



Mrs. Nixon and Director Hartzog present VIP certificate to Mrs. Sally Hardy

V I P

Does your interpretive program call for a skill not available within your park staff? Do you need guides, craft demonstrators, or research people?

Today, park managers are being encouraged to use volunteers in parks to supplement—and complement—the talents of the regular park staff. At the same time employing local citizens offers an excellent opportunity to relate to—and communicate with—the communities adjacent to the park.

The volunteers in Parks Act (Public Law 91-357, July 1970) authorizes volunteer service in the National Park System.

At a special ceremony held December 3 at Custis-Lee Mansion in Arlington Cemetery, **Mrs. Richard M. Nixon** officially inaugurated the nationwide Volunteers In Parks (VIP) program.

Following remarks by Acting Secretary of the Interior, **Fred J. Russell**, the First Lady presented certificates to the first 46 official Volunteers In Parks.

These VIPs—serving as interpreters and guides at the Custis-Lee Mansion, the Frederick Douglass Home, and the Old Stone House—range in age from 10 to 74 years old. Their skills vary

from a simple love of history to delicate lace-making and performance of period music.

After the inauguration ceremonies, **Director Hartzog** invited Mrs. Nixon and the guests to tour the Mansion and see the volunteer activities being demonstrated.

Rewards and Fun

“The program should be great fun,” says **Ann Bowman**, WASO VIP coordinator. “Once the park manager identifies the VIP positions needed—within the money limitations—he can proceed with any kind of publicity campaign he wants

(Continued on page 3)

Scholarships To Attingham

Our December 10 issue announced the opportunity for two employees to study historic houses in England next summer.

England is the only country in the world where a number of important houses survive relatively intact with their original furnishings still in place. The National Trust is actively involved in preserving places of historic and natural beauty. Times and taxes have stretched the Trust into living environmental study areas—the Country Houses of England.

The National Trust's management of these resources includes participation in adult education and many country houses are leased for courses and seminars. In 1954 the Trust started its own summer seminar to communicate its preservation philosophy.

A three-week blend of lectures and visits to the houses, the seminar includes nine days at Attingham Park, five days on location in Derbyshire, and a third week of varied activities.

Last summer Carole Scanlon, park technician at Independence, won an Attingham scholarship (three other NPS employees have made their own way to Attingham). She was one of 42 international students at the seminar.

The American Friends of Attingham, Inc., U.S. clearinghouse for information and scholarships, have arranged that two of the 1971 scholarship awards be earmarked for NPS employees. Through the efforts of the association's president, Phelps Warren, and our own Bill Murtagh, Keeper of the National Register and member of the board of directors of "Friends," NPS people for the first time are guaranteed this coveted experience.

An ad hoc committee has been formed to review NPS applications and select winners. Applications are available from—and should be submitted to—Carole Scanlon at Independence. Deadline for submission is February 15.

Under our hat

NEW SOUTHEAST DIRECTOR: David D. Thompson, Jr., Superintendent of Ozark National Scenic Riverways, will be the new Director of the Southeast Regional Office. Thompson, a pilot and former teacher, has served at Effigy Mounds, Ft. McHenry, Manassas, Mount Rushmore, Jefferson National Expansion Memorial, and as interpretive specialist, MWRO.



Dave Thompson

E&AA OFFICERS: Howard Baker was reelected chairman at a recent meeting of the Employees and Alumni Association Board of Directors. Ivan Parker, chief of the Division of Personnel, WASO, is the new vice chairman; and Earl "Tiny" Semingsen was reelected Trust Fund Officer. A committee was formed to decide on suggested changes in the offices of executive secretary and treasurer. Dave Karraker and Ray Martinez will remain in those positions, respectively, in the meantime.

50-YEAR PIN: Vicksburg National Military Park is the proud employer of the first person in NPS to obtain the golden honor of fifty years of service. William "Pat" Flowers started as a laborer at Vicksburg on November 1, 1920; his wage—\$1.35 a day, quite a contrast to his position as Foreman I Grounds, from which he retired. Congratulations, "Pat," from the whole NPS family. Will any of the rest of us be around that long?

