure some form of employment through their experiences and contacts in volunteer service. In addition, social service programs, business and industry are impacted by the financial situation. The current and projected Federal reductions in funding support for social service programs (and the possibility of funding through Block Grants to States) are creating major constraints and necessities for economizing the costs of providing needed services to clients. This is complicated by the concomitant increase in client numbers and needs which also reflect the changing economic situation. Businesses and industries are also experiencing economic pressure and restraints.

By both human and economical measures, the use of paid and unpaid older workers provides partial solutions to these myriad national and local issues. Older adults need to be made more aware of the opportunities in areas of volunteerism and employment.

San Diego is experiencing the impact of a large senior citizen population, roughly equivalent to what the nation will face in the next century. More than 30% of the net in-migration of San Diego County has been senior citizens. Many of these retirees have outstanding professional backgrounds and are often individuals relegated to a retirement that is not entirely voluntary.

Because of improved health standards and added years of life, expectations of retiree roles, life styles and productive out-put are changing to include more "action".

The constructive use of the vast pool of talents, skills and experiences of older adults will contribute not only to their well-being but to the essential quality of life for San Diegans of all ages.

II. College of the Emeriti History and Functions and Expertise in Volunteerism

The San Diego Community College District (SDCCD) is responding to the unique educational service and volunteer needs of San Diego's expanding older population through the College of the Emeriti. In 1977, the College of the Emeriti (C/E) was established by the Board of Trustees to provide a

comprehensive educational program for older adults in its planning and operation. Aided by an Advisory Council, the College of the Emeriti has grown to a membership of 6,000 seniors with a "talent bank" of over 500. Over 200 adult and college level classes, job counseling and 16 bimonthly community service lectures have been developed in response to community needs.

Since 1977, the College of the Emeriti has been developing its volunteer program. This program was developed in response to a sample survey of 1,500 seniors, one-third of whom identified a need for more meaningful activities and the training to be of greater service to the community.

A Volunteer Talent Bank has been developed and tested. Volunteers from the Talent Bank and the larger membership of C/E are interviewed individually, a file is maintained on each member, and the Talent Bank cards are filed both alphabetically and by areas of expertise. Volunteer referrals are made only after careful matching of volunteer preferences and organizational needs.

Members of the Talent Bank represent 120 decades of experience in 47 occupational fields. Retirees of these occupations have volunteered in assisting C/E job applicants by informing them about job requirements, hiring practices, company policies, etc. They guest lecture in college and adult level classes, tutor in labs, and assist with research. They translate instructions of hospital staff to non-English speakers. They assist in literacy programs for youth. They inform seniors of their medical, legal and educational resources in consumer education classes. Volunteers also identify and research new opportunities for job sharing, time sharing and home-based employment.

In cooperation with RSVP, Displaced Homemakers, and Proven, Inc., C/E has provided work experience opportunities in its operations. This has involved over 1,300 hours of volunteer training and service.

Recently, as a result of volunteer activities, seventy-eight C/E volunteer members have been placed in full or part-time employment.

III. How is the College of the Emeriti funded?

College of the Emeriti staff salaries and operational costs (\$60,000) are funded by the San Diego Community College District's general purposes budget. College of the Emeriti augments these funds through training grants for agencies concerned with senior citizen needs.

College of the Emeriti also provides scholarship funds for individual seniors who cannot afford to pay fees for certain adult courses. College of the Emeriti Scholarship funds are raised by Advisory Council members working without compensation.

THE SAN DIEGO COMMUNITY COLLEGE DISTRICT
COLLEGE OF THE EMERITI
1400 PARK BOULEVARD
SAN DIEGO, CA. 92101 (714) 230-2445

KAISER ALUMINUM & CHEMICAL CORPORATION'S

COMMUNITY ACTIVITIES AND INVOLVEMENT

(A Partial List)

Contributions

1. 2% Club. The company has become one of 14 charter members of the Bay Area Two Percent Club, by pledging to contribute 2% of our U.S. pre-tax earnings (based upon the average of the last three fiscal years) to charitable organizations.
2. Cultural Support. The company's involvement in its headquarters community traditionally includes support for significant cultural programs and projects. Major 1980 contributions in this area include \$130,000 to the Oakland Symphony and \$50,000 (over three years) toward construction of San Francisco's new performing arts center.
3. Children's Hospital. In the fall of 1980 KACC helped Children's Hospital Medical Center of Northern California launch a fundraising drive for a new patient care pavilion with a \$500,000 challenge grant. The grant is among the largest corporate gifts ever made to a hospital in the area and will help provide facilities to replace those which no longer meet earthquake safety codes.

Education/Job Training

1. Adopt-A-School. The corporation has "adopted" Oakland High School and not only donates money for special projects at the school, but also is involved in lending its people and expertise to help the school solve many of its special problems. Kaiser Aluminum is also serving as Chairman of the Baton Rouge, Louisiana Area Chamber of Commerce Adopt-A-School Committee.
2. Success on the Move. In conjunction with the U.C. Berkeley School of Education and Oakland High School, KACC helped create an innovative "work-learn" program to provide students with practical problem-solving skills in a classroom, complemented by real, paying jobs in the afternoon.
3. Partnership in Learning with U.C. Berkeley Business School. An intensive relationship between a corporation and a business school where students participate on key policy and staff committees of the corporation, including the board of directors itself, and company executives become involved in the teaching and research activities of the university.

