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((ACKNOWLEDGEMENTS -- ASSISTANT SECRETARY [[OF STATE BERNARD]] ARONSON, ACTION DIRECTOR JANE KENNY, VISTA DIRECTOR PATRICIA RODGERS. SARGENT SHRIVER, [[TULE RIVER]] TRIBAL CHAIRMAN NICOLE LARSEN. AND ALL MEMBERS OF CONGRESS HERE -- I KNOW THIS MUST BE A SPECIAL DAY FOR YOU, AND FOR THE 25 VISTA VOLUTEERS WHO ARE GUESTS OF HONOR.))

((WE ARE HERE TODAY TO CELEBRATE THE 25TH ANNIVERSARY OF VISTA -- THOUGH SOME WILL TELL YOU THAT REMEMBERING DATES IS NOT MY STRONG SUIT.\\\ BUT I WOULDN'T MISS THIS ANNIVERSARY FOR THE WORLD.))

IT WAS A QUARTER OF A CENTURY AGO TODAY, SHORTLY AFTER PRESIDENT JOHNSON SIGNED VISTA INTO LAW, THAT THE FIRST VOLUNTEERS STARTED THEIR SERVICE. TODAY, 100,000 AMERICANS OF ALL AGES AND BACKGROUNDS CAN PROUDLY SAY: "I WAS A VISTA VOLUNTEER."

AND EVEN AT THIS VERY MOMENT, THERE ARE MORE THAN 3,000 VOLUNTEERS AT WORK IN MORE THAN 650 NEIGHBORHOODS. FROM THE HOLLOWS OF APPALACHIA, TO THE MOUNTAINS OF NEW MEXICO, TO THE CITY STREETS OF NEW YORK AND LOS ANGELES -- THESE VISTA VOLUNTEERS WORK LONG HOURS ON SHORT PAY. AND THEY WORK ONE COMMUNITY, ONE BLOCK, ONE CHILD AT A TIME.

TWENTY-FIVE YEARS AGO, PRESIDENT JOHNSON CHARGED VISTA VOLUNTEERS WITH A TOUGH MISSION, COMMITTING YOU "TO GUIDE THE YOUNG, TO COMFORT THE SICK, TO ENCOURAGE THE DOWNTRODDEN, TO TEACH THE SKILLS WHICH MAY LEAD TO A MORE REWARDING LIFE."

THAT WAS YOUR MISSION THEN, AND THAT IS YOUR MISSION TODAY.

EVERY TIME A KID LEARNS TO READ, YOU MAKE A DIFFERENCE. EVERY TIME A HOMELESS FAMILY FINDS SHELTER, YOU MAKE A DIFFERENCE. AND EVERY TIME A TROUBLED PERSON STAYS OFF DRUGS, YOU MAKE A DIFFERENCE FOR ALL AMERICANS.\\\

I KNOW HOW MUCH BARBARA'S LITERACY WORK MEANS TO HER. AND SHE OFTEN TALKS TO ME ABOUT WHAT VOLUNTEERS ARE DOING AROUND THE COUNTRY. SO I KNOW, YOU DO GIVE A LOT -- BUT YOU ARE NOT GIVING DIGNITY, FOR DIGNITY CANNOT BE CONFERRED.

YOU ARE NOT GIVING EDUCATION, BECAUSE EDUCATION MUST BE ACQUIRED. YOU ARE NOT BESTOWING AMBITION, BECAUSE AMBITION CAN ONLY COME FROM WITHIN. WHAT THE MEN AND WOMEN OF VISTA DO ACHIEVE IS EVEN MORE MIRACULOUS -- YOU IMPART TO SO MANY DISADVANTAGED AMERICANS THE MEANS TO BUILD PRIDE, TO EARN A DEGREE OR SKILL, TO BELIEVE IN THEMSELVES.

FOR AN INDIVIDUAL, DIGNITY COMES WHEN HE REALIZES THAT HE IS THE TRUE AUTHOR OF HIS DESTINY.

FOR A TROUBLED COMMUNITY, IT COMES BY FINDING LEADERSHIP FROM WITHIN. SO YOUR ACHIEVEMENTS COME AS MUCH FROM THE POWER OF SELF-CONFIDENCE, AS THEY DO FROM MATERIAL ASSISTANCE. SOUNDS LIKE A MIRACLE. AND PERHAPS IT IS -- A MIRACLE THAT COMES FROM CARING.

A FEW WHO CARE ENOUGH TO VOLUNTEER ARE WITH US TODAY: ANDREW JACOB, WHO WORKS WITH AT-RISK STREET YOUTH IN BRUNSWICK, MAINE; DIANA LOPEZ, WHO WENT STRAIGHT FROM YALE TO WORK WITH LAKOTA SIOUX AND OTHER NATIVE AMERICANS IN SOUTH DAKOTA; DAMITA WELLS, WHO RECRUITS TUTORS FOR PRISON INMATES IN NASHVILLE.

AND FINALLY THERE IS NICK FLORES, WHO COUNSELS POOR RURAL RESIDENTS IN NEW MEXICO; WHO IS DEEPLY INVOLVED IN DRUG AND ALCOHOL ABUSE PREVENTION; AND WHO HELPS DIRECT A FOOD SERVICE FOR THE HUNGRY.

I REGARD NICK AS A VERY SPECIAL VOLUNTEER, BECAUSE NICK SUFFERED A TERRIBLE INJURY IN A CAR ACCIDENT PRIOR TO HIS ASSIGNMENT WITH VISTA. I SUPPOSE NO ONE WOULD HAVE BLAMED HIM IF HE HAD FOCUSED ONLY ON HIMSELF, ONLY ON HIS NEEDS. BUT NOT NICK FLORES. HE WOULD RATHER SERVE OTHERS. SO NOW NICK'S OUT ON THE FRONT LINES, HELPING -- AND BUILDING -- AND CARING -- FOR FOLKS FROM LAS CRUCES CLEAR UP TO SANTA FE.

PERHAPS NICK BELIEVES LIKE SO MANY VISTA VOLUNTEERS THAT RECOGNIZING SOMETHING GREATER THAN OURSELVES IS WHAT REALLY MATTERS. OR TO PUT IT AS I HAVE BEFORE: " FROM NOW ON IN AMERICA, ANY DEFINITION OF A SUCCESSFUL LIFE MUST INCLUDE SERVICE TO OTHERS."