VOLZ MOVES TO OMAHA: J. Leonard Volz has been named Midwest Director, the latest move in his 35-year career. He was formerly Director of SERO. He has had many cross-country moves having been stationed at Rocky Mountain, Natchez Trace, Mount Rainier, Lassen, Blue Ridge, Crater Lake, and WASO, with two tours of duty at Rocky Mountain and SERO.



Len Volz

SUPERINTENDENTS (& OTHERS) ON THE MOVE: Jerry L. Schober from Abraham Lincoln NHS to Gettysburg; Bertrum C. Roberts from Assateague to Cape Hatteras; Thomas F. Norris, Jr., from Fire Island to Assateague; and Donald A. Dayton from Petrified Forest to Carlsbad Caverns. In addition, announcements have been made that Frank A. Hjort, New Area Studies, WASO, has been named Western Regional Wilderness Coordinator; and Roger Contor has transferred from North Cascades where he was superintendent to the Midwest Region as Associate Director.

THE SEARCH IS ON: The Employee Relations Officer is seeking names of all employees and/or retirees who completed 40 or more years of service and have not received a forty-year pin. These pins were first awarded in 1968, so some who had left the Service prior to '68 might have been missed. Please send names and addresses of those who might be eligible to the Employee Relations Office, WASO.

to recruit volunteers from the local communities—including employees of the concessioner in the park,” explains Ann.

“The volunteer program at Custis-Lee Mansion,” adds Ann, “provides park managers with insights into using volunteers.”



As living history interpreters, VIPs help keep the past alive.

“People are eager for personalized interpretation—they like to chat informally in the house,” says Ann Fuqua, curator at Custis-Lee Mansion. Custis-Lee has been using volunteers since the late 1950’s and presently there are 25, including men and children.

“Without the volunteers we couldn’t give visitors the personal attention that brings an historic area alive,” says Mrs. Fuqua. “The volunteers provide the manpower to do this. One dimension of Arlington’s history that certainly could not be offered without volunteers is the 19th century house after dark. This is something all historic areas could do.” Candlelight programs are occasionally offered at the Mansion.

To the volunteers at the Mansion, the candlelight programs are “frosting on the cake,” according to volunteer coordinator Dorie Cooper. Dorie has been a volunteer four years—working one day a week—and finds the experience “exciting, rewarding,

and educational.” She meets many people from other countries and is always learning something. “People ask questions for which we don’t always have answers,” says Dorie, “so we’re continually studying and researching.”

Both Ann Fuqua and Dorie recognize the need for definite guidelines for volunteers. Ann uses a manual of guidelines for interpretation of the Mansion, which she keeps up-to-date because “volunteers are anxious to do a good job and meet the high standards of the Service.”

The Program

In the past we’ve benefitted from volunteer services of private citizens on a non-appointive basis. These

“gratuitous services” required a lot of paperwork. Now, under the new legislation, the Service can recruit, train, and accept the services of individuals without regard to Civil Service classification laws, rules, or regulations. VIPs are covered by the provisions of the Federal Employees Compensation Act, relating to compensation of Federal employees for work injuries, and the Federal Tort Claims Act.



Volunteers may serve as NESA assistants



Volunteers offer children and adults more than just a textbook exposure to nature.

The program is for everyone—professionals, students, senior citizens, youngsters, and housewives. It is being kept simple in terms of paperwork. The goal is to give the park manager the freedom he needs to make the VIP program effective in his area.

Volunteers are appointed locally, without prior clearance from the Regional or Washington Offices.

Generally, VIPs will serve as living history interpreters and guides; craft demonstrators; interpretive assistants; history, archeology, and natural science aids; environmental study area assistants; and deputy park rangers. They cannot replace full-time permanent or seasonal and part-time park staff members, nor can they be placed in maintenance activities.

Volunteers in parks can be reimbursed for their incidental expenses such as uniforms and other special clothing, transportation, meals, lodging, and medical examinations.