4. Conference on Public Education. The company co-sponsored a state-wide conference of CEOs and educators to develop ways the private sector could address the present crisis in California public education.
5. California Roundtable Task Force on Jobs and Education. Following up on the conference, a Task Force was formed, chaired by Cornell Maier, consisting of California CEOs and superintendents of major urban school districts to build a coalition to improve public education. This will include legislative and initiative actions; private sector educational programs; and management exchange programs.
6. Bay Area Urban League Training Center. Kaiser Aluminum & Chemical Corporation has joined other companies and the Bay Area Urban League in developing a new training center to teach the unemployed and underemployed technical and word processing skills required by Bay Area companies.
7. Marcus Foster Educational Institute. KACC has given major leadership and financial help to this unique precedent-setting non-profit institute which provides the Oakland public schools with innovative programs that the school district otherwise could not afford.
8. Aid to Higher Education. Over the past three years KACC has established endowments, totalling over \$3.2 million spread among 20 universities to provide scholarships, primarily in the engineering fields, with preference given to women and minority students. We also have an ongoing support program which in 1981 was approximately \$500,000 for scholarships and grants-in-aid to other universities.
9. Golden State Minority Foundation. Cornell Maier chaired the first dinner for this organization in Northern California to raise scholarship funds for minority students pursuing advanced degrees in business administration at local universities.
10. A Public School Superintendent/Business Leaders Conference, a ten year old project, held for two days each summer during which superintendents and business leaders exchange information on subjects of mutual concern such as management, personnel policies, etc.
11. A Business Week during which 300 high school students attend courses at Central Washington University in the free enterprise system, the American business system, and management.
12. A Business Education Summer Program in which 150 Spokane, Washington high school teachers take courses in business economics, and the free enterprise system and work with a local business for two months, learning the practical application of their studies.

Crime

1. Crime Prevention Measure A. KACC took a leadership role with personnel and a \$37,000 contribution to a campaign to pass an Oakland tax over-ride ballot measure to provide 88 additional police to help solve Oakland's crime problem. While the measure did not win the two-thirds vote required, it set the stage for new community involvement in addressing the problem with new citizen's safety patrols, expanded home alert programs and a blue ribbon citizens commission to evaluate other possible crime prevention measures.
2. Citizen's Patrols. KACC has helped this grass-roots program get established. The Citizen's Patrol involves elderly citizens escorting fellow seniors to and from the market, meetings, and outings.
3. Blue Ribbon Panel on Crime. KACC encouraged a citywide blue ribbon panel to study and make recommendations for specific programs to fight crime in Oakland, by building coalitions and examining the success of other communities.

Economic Development

1. City Center. Kaiser Aluminum and other firms contributed one million dollars each, to fund the new Hyatt Regency Hotel as part of a City Center revitalization project in downtown Oakland.
2. Economic Development Corporation. Kaiser Aluminum did the preparatory study and sat on broad-based community committees to draft, design, and negotiate final acceptance of an Oakland Economic Development Corporation to stimulate private investment in the city.
3. Victorian Row. The company also contributed funds and leadership to start a rehabilitation of the old Victorian structures in downtown Oakland.

Civic Activities

1. Survival of the City. KACC, with the City of Oakland, co-sponsored a one-day seminar where more than 100 business, education, and political leaders examined cooperative solutions to inner city problems of inadequate housing, inefficient education, and lack of economic development.
2. Holy Names Symposium. KACC is co-sponsoring a city-wide symposium of business and civic leaders to discuss Oakland's future, including "International Trade", "High Technology Jobs", and the contributions of professional sports franchises to the city.

3. Oakland Tours Program. KACC helped organize and fund a volunteer effort to train guides to give walking tours of various historical areas of downtown Oakland. We are currently expanding the effort to include official "host committee" duties for visiting officials.
4. Roberts Recreation Area. After passage of an initiative to slash property taxes, KACC adopted the East Bay Regional Park District's Roberts Recreation Area. Again, in addition to donating money, the company also purchased and installed (with employee volunteers) a play structure and sprinkler system at the park, and provided free bus service for inner city youth to use the park during the summer. Additionally, many of the "work-learn" jobs were at the park, with salaries paid for by KACC.
5. Oakland A's. In addition to moral support for keeping the A's in Oakland, the company donated \$10,000 in gifts to attract fans and hosted a dinner for the team and community leaders to promote enthusiasm. KACC Chairman Cornell Maier is credited with bringing the A's former owner together with local investors who bought the team and will keep it in Oakland.
6. Oakland Raiders. As part of the effort to keep the Raiders in Oakland, Cornell Maier volunteered his services to help negotiate an agreement. He and Oakland Mayor Wilson put together a package which includes two million dollars in backing from KACC. This issue is still pending.
7. Wellness '80. A major health and self-awareness program stressing physical fitness, nutrition education, self-responsibility, stress management, and environmental sensitivity, was launched in Spokane, Washington (a major plant area), to demonstrate the company's concern for its people and its community.
8. Leukemia Research Marathon. KACC took the lead in organizing and promoting the first annual "Great Allegany Run for Leukemia Research", which is a business-sponsored ten mile lap in Allegany County, Maryland with proceeds going for leukemia research.
9. Christmas in Oakland. We have been involved in developing and funding a community-based Christmas celebration during December to revitalize depressed shopping areas and elevate the public's image of Oakland.
10. Oakland Festival of the Arts. KACC helped develop the concept and implement a week-long festival in the fall of '82 involving the many diverse cultural and ethnic organizations of Oakland to stimulate appreciation for the arts and to enhance the city's image.