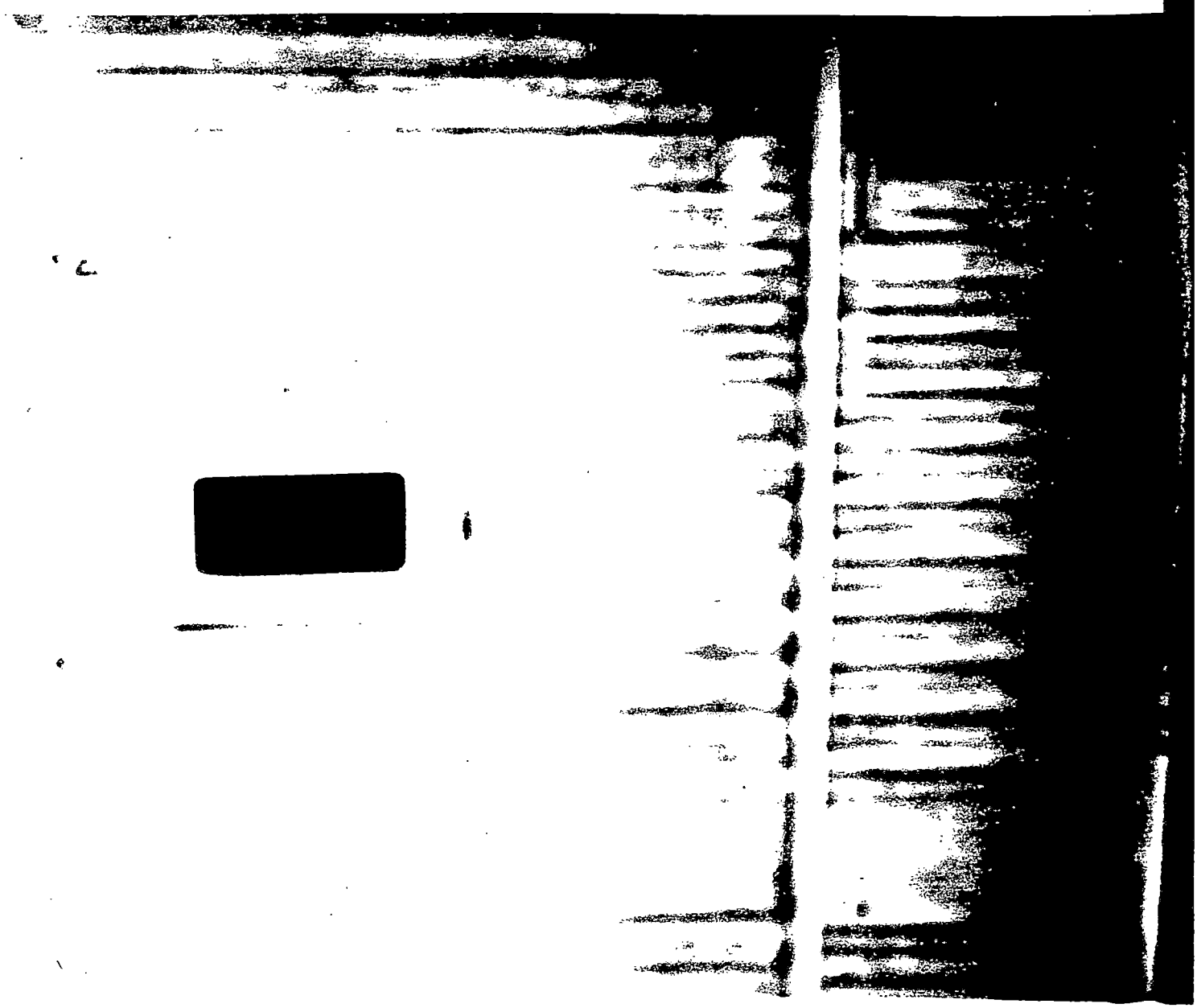
THIS IS WHAT ATTRACTS MEN AND WOMEN TO VISTA. THEY ARE THE TRUE ACTIVISTS. YOU DON'T OFTEN SEE THEM, BECAUSE THEY ARE OFF, HELPING OTHERS, IN THE MOST UNLIKELIEST PLACES.

YOU DON'T OFTEN HEAR FROM THEM, BECAUSE THEY ARE TOO MODEST TO BRAG. AND YOU DON'T OFTEN NOTICE THEM AT WORK, BECAUSE THEIRS IS A QUIET MISSION. BUT TOGETHER, THEY ARE MOVING THIS COUNTRY FORWARD.

SO WHEN I TALK OF THE THOUSAND POINTS OF LIGHT, PLEASE KNOW THAT NO LIGHT IS BRIGHTER OR MORE DAZZLING THAN THE VISTA VOLUNTEERS.

THANK YOU FOR ALL YOU DO, GOD BLESS YOU AND GOD BLESS AMERICA.

# # #



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January 24, 1990
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PRESIDENTIAL ADDRESS: 25th ANNIVERSARY OF VISTA, ROOSEVELT ROOM
1 p.m., Wednesday, January 31, 1990

((Acknowledgements -- Assistant Secretary Aronson, Director Jane Kenny, Director Patricia Rodgers. [[Tule River]] Tribal Chairman Nicole Larsen. Senator Dodd. Senator Rockefeller -- I know this must be a special day for you.))

((We are here today to celebrate the 25th anniversary of VISTA -- though some will tell you that remembering dates is not my strong suit \\\ But I wouldn't miss this anniversary for the world.))

It was a quarter of a century ago this month, shortly after President Johnson signed VISTA into law, that the first volunteers started their service. Today, 100,000 Americans of all ages and backgrounds can proudly say: "I was a VISTA volunteer."

And even at this very moment, there are more than 3,000 volunteers at work in more than 650 neighborhoods. From the hollows of Appalachia, to the mountains of New Mexico, to the city streets of New York and Los Angeles -- these VISTA volunteers work long hours on short pay. And they work one community, one block, one child at a time.

Asst. Sec of State
Bernard Aronson

Dir. Jane Kenny

Dir. Patricia Rodgers

Tribal Chair Nicole
Sen. Rockfeller Larsen
Sen. Christopher Dodd
Srgt. Shriva

Andrew Jacob
Diana Lopez
Damita Wells
Sandra Jellison-Knock
Margaret Paye
Nick Flores

Twenty-five years ago, President Johnson charged VISTA volunteers with a tough mission, committing you "to guide the young, to comfort the sick, to encourage the downtrodden, to teach the skills which may lead to a more rewarding life."

That was your mission then, and that is your mission today. Every time you teach a kid to read, **you make a difference.** Every time you find shelter for a family, **you make a difference.** And every time you keep a kid off drugs, **you make a difference for all Americans.**\\\

As VISTA volunteers, it is up to you to find sponsors to repair the school buses, to build the roads and create the counseling centers. **These are not marginal matters. These are matters of real success or failure for people in need, even of life-and-death.**\\

I know how much Barbara's literacy work means to her. And she often talks to me about what volunteers are doing around the country. So I know, you do give a lot -- but you are **not** giving dignity, for dignity cannot be conferred. You are **not** giving education, because education must be earned. You are **not** bestowing ambition, because ambition can only come from within. What the men and women of VISTA **do** achieve is even more miraculous -- you impart to so many disadvantaged Americans the **means** to build pride, to earn a degree or skill, to believe in **themselves.**

For an individual, dignity comes when he realizes that he is the true author of his destiny. For a troubled community, it

comes by finding leadership from within. So your achievements come as much from the power of self-confidence, as they do from material assistance. Sounds like a miracle. And perhaps it is -- a miracle that comes from caring.

A few who care enough to volunteer are with us today: Andrew Jacob, who works with at-risk street youth in Brunswick, Maine; Diana Lopez, who went straight from Yale to work with Lakota Sioux and other Native Americans in South Dakota; Damita Wells, who tutors prison inmates in Nashville; Sandra Jellison-Knock, who uses puppets and theater to educate children.

Then there is Margaret Paye, who retired from a 33-year career as an educator and school instructor, but who didn't retire from the service of others. Now she's as busy as ever, helping low-income women and children at a shelter in Syracuse.

And finally there is Nick Flores, who counsels poor rural residents in New Mexico; who is deeply involved in drug and alcohol abuse prevention; and who helps direct a food service for the hungry. I regard Nick as a very special volunteer, because Nick suffered a terrible injury in a car accident **before** he joined VISTA. I suppose no one would have blamed him if he had focused only on himself, only on **his** needs. But not Nick Flores. He would rather serve others. So now Rick's out on the front lines, helping -- and building -- and caring -- for folks from Las Cruces clear up to Santa Fe.

Many of these volunteers are students. And though students can get a partial break on their student loans, no one does it

for the money. No, they do it for love of country and fellow man. And, I suspect, they serve for yet another reason -- simply for the challenge of it all. Perhaps they believe that what really matters is that we simply recognize something greater than ourselves. Or to put it as I have before: From now on in America, any definition of a successful life **must** include service to others.

This is what attracts young men and women to VISTA. There is this mistaken notion that every student in America is an up-and-coming Gordon Gecko -- the character who personified greed in the movie Wall Street. But we know the truth -- the young men and women of America **are** involved. **They** are the true activists. You don't often see them, because they are off, helping others, in the most unlikeliest places. You don't often hear from them, because they are too modest to brag. And you don't often notice them at work, because theirs is a quiet mission. But together, they are moving this country forward.

So when I talk of the thousand points of light, please know that no light is brighter or more dazzling than the VISTA volunteers.

Thank you for all you do, God bless you and God bless America.

# # #

People

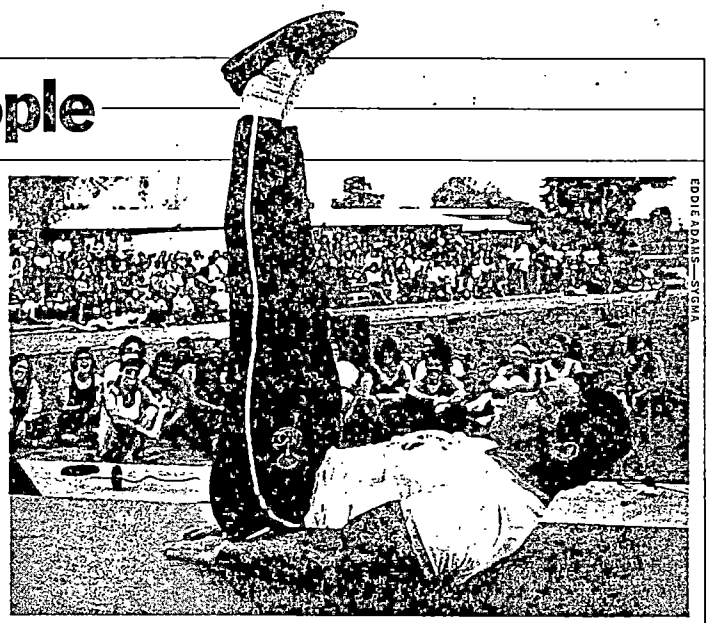
He wears a diamond stud in one ear, loves to pub-crawl with his hometown "yobbos" (rowdy pals), dotes on heavy-metal rock and has even been known to play a lick or two. So it figures that last week **Pat Cash** would find a most untraditional way to celebrate when he became the first Australian in 16 years to win the men's singles crown at Wimbledon. After routing **Ivan Lendl** 7-6, 6-2, 7-5, Cash, 22, threw a ball into the crowd and then clambered up the packed grandstand to embrace his father Pat Cash Sr. Remarked a Wimbledon official primly: "It was the first time anything like that has happened." Once dubbed the Australian McEnroe for his on-court temper tantrums, Cash appears to have mellowed since his girlfriend Norwegian Model **Anne-Britt Kristiansen** gave birth to their 14-month-old son Daniel. Cash, though, still gets faulted by feminists. Dismissing women's tennis as "junk," he told *Woman's Own* magazine, "If I played a practice game with [**Boris Becker**] when the women's final was on, we'd have more people watching us." Volleyed back Tennis Ace **Pam Shriver:** "He seems like someone who is a little narrow-minded and maybe a little dumb." Advantage Shriver, mate?

STOLTMAN—DUOMO

Cashing in: the winner with Pat Sr., Kristiansen and Daniel

■

What does Muscleman **Arnold Schwarzenegger** like to do when he isn't terminating bad guys or zapping aliens? He goes to prison. To teach body-building classes to inmates, that is. The star of the sci-fi summer hit *Predator* caused more than the usual buzz of excitement during a recent visit to the high-security California Institute for Women in Frontera. "There was a large number of women who wanted to see him," reports Associate Superintendent Don Rasmussen. "Number one, because he's a man, and number two, because he's someone famous." Schwarzenegger spent two hours demonstrating various weight-lifting and stretching techniques, then stayed around to chat and sign autographs. What most impressed the women, says Rasmussen, was not Arnold's biceps but "how small he is in person." (Schwarzenegger's publicist says he is 6 ft. 2 in.). "They expected somebody 6 ft. 7 in. and 280 lbs. to walk through the door. But he's actually kind of short." Them's fighting words, folks. But is America ready for *Conan vs.*



EDDIE ADAMS—SYGMA

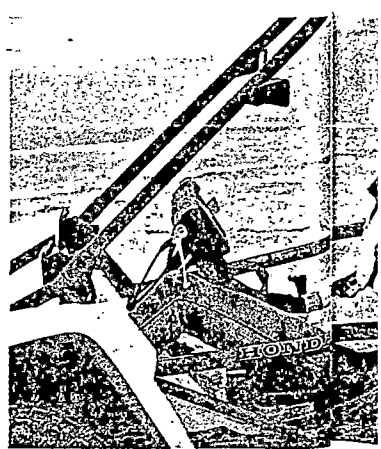
Conan the Barbellian: Schwarzenegger flexing his physique for inmates

In the Trenches of *Wall Street*

Like a general getting his troops psyched for battle, **Oliver Stone** glared across the littered landscape of buy and sell orders, coffee cups, telephones and blinking green computer monitors. "Remember," the director of *Platoon* ordered the brigade of button-down young actors, "you're supposed to be making money." Loads of it, in fact. The Viet Nam soldier turned Oscar-winning filmmaker was on location in New York City to film *Wall Street,* a $15 million 20th Century-Fox production about the rise and fall of an ambitious young stockbroker, starring **Charlie Sheen,** his father **Martin, Daryl Hannah** and **Michael Douglas.** "I would have never cut the mustard on Wall Street," Stone admitted during a break between scenes. "I did poorly in economics—I got a C, and my mathematics were suspect," he laughs. "I lost on every stock I ever invested in." It was not for lack of example, however. Stone was first exposed to the big-time financial world by his investment-banker father. Explains Stone, who co-wrote and directed the film: "I've always wanted to make a business movie ever since he was on the Street."

MARIO RUIZ

Bottom-line battle: Sheen and Stone



Capitalist tools: Hannah fortune hun

While it may seem like a long leap—both culturally and conceptually—from the steaming jungles of Viet Nam to the concrete canyons of Manhattan, Stone had his problems with both. "I don't like to work in an office," he complains. "Being under fluorescent light for two weeks is almost equivalent to being under 105° sun in the Philippines." Stone is not the only *Platoon* veteran who thinks so. Charlie Sheen traded his M-16 for an M.B.A. to play an overeager stockbroker named Bud Fox. The actor found the white-collar trenches of Gotham "much worse. When you get this overloaded mentality, it's tough to find ways to relax yourself. It's tougher than being a grunt."

To get inside Fox's heart and mind, Sheen spent a couple of days talking with **David Brown,** a former Goldman Sachs trader

the Women of Cell Block Nine?

■

When word arrived that Calvin Coolidge was dead, she asked her fellow wits at the Algonquin Round Table, "How can they tell?" When **Dorothy Parker** died in 1967, nobody doubted that a void had been left in the ranks of major American humorists. Parker's friend and fellow writer **Lillian Hellman** arranged to have her ashes placed in a New York mortuary. But after Hellman's death three years ago, Parker's remains were moved to a safe in the Manhattan office of her executor, Attorney **Paul O'Dwyer,** who hoped that someone, possibly a distant relative, might step forward to collect them. O'Dwyer appealed to New York *Daily News* Columnist **Liz Smith,** who wrote about Parker's plight last week in her syndicated column. The result was a torrent of inquiries, including one from a wealthy Midwesterner who offered to inter Parker's remains on his country estate and another from an Arizona businessman who volunteered to create a special paint made from her ashes. O'Dwyer maintains that "we should dispose of her ashes in a fashion consistent with her stature in the arts." Meanwhile, he keeps the remains in a galvanized can wrapped in white paper. "It's a cheap thing," O'Dwyer admits. Parker's epitaph for herself seems more appropriate than ever: "Excuse my dust."

WESTENBERGER—SYGMA FOR LIFE

Greetings from la-la land: Reynolds and Fisher riding a decorative cow in Beverly Hills

■

At 19 she raised eyebrows by propositioning **Warren Beatty** onscreen in *Shampoo.* At 21 she took her career cosmic by playing Princess Leia in *Star Wars.* Now **Carrie Fisher,** 30, is making waves again as a first-time novelist. *Postcards from the Edge* (Simon & Schuster; $15.95), due in bookstores next month, is a dark comedy about a troubled young actress named Suzanne Vale. Overwhelmed by money, men and success, Suzanne ends up in a drug-rehabilitation clinic feeling like "something on the bottom of someone's shoe, and not even someone interesting." Fisher, who is the daughter of **Eddie Fisher** and **Debbie Reynolds,** has recently disclosed her own struggle with prescription barbiturates. Suzanne, admits the author, is a "character that's fairly close to me—an actress living in California with strong tendencies to be obsessive." In fact, Carrie still blames herself for the fact that her father left the family when she was two years old. "I'm still reeling from it," says Fisher. "It makes an impression on you." Still, any references to Dad are conspicuously missing from the self-avowed roman à clef. "My route to intimacy is routine," writes Fisher's fictional protagonist. "I establish a pattern with somebody, and then I notice when they're not there." Looks like this is one case where absence did not make the heart grow fonder. ***—By Guy D. Garcia. Reported by David E. Thigpen/New York***

ANDY SCHWARTZ

une **hunting on Long Island**

who pleaded guilty to insider trading charges in 1986. "A lot of these guys on Wall Street consider themselves to be warriors," reports Sheen. "They say, 'I'm going off to war today,' and they're not kidding." Sheen had an easier time relating to his real-life dad in the role of his onscreen father, an airline mechanic who senses the hidden price of his son's success. Hannah had difficulty even liking her character. She plays an interior decorator who loves both Fox and money. "I finally realized she doesn't have to be a total snot," says Hannah. "She can be human too." Douglas had no such qualms about his portrayal of Gordon Gekko, a "very high-powered guy" who becomes the younger Sheen's mentor and partner in crime. Says he: "The hardest thing was probably finding that balance of seduction yet killer."

The filmmakers' quest for authentic detail provided moments of offscreen drama. Plans to use a FORTUNE magazine cover in exchange for promotional ads got bogged down when rival *Forbes* magazine made a similar offer. In the end, Stone stuck with FORTUNE, but not without miffing Publisher **Malcolm Forbes,** who politely turned down later requests to use his private yacht. More crucial was the race to finish *Wall Street* before the looming directors' strike, which was expected this week. Stone mobilized his film forces, switching the last few weeks from twelve- to 14-hour days, and wrapped on July 4, five days ahead of schedule. "It's a tragedy," says Stone of the dispute. "We want to make money too, but we're in this to have fun." Ideally, of course, *Wall Street* will produce plenty of both.***—By Guy D. Garcia. Reported by David E. Thigpen/New York***

RICHARD CORMAN

Killer instinct: Douglas, a.k.a. Gordon Gekko, plotting in his office

and tell you of my faith in you.

There are many things I want for my people and a few things I want for my little girls. I am going to do what I can in the time allotted me to help bring those about.

One of the Presidents that I admire most signed the Emancipation Proclamation 100 years ago. But emancipation was a proclamation and was not a fact. It shall be my purpose and it is my duty to make it a fact.

Until every qualified person regardless of the house where he worships or the State where he resides or the way he spells his name or the color of his skin—until he has the right unquestioned and unrestrained to go in and cast his ballot in every precinct in this country, I am not going to be satisfied.

The finest compliment that I can pay to the Negroes of America is to say that if their constitutional rights are protected as mine are protected, if they have the privilege of voting as I am privileged to vote, then all these other problems will take care of themselves.

Now, I want to say one word before I leave. I must be careful not to be commercial. But you people have been trusting me for a long, long time. A good many of you have been among my closest friends since I came here in 1937. There is just one thing I want to say to you.

I want to thank each and every one of you who has spent an hour or a dollar with the Urban League, because it is through efforts that you have made and others like you that the shackles of bondage have been removed from your fellow man. There are men who are dying tonight in Viet-Nam to preserve the freedom of us all, and the least that you can do, until you are called upon to give your life, is to give your support, give your talent, and give your heart to organizations like this and to leadership of men like Whitney Young.

NOTE: The President spoke at 8:40 p.m. in the Main Ballroom at the Sheraton-Park Hotel in Washington. In his opening words he referred to Whitney M. Young, Jr., Executive Director of the National Urban League.

For the President's approval of departmental and agency civil rights regulations, referred to during his remarks, see Item 792.

The theme of the National Urban League's Community Action Assembly, held in Washington December 9–11, was "Lifeline to Equal Opportunity." Its purpose was to bring together Federal officials and Negro leaders in order "to open pipelines of self-help for poverty-struck Harlems from New York to Seattle."

801 Remarks to Members of VISTA—"Volunteers in Service to America." *December* 12, 1964

Mr. Shriver and ladies and gentlemen:

I want to welcome you here today, the first frontline volunteers in our war against poverty. You have come from every part of this country, from every age group, from every background. You have come to serve the poor and the unfortunate of American society, and to open the door of American opportunity to all of our American people.

Your pay will be low; the conditions of your labor will often be difficult. But you will have the satisfaction of leading a great national effort, and you will have the ultimate reward which comes to those who serve their Nation and who serve their fellow man.

You are the first, as Sargent Shriver said, of the 3500 Volunteers in Service to America who will go into the field during this first year. No aspect of the war against

poverty will be more important than the work that you do. New programs and new ideas, institutions, and administrators all will be fruitless unless we can reach—directly and personally—those that we are all trying so hard to help.

This is your job—to guide the young, to comfort the sick, to encourage the downtrodden, to teach the skills which may lead to a more satisfying and a more rewarding life. On your idealism and on your success rests much of our hope for the final elimination of poverty in our American life.

You bring to this task many varied skills. You have been trained in educational institutions of every level. Many of you bring a lifetime of experience and of fruitful labor for this country that we all love. All of you are willing to share the privation of the poor. And ultimately you will share the greatest victory in the life of any nation.

It is characteristic of America that we meet our great challenges. We meet them in war and we meet them in peace, through calling on the idealism and the love of country of all of our people. They have always responded, and the challenge has always been met.

Your presence here this morning, and the many who will follow, testifies to the fact that this basic strength of America is always equal to any task.

The initials of your organization spell VISTA. It is an appropriate name, for you will be opening up new vistas of hope for the poor, achievement for yourself, greatness for your Nation, the Nation you serve.

VISTA volunteers stand ready to serve at the request of every community and every neighborhood, every organization and institution, which joins the war against poverty.

I believe—I know—that you will receive the support of all Americans. And I hope that all those with skills and dedication to offer will come and join with you in this most extraordinary force for good in our country.

It is a pleasure to welcome you here in the White House, and it is with great pride that I welcome you in this new undertaking.

NOTE: The President spoke at 12:23 p.m. in the Theater at the White House. His opening words referred to Sargent Shriver, Director of the Office of Economic Opportunity, Chairman of the Economic Council, and Director of the Peace Corps, who introduced the group of 20 VISTA volunteers meeting with the President.

A White House release dated December 16 listed 162 new war on poverty projects announced by the President that day and noted that VISTA, the domestic version of the Peace Corps, was under the direction of the Office of Economic Opportunity. The release stated that 99 volunteers, the first of the 3,500 planned for the opening year, "would help teach, train, and counsel impoverished Americans in migrant worker communities, big-city slums, and hill towns of Appalachia." The group, the release further stated, would work on 12 separate projects in 28 communities.

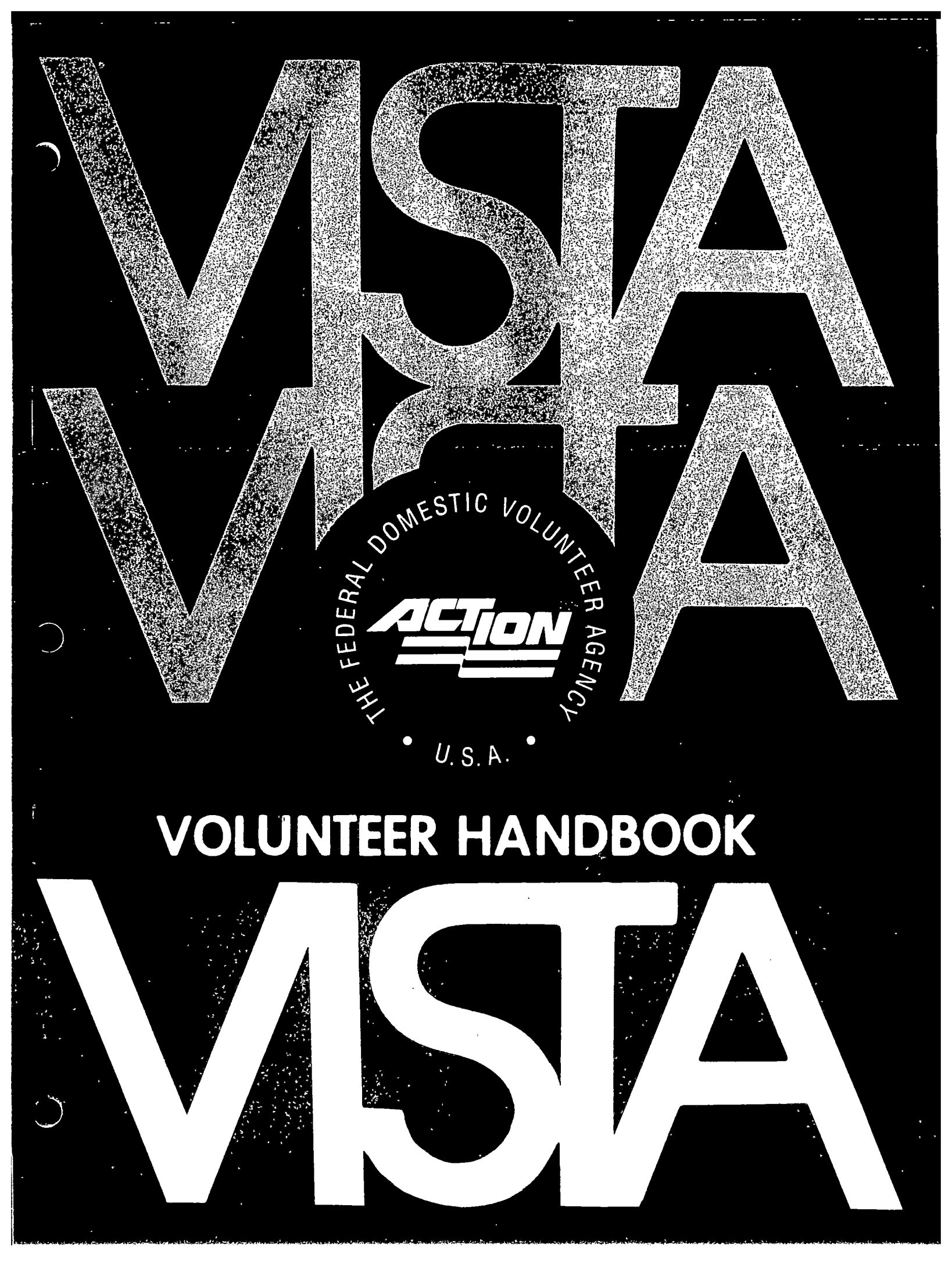
802 Remarks to the Members of the Economic Opportunity Council. *December* 12, 1964

I LOOK to this body as a domestic national security council for the war on poverty.

Your job is to help me in making policy and program decisions in waging this war.

This Council of Cabinet officers and heads of agencies was established by the Economic Opportunity Act to advise on "the coordination of antipoverty efforts by all segments of the Federal Government."

As provided for by statute, Sargent Shriver will serve as Chairman of this Council and will have responsibility for its operation.


VISTA
VISTA
THE FEDERAL DOMESTIC VOLUNTEER AGENCY
ACTION
U.S.A.
VOLUNTEER HANDBOOK
VISTA

9-1-81

CHAPTER 1

ROLES: SPONSORS, VOLUNTEERS AND ACTION

1. INTRODUCTION

a. The VISTA program rests on three basic assumptions:

(1) that private citizens can, on a voluntary basis, contribute to the solution of the nation's domestic poverty problems;

(2) that the skills and energies of Volunteers are used most effectively when the Volunteers live and work with the low-income people whom they are serving; and

(3) that the full-time presence and personal involvement of Volunteers bring an added dimension to the public and private institutions working to eliminate poverty.

b. While VISTA is a national program which provides full-time Volunteers to organizations which have goals in accord with the VISTA mission, it is not a self-contained or independent social action program with material resources of its own. Thus, given its limited resources, VISTA seeks to achieve its mission by assigning Volunteers to sponsoring organizations to work at tasks determined and defined by the sponsoring organization and the low-income communities which they serve.

c. The Volunteer's role in the poverty problem-solving process is focused toward mobilizing community resources and increasing the capacity of the target community to solve its own problems. While VISTA Volunteers serve as important links between the local sponsor and the people being helped, it is crucial to the concept of local self-reliance that sponsoring organizations plan for the eventual phase-out of VISTA Volunteers and for the performance of the Volunteer's functions by local citizens.

d. VISTA, then, develops and coordinates a merger of the interests and efforts of four groups to address the problems of poverty: the low-income community, the sponsoring organization, other segments of the community and the Volunteers themselves. The process by which this merger is accomplished is explained in the remainder of this chapter.

2. SPONSORING ORGANIZATIONS

a. Sponsoring organizations may be Federal, State, or local agencies or private, non-profit organizations which commit themselves toward solving problems directly related to conditions of poverty. In order to be eligible to sponsor VISTA Volunteers, each sponsoring organization must plan the project to which Volunteers are to be assigned in accordance with ACTION/VISTA programming procedures. The sponsoring organization must also ensure that proposed projects achieve the following:

(1) the active participation of members of the low-income community to be served in planning, developing, and implementing the project to ensure that the project is responsive and relevant to the low-income citizens to whom it is addressed;

(2) the mobilization of community resources;

(3) the eventual phase-out of the VISTA Volunteer and the absorption of the Volunteer's duties by other facets of the community.

b. By requiring this type of program development of the sponsoring organization, VISTA attempts to ensure that the work of the VISTA Volunteer will help to increase the capacity of the low-income community to solve its own problems.

c. Before a Volunteer is assigned to a project, ACTION/VISTA staff assists the sponsoring organization to ensure that the project goals and objectives are clearly defined, directed toward the elimination of poverty, and meet appropriate ACTION/VISTA program standards. As each project is developed, work plans are drawn up in detail which clearly state what the Volunteer's tasks will be. Work plans are given to Volunteers during pre-service orientation or upon arrival at the project sites. As a result of preliminary planning, Volunteers should be able to readily determine how, when, where, and why they are to accomplish their assigned tasks. Finally, the Volunteers' tasks on the project are identified and designed in such a way as to assure that the community is in a better position to solve its own problems upon completion of the Volunteers' term of VISTA service.

3. VISTA VOLUNTEERS

a. VISTA Volunteers pledge themselves to serve on a full-time basis for a term of at least one year (in addition to training), and it is expected that this pledge will be honored. In certain circumstances, Volunteers may be invited to serve for a period of two years.

b. During their term of service, Volunteers live among and at the economic level of the people they serve. They remain available for service without regard to regular working hours at all times during their term of service, except for periods of approved leave. A Volunteer may not be absent from the project area without the prior approval of the sponsor or supervisor. An additional full-time or part-time job is not permitted during VISTA service. Full- or part-time enrollment in an educational institution is also prohibited except as described in Chapter 7, paragraph 57.

c. In general, VISTA Volunteers should not assume or accept positions of leadership, or become identified with a particular faction or group, or with a partisan or non-partisan political group in the communities in which they serve. Such leadership or identification may hinder the community's ability to develop its own leadership and self-sufficiency.

d. The assignment which each Volunteer performs depends on the problem of poverty that the project to which the Volunteer is assigned has decided to address.

e. Each Volunteer has a supervisor who supervises his/her work on the project. Because the supervisor is responsible to the sponsoring organization, it is to the supervisor rather than to ACTION/VISTA that the Volunteers must turn for direction and guidance in their assignments.

f. There are two ways of recruiting full-time Volunteers: locally, from the community in which they will serve; and, nationally. With these two methods to recruit VISTA Volunteers, VISTA attempts to place the most appropriately qualified Volunteer on each project from the time Volunteer orientation begins. Whether locally or nationally recruited, all Volunteers are subject to the same ACTION/VISTA policies.

g. A Volunteer may not receive monetary compensation for any services rendered while serving as a VISTA Volunteer.

4. ROLE OF ACTION

a. Regional Offices

ACTION's domestic programs are administered through ACTION's Regional and State offices. There are ten ACTION Regional Offices (the addresses and the geographic areas covered by each are listed on the back cover). These Regional Offices provide administrative and financial support to the VISTA Volunteers. Volunteer pre-service orientation is coordinated by Regional Training Staff. Volunteer financial and health support are coordinated by the Regional Administrative Unit.

b. State Offices

ACTION State Program staff seek out, or are sought out by, potential VISTA sponsors and offer technical assistance in the development of VISTA project project applications.

After a project has been approved for the assignment of VISTA Volunteers, the State Office sends the project proposal to the Governor of the State for review.

Once Volunteers are assigned to a project, the State Office and the Regional training staff, along with the sponsor, provide in-service training and technical assistance to the Volunteers. The State Office also provides training to VISTA supervisors through periodic site visits, meetings with supervisors and scheduled training events.

c. VISTA National Office

The VISTA National Office is located in Washington, D.C. This Office, in consultation with Regional Directors, determines policies, goals, objectives and budgetary requirements for effective program operation, and monitors progress toward achievement of national program goals and priorities. The National Office allocates VISTA resources among the Regions and ensures that ACTION field staff and sponsors adhere to VISTA policies and procedures.

d. ACTION's Evaluation Office

Everyone in VISTA, including Volunteers, sponsors, and ACTION field staff, is responsible for regularly assessing VISTA activities and accomplishments. Assessments shall identify project work and efforts which have been successful from those which have not. VISTA evaluations

take several forms. The Office of Evaluation in ACTION's Headquarters periodically conducts formal surveys of VISTA projects. These surveys assess such basic things as the effectiveness of orientation and training, project support and programming, as well as resource mobilization and overall impact of Volunteers' efforts measured against project objectives.

Volunteers and sponsors are often asked to participate in other evaluation studies; for instance, to rate the effectiveness of specific training events for the benefit of Regional training staffs and to reflect upon the period of service by filling out an end-of-service questionnaire. Cooperation in participating in these valuations will help ensure continuing improvement of VISTA operations.

VISTA SERVICE ENHANCES COLLEGE EDUCATION

"What good is a college education if you can't put it to practical use?"
"I wanted to make a difference, and knew this was the best way."
"The most profound experience of my life."

These sentiments are shared by the thousands of college students and recent graduates who have participated in VISTA programs over the past quarter century.

Programs as diverse as inner-city literacy training and solar energy implementation at a migrant workers camp are being spearheaded by VISTA Volunteers between the ages of 18 and 27.

VISTA offers college students and recent graduates the opportunity to work full-time for one year to alleviate poverty and its related problems at the local community level. Even if you haven't completed your collegiate training, VISTA opportunities provide its volunteers with a practical education not found in textbooks.

VISTA service offers great challenge, builds character and can provide the rewarding satisfaction of watching the difference that one person can make. The issues are tough -- alcohol and drug abuse, homelessness, hunger, child and spouse abuse, illiteracy, mental illness -- the conditions which trap people

in the cycle of poverty. VISTA Volunteers successfully work in each of these program areas and more, strengthening young people's accomplishments as organizers and decision-makers in effecting positive changes in the communities they serve.

Being a VISTA Volunteer doesn't require a college degree. It requires a one-year commitment to tough work in a tough community. It requires motivation to assist that community mobilize and its resources into a viable force to achieve economic independence and self-sufficiency. Being a VISTA Volunteer means sharing your time, energy and life-skills in helping a community help itself.

The money isn't so great. You'll be provided a subsistence allowance at the poverty level in the community you are assigned -- enough to cover your costs for food, housing and incidentals, plus a monthly stipend upon completion to help readjust economically. But what you'll learn from your work -- the respect and trust of your community, plus pride in self accomplishment -- can't be beat.

Benefits of being a VISTA Volunteer are overwhelming. Many college-age students unsure of a career path use their VISTA experience as a launchpad to a vocation. VISTA service has led many students toward successful careers in administration, communications, banking and finance, law, education, health care and politics. Several former VISTA Volunteers say their one-year assignment was instrumental to their career choice and success.

VISTA service can be a career building block and a time of learning prior to graduate study. It allows you to escape from the intense pressures of rigorous classroom confinement and competition and put your skills to the test. "Young people have plenty of time to seek their fortunes," says Roger Trapp, a second-year VISTA Volunteer working to increase community awareness of illiteracy in his home state of Washington. He sees VISTA as "a good place to get real life skills" following college. Roger joined the VISTA-assisted Northeast Washington Rural Resource Development Association in 1987 following graduation from Evergreen State College, with an interdisciplinary degree in biology, ecology and science and society.

Another plus to VISTA service is that volunteers who have, or expect to receive, student financial aid from other sources may have loans deferred (under certain conditions) for up to three years while on VISTA assignment. VISTA service also qualifies some candidates for partial cancellation of National Direct Student Loans.

As a VISTA Volunteer, you can put your skills and education to practical use following graduation. Angelines Pabon found that her college experience was helpful during her year as a VISTA Volunteer at Philadelphia's Cities in School project. She sees VISTA as "an opportunity to give something back. You can stop being a kid and get out of your ivory tower." She said that as a young person "you think you can change the world. Through VISTA you learn that you can touch people a little bit."

Having VISTA service on your resume can make the difference in landing that choice job after graduation. Many companies, with the encouragement and support of the Bush Administration, are placing more importance in volunteer experience -- the experience that results from the development of organizational skills, great responsibility and the know-how to advance creative approaches that address specific needs. As a VISTA Volunteer, you will learn how to lead, organize and motivate others, all necessary skills for a successful career. Many corporations today look favorably upon applicants with such experience.

You don't need a degree in social services or endless hours of community help to become a VISTA Volunteer. Training in any field -- science, business, law, communications, liberal arts, engineering and others -- provides you with certain administration, organization and time management skills, plus a familiarity with information gathering and records management.

Recruit (5)

Many college-age men and women become VISTA Volunteers because of their experiences in community service while growing up. Whether it was serving as a candy striper, helping sort and fold clothes donated to the needy, even washing cars for charity -- it's that combination of education plus skills as a volunteer that makes many young men and women apply for VISTA service. As a VISTA Volunteer, you can explore new interests and fine-tune your skills without needing professional credentials.

And be prepared for an unexpected plus. You'll get far more out of your assignment than you put in, say many former VISTA Volunteers. You can't appreciate it until you're there.

A VISTA Volunteer learns far more than service-oriented lessons in planting and cultivating the seeds of self-sufficiency among a community. VISTA service is not a career postponement, it is career enhancement. The knowledge learned through your VISTA assignment will stay with you every day of your life.

Being a VISTA Volunteer means assisting the poor in making the important decisions affecting their lives: to have them develop their own leadership and self-reliance, to have them identify and utilize the vast resources within their own community. Being a VISTA Volunteer means helping people grow out of poverty and gain back their freedom through their own hard work.

Recruit (C)

"Any definition of a successful life must include serving others," says President George Bush. In his inaugural address, he challenged America to "a new engagement in the lives of others ... hands-on and involved, that gets the job done ... harnessing the unfocused energy of the young."

VISTA can be the foundation of experience to begin to build your success in life. No experience yields greater satisfaction and no task needs doing more urgently.

Focus your energy, talents and education to the best possible use in "Building A Community One Block At A Time."

Become a VISTA Volunteer.

ACTION
THE FEDERAL
DOMESTIC VOLUNTEER AGENCY

Washington, D.C. 20525

News

An Editorial Message on the 25th Anniversary of VISTA

To the Editor:

A quarter-century ago, in August, 1964, President Johnson signed legislation creating Volunteers in Service to America -- the VISTA program. Since then nearly 100,000 Americans have given a year of their lives to serve in low-income communities as VISTA Volunteers. Few citizens have worked so hard or shared so much of themselves in the fight to end poverty in our country. As we celebrate VISTA's 25th anniversary, we honor the great achievement of VISTA Volunteers, past and present, and we ask all Americans to join VISTA in helping poor communities gain a strong, new future.

Under the leadership of President Bush, VISTA will continue to mobilize volunteers and resources, to bring hope where there has been despair, and to help low-income communities grow through self-sufficiency and local initiative. VISTA Volunteers will take the lead in demonstrating, as the President has said, that "From now on in America, any definition of a successful life must include serving others."

Our VISTA anniversary theme, "Building a Community One Block at a Time," describes the service of VISTA Volunteers. They assist poor communities in organizing self-help projects, garnering private support and recruiting local volunteers -- making sure that when their VISTA service ends, strong, growing programs continue in the community. VISTA Volunteers are provided only a modest allowance, based on local poverty rates. They seek no reward beyond knowing that they have made a difference where the need was great and challenges were many. By sharing with others, VISTA Volunteers gain unparalleled experience and leadership skills. They learn what works. They learn that battles against illiteracy, drug abuse, homelessness, and every other aspect of poverty can be won with commitment, perseverance and full support from the community.

We will celebrate VISTA's 25th anniversary beginning with the August 20th commemoration of its founding legislation and ending in January, the month when VISTA Volunteers first

-MORE-

entered service. Through VISTA anniversary publicity and events, we will reach out to all Americans for participation and support, especially to college students and recent college graduates, urging them to consider a year of VISTA service. We ask all citizens, businesses and local organizations to become partners with VISTA projects in their communities. Let us each honor the patriotism and proud service of VISTA volunteers by getting involved ourselves, by extending the spirit of caring for our neighbors that has always strengthened our nation, and by supporting VISTA Volunteers as they help communities build the future, one block at a time.

Patricia A. E. Rodgers
Director of VISTA

ACTION
THE FEDERAL
DOMESTIC VOLUNTEER AGENCY

Washington, D.C. 20525

News

December 7, 1989

To the Editor:

To students facing the tough decision of what to do after college graduation, Volunteers in Service to America **(VISTA)** presents a special opportunity -- the opportunity to make a meaningful contribution to America's communities and to solving the problems they face.

VISTA Volunteers serve full-time for one year with local, non-profit sponsoring organizations. Service as a **VISTA** Volunteer qualifies some graduates for deferment of most student loans and partial cancellation of National Direct Student Loans (NDSL loans).

VISTA service offers great challenge, builds character, and can provide the rewarding satisfaction of watching the difference one person can make. The issues are tough -- alcohol and drug abuse, homelessness, hunger, child and spouse abuse, illiteracy -- the conditions which trap people in the cycles of poverty.

He will be in Roosevelt Room to hear President's remarks

Andrew Jacob, for example, works with at-risk street youth in Brunswick, Me., helping an emergency shelter develop programs to meet their needs. A 1988 English graduate of William and Mary College, Andrew says, "I didn't want to get into a career right away, but I did want to get in up to my elbows." Asked about the value of **VISTA** experience Andrew replies, "I wouldn't trade this for the world."

She will be in Roosevelt Room to hear President's remarks

Recent Yale University graduate Diana Lopez is a **VISTA** Volunteer working with Lakota Sioux and other Native Americans in South Dakota. Assigned to the Western Prevention Resource Center, Diana recruits volunteers and promotes substance abuse education and skills training at six of the state's Indian reservations. She calls her **VISTA** service, "one of the most growing and self-actualizing projects I have ever undertaken."

Both Andrew and Diana are members of the **VISTA** 25th Anniversary Honorary Committee, convened this year to mark a quarter-century of **VISTA** achievement. **VISTA's** 25th Anniversary theme, "Building a Community One Block at a Time," describes what volunteers do. Serving as community catalysts, they build a base of support, form volunteer coalitions and tailor programs to meet community needs.

As **VISTA** Volunteers, college graduates are architects of the future. They help build communities and in so doing, build their own experience and leadership skills. Serving as a **VISTA** Volunteer can greatly enhance a resume. Many companies, with the encouragement and support of the Bush Administration, are placing more importance in volunteer experience -- the experience that results from development of organizational skills, great responsibility and the know-how to advance creative approaches that address specific needs.

VISTA service can be a career building block and a time of learning prior to graduate study. Whatever one's goals, a year of service as a **VISTA** Volunteer provides intense, personal growth.

President Bush has said that "from now on in America, any definition of a successful life must include serving others." **VISTA** can be a foundation of experience to begin to build your successes in life. No experience yields greater satisfaction and no task needs doing more urgently.

America needs the enthusiasm and commitment of its recent college graduates as **VISTA** Volunteers. **VISTA** is part of ACTION, the federal domestic volunteer agency. For more information about joining **VISTA**, contact your ACTION State Program Office or call toll-free: 1-800-424-8867.

Patricia A.E. Rodgers
Director of VISTA

(Editor's Note: Legislation creating the **VISTA** program was signed by President Johnson in August, 1964, and the first **VISTA** Volunteers entered service the following January. Consequently, we are marking **VISTA's** 25th anniversary with a 25-week period of events and awareness activities which began in August and will extend through January, 1990.)

PERSONALITY PROFILES: VISTA Volunteers

VISTA is people working with people. Its success these past 25 years in bringing together people and resources in community improvement projects is based largely on the unique combination of skills, education and enthusiasm that each VISTA Volunteer brings to every VISTA project. Block by block, VISTA Volunteers help communities discover their inner strength and allow them to build their own skills and networks as they move toward self-sufficiency.

Their working conditions may have been less than spectacular, their days long and tiring. Black and white, hispanic, Native American, Asian, young and old, male and female: VISTA Volunteers have made a positive impact in communities in every state and territory throughout our nation by instilling a recommitment to self-help and an optimism toward tomorrow.

In this 25th anniversary year of VISTA, we are proud to share with you a brief look at some of today's Volunteers In Service To America, the true heroes of our assistance to communities in need.

ANDREW WYLIE JACOB is only 24 years old, but he offers a life of hope and opportunities to at-risk street youth in Brunswick, Maine. As a VISTA Volunteer at the Tedford House Emergency Shelter for the homeless, Andrew saw an increasing need for

shelter for pre-teen and teenage youth. In his first year at Tedford House, Andrew interviewed and counseled as many as 35 teenagers.

"The fastest growing population of the homeless is children under 18," he said. Andrew is now working with community leaders to find local funding and support to build the Oasis Youth Center, to serve youth ages 10 to 17 years that are homeless or runaways from around the country.

Andrew became a VISTA Volunteer shortly after graduating from William & Mary College in May 1988, with a degree in English. "I didn't want to get into a career right away, but I did want to get in up to my elbows," he said. He had little previous volunteer experience, as a tutor and summer aide for the Red Cross.

As a result of his work at Tedford House and in organizing the Oasis Youth Center, Andrew enrolled for a second year at the project. He plans to return to school in August 1990, and, "Regardless of my career field, I'll be working with youth because of my experiences as a VISTA Volunteer."

"I wouldn't have traded this for the world," is how he describes his experiences as a VISTA Volunteer. His dedication to his work and enthusiasm for VISTA has led Andrew Wylie Jacob to be selected as one of two current VISTA Volunteers to serve on the VISTA 25th Anniversary Honorary Committee.

Senior Citizens in Champaign, Illinois can thank a former cook from Pittsburgh for at least five more years of low-cost medical and hospital services.

When the city's Medicare 100 and PLUS health programs were threatened through the merger of two local hospitals, VISTA Volunteer **ANNA PETRARCA** assisted the community's elderly, who led city officials to agree to continue the programs. Under these programs, out-of-pocket doctor and hospital expenses for low-income senior citizens are nearly eliminated.

"A lot of senior citizens don't have a lot of money for health care and insurance," says Anna. As a VISTA Volunteer, she speaks at senior centers, civic meetings and libraries to inform the elderly of the health programs and their benefits. Through her efforts, enrollment doubled in one year from 700 to more than 1,500 low-income senior citizens. "I want these programs to be there when I'm eligible for them," she says.

Anna Petrarca recently enrolled for her third year as a VISTA Volunteer. "I'm sorry I didn't get involved sooner with VISTA," she says. "I like what I'm doing. It's completely different than what I did all my life."

VISTA Volunteer **PATRICIA LEE MAHONEY** recruits food service organizations and donors to support the Hawaii Food Bank in Honolulu. Despite no previous experience in marketing or food bank management, Patty developed the comprehensive proposal to

increase community involvement with the Food Bank. She also developed a brochure that explains the food bank process, a phone script used in recruiting supporting agencies, and wrote office procedures and a training manual for food bank office management.

Patty, who found out about VISTA from a friend who wanted to start a food bank, is now trying to start a similar program on Kailua-Kona.

"I like to help people," she says. "VISTA opened my eyes in seeing that the United States is concerned with working in local communities. My assignment lets me get creatively involved with the food bank and the community. That's very rewarding to me."

he will be at the roosevelt room ceremony

A second-year VISTA Volunteer at Southern New Mexico Human Development, Inc., Nicholas "**NICK**" **FLORES** counsels poor rural residents in and around Las Cruces and refers them to a variety of welfare and social services for assistance. He is very involved with drug and alcohol abuse prevention education and family intervention counseling, and assists in Project Charlie drug education counseling for fourth and fifth grade elementary students in Sunland Park, located 40 miles away on the Texas/New Mexico border.

Nick works with the mayors of Santa Fe and Sunland Park to bring federal and state social service coordinators directly to the local communities for briefings and assistance updates, since

most local residents do not have their own transportation. "They know my face well in the Social Security offices in Santa Fe and Albuquerque," he says.

Nick also helps direct Sunland Park's fledgling Food Van food service. Low-income residents pay $14 per month and must volunteer at least two hours of community service to receive 35 pounds of food. The Food Van is part of the St. Mary's Food Bank Program in Phoenix, Arizona.

Sunland Park and other small rural communities in New Mexico are not bi-lingual. Nick sees VISTA bringing communities together by interpreting the variety of services available and showing people their many opportunities. "VISTA makes them aware of what's out there for them," he says.

Nick was involved in a car accident prior to his VISTA assignment, and had to have one leg amputated. "It is my desire to serve as a VISTA Volunteer, and my disability is only a hindrance if I decide to make it so," he said. At age 43, Nick has not been slowed one iota by his accident.

Nick Flores plans to establish similar agency outreach programs throughout New Mexico, particularly in areas far from major cities, when his VISTA assignment ends in August 1990.

VISTA Volunteer **DARLA WOODWORTH** meets regularly with other members of the Greater Spokane (Washington) Coalition on Poverty, to ascertain the causes and solutions to poverty in her community. Now in her second year as a VISTA Volunteer assigned to the Northeast Community Center Association, Darla helps set community anti-poverty goals and objectives for continued funding. She personally wrote for the project (and was awarded) a grant for computer equipment and staff training. Darla helps build the project's image among community leaders, puts out a community newsletter, maintains the computer databases and trains local volunteers to better integrate information into NCCA's new and existing computer system. Darla, a 1987 graduate of Eastern Washington University, was not "computer literate" before joining VISTA.

"The hardest part of being a VISTA Volunteer is having to work yourself out of an assignment," Darla says about her work with NCCA. "No one shows you how to do this. But this is the best work I could ever have asked for," she adds.

Darla also sits on the Governor's Board of Family Independence and encourages other single parent women to receive the job training and education necessary for better paying jobs. She coordinated and ran a workshop this past October to make business executives and corporate sponsors more aware of the need for increased job skill education and relations with low-income women.

Volunteer Profiles (7)

She will be at Roosevelt Room Event

MARGARET PAYE retired four years ago from a 33-year career as an educator and school instructor. She decided to "give my remaining 15 or so good years" to helping at women's projects in Syracuse, New York. Margaret was volunteering at a city shelter for women when she read about Chadwick Residence, a VISTA-assisted project providing housing and support services to low-income women and children making the transition from shelters back into society.

Now a former VISTA Volunteer, Margaret raised funds to provide the women at Chadwick Residence with the opportunities for academic or vocational training, counseling and life management skills training, in order for them to successfully rejoin the community capable of supporting a family. She produced the first quarterly newsletter to increase community awareness and financial support of Chadwick Residence, held afternoon teas and arranged an art show to benefit the project. She also used grant money to purchase cribs and beds for residents' rooms at reduced cost from local merchants.

Margaret recruited three audiovisual students from nearby Syracuse University to produce a video on Chadwick Residence as a class project. More than 200 hours of film were edited into a 12-minute presentation, now being shown throughout the state.

"I help them keep their culture and assimilate into a second world," says VISTA Volunteer **DIANA LOPEZ** in working with Lakota Sioux and other Native American Indians in South Dakota's West River region. Assigned to the Western Prevention Resource Center, Diana recruits volunteers and promotes substance prevention education, stress management and life skills training at six of the state's nine Indian reservations. She works with schools in volunteer recruitment and training activities, and has developed a system to more efficiently distribute chemical health information to schools, churches and other agencies. Current education campaigns feature fetal alcohol syndrome and fetal solvent syndrome, as well as job skills training and employment opportunities.

Diana is an exceptional VISTA Volunteer who can relate directly to the confusions of living and working in two cultures. "I know what these people feel," says the daughter of Filipino and Caucasian parents. "I think this helps me do my job better," she says, speaking warmly about her work with Native Americans, many of whom are uncomfortable