Sources of volunteers are colleges and universities; senior citizen groups; union organizations; tribal councils; minority organizations; conservation groups; scouts; women's organizations; PTAs; service groups; special interest groups; and local historical associations.

Beyond NPS

"Many other bureaus are considering volunteer programs and are interested in the results of our VIP program," says Director Hartzog. "So the use our areas

make of the program will affect not only the NPS, but other agencies and departments as well."

"The time a VIP gives to the programs of the NPS should reward him with a sense of accomplishment in serving his environment and his fellow man," says the Director. "VIP is a challenge to the American public to participate fully in the mission of the Service, to help the Service develop in response to human needs, and to cooperate nationally and internationally with everyone concerned with the quality of our environment."

Program standards and other information about VIP have been sent to all Regions. Questions may be directed to Ann Bowman, Division of Recruitment and Employee Evaluation, WASO.

PROFILE

by Howard B. Overton

If you could use only one word to describe Hobie Cawood it would have to be "action." Hobart G. Cawood, superintendent of Richmond National Battlefield Park, gets things to happen by letting others be creative.

Sum-Fun 70, a summer program for city children, is a good example. With active cooperation from the city park system, the U.S. Army, and anyone else who could help, the program got off the ground.

Sum-Fun was divided into three parts—history day, recreation day, and environmental awareness day. During history day school children spent time in the woods where the boys built a fire and girls cooked stew. A seasonal in period dress supervised the activities and gave a

Hobart G. Cawood



Coehorn Mortar firing demonstration. On environmental day Richmond City bussed children from 50 area playgrounds to one of the three units of the park.

Hobie doesn't hold people back—he gets things done by good management. "If you've got an idea,

carry through; but do the job well," he says.

Hobie joined the Service as historian in 1958. His first duty station was Cumberland Gap. Since then he's been at Fort Frederica, Castillo de San Marcos, Chickamauga-Chattanooga, and the Eastern Service Center.

His Washington experience brought him a trip to the LBJ ranch in Texas. Hobie was working on the Master Plan for the Lyndon B. Johnson Birthplace at the time and he still talks about how he was entertained by Lady Bird. Hobie also wrote the Interpretive Prospectus for the Carl Sandburg Home where he met Mrs. Sandburg.

At Richmond since 1969, Hobie, his wife Shirley, and their son Steve live at the Fort Harrison unit of the park.



Dear Editor:

In the November 12th issue you gave a rundown of employees in the Park Service. Among those listed were Rangers, Park Aids, etc. But left off were Park Technicians and Park Guides. How many of these are there?

Also, you mentioned a person at Glen Canyon, and listed him as Ranger Technician. Is this a new classification?

Thank you for these interesting facts.

Sincerely,

Jim Jernigan
Lincoln Memorial

We've checked with the Personnel Office and learned that as of the end of October there were 81 park guides and 255 park technicians. Park technician is the correct classification for the individual we referred to as ranger technician.

QUESTION FROM THE FIELD

Where may a manager or supervisor go to obtain information on the preparation of award nominations?

Answer from the Employee Relations Officer:

Two supervisor's guides have been developed and published on this subject—"Supervisor's Guide for the Preparation of Commendable, Meritorious and Distinguished Service Honor Award Nominations" and "Supervisor's Guide on Performance Awards." Both are available from your local Incentive Awards Committee, the Regional or Service Center Incentive Awards Committee, or the Employee Relations Officer in the Washington Office. Information on all other types of awards may also be obtained from the offices named above.

HOLD YOUR HATS, LADIES

... or whatever else you need to hang on to. That old uniform need last only another couple of weeks.

At the time we prepared our reply to Mary Inman (Issue No. 25) we

learned there has been a delay in getting the new uniforms out to the field.

"Ladies' uniforms will be shipped the first part of January and it will take about one week to get all orders in the mail. They should be delivered by mid-January," explains Jean Nicholson, Director of Industrial Sales of the Fashionaire Division of Hart, Schaffner and Marx in Chicago.

Major cause for delay was that orders, which include almost 500 dresses, far exceeded estimates so that the company did not have enough of the fabric specially dyed for NPS. Individual dye lots take 6-8 weeks. Production plans were made right after the September 18th deadline, but had to be revised when orders doubled two weeks after the deadline.

NPS ladies come in all sizes and shapes with orders varying from size 4 (33-22-34) to size 26 (48-40-51) which has kept the pattern department busy.

"We've been swamped with so many letters and phone calls asking when the uniforms will be delivered that it has been impossible to answer each one individually for which I apologize," says Miss Nicholson.

The NEWSLETTER hopes this news will soothe fretted brows.

New Faces

Caldwell, Dorothy M., to Sec. Steno., WASO
Condit, Eleanor G., to Staff Asst., WASO
Jessen, Frederick L., to Electronic Engr., Harpers Ferry Center
Lougher, Violet Z., to Sec. Steno., WASO
Madsen, Anna M., to Clk. Typist, Yosemite NP
Thomas, Laverne O., to Sec. Steno., WASO
Warner, James Russell, to Pk. Techn., Glacier Bay NM

New Places

Alexander, Glen D., from Pk. Ranger, Natchez Trace Pkwy., to same, WASO
Bancroft, William L., from Pk. Ranger, Blue Ridge Pkwy., to same, WASO
Blama, Rudolph L., from Foreman IV Maintenance, Grand Teton NP, to Maintenance Supv., Bandelier NM
Harris, Rodney W., from Pk. Techn., El Morro NM, to Supv. Pk. Ranger, Canyon de Chelly NM
Hjort, Frank A., from Pk. Planner, WASO, to Pk. Ranger, WRO
Mackintosh, Barry, from Supv. Pk. Ranger, Fort Frederica NM, to Hist., WASO
Mehring, Richard C., from Arch., WSC, to same, WASO
Ott, George R., from Chief Coord. & Control Sec., WSC, to Program Coord., WASO
Pachta, Noel S., from Foreman III (R&T), Grand Canyon NP, to Maintenance Supv., Alaska Office
Shaw, Bruce W., from Pk. Mgr. (Supt.), Bighorn Canyon NRA, to Supv. Pk. Ranger, Grand Canyon NP
Wells, Mary E., from Sec. Steno., Yellowstone NP, to Program Spec., MWRO

Out of the Traces

Kleiner, Joseph M., from Janitor, Grand Canyon NP
Olson, Charles W., from Maintenance man, Sitka NM

On The Global Environment

"It doesn't take long to develop the idea that someone halfway around the world can affect our environment here at home," says **Rob Milne**. "Air and water pollution are global problems that can be approached only through international cooperation."

To this end, Rob and filmmaker **Bill Eddy** ("For All to Enjoy," "A Matter of Time") are developing an environmental film to be presented to the delegates at the 1972 International Conference on National Parks at Grand Teton.



Rob Milne

Rob is on a two-year detail assignment from his duties as ecologist at the Eastern Service Center. He was assigned to the film project as ecological advisor to Bill Eddy who proposed the film to the NPS and the Conservation Foundation, of which he is an associate. Gon Leon of Tufts University is doing the sound recording.

"The film is intended to be a visual representation of what is going on in the world environment," says Rob. "The narration will be in

several languages, but we hope that the visual impact will tell the story."

The film will be produced from footage shot all over the world. "It is not going to place blame—most of it will not be identified as to area," says Rob.

To get more mileage for the film a booklet is planned. The film and publication are intended to complement each other.

"All we want to do is give people a chance to look at things through a different lens—to give them a different perspective—so that they might say they never really thought about the environment that way before," explains Rob.

The National Park Service and the Conservation Foundation are co-sponsoring the project with the Council on Environmental Quality providing additional sponsorship for the booklet. The International Union for Conservation of Nature (IUCN) has offered assistance through their contacts around the world, as well as the possibility of international distribution of the film and book in several languages.

About 100 countries that have parks or equivalent reserves will be represented at the 1972 conference (which is the second international conference on National Parks). All delegates will get a copy of the film and publication. The latter will first be published in English to serve as an example of an interpretive device.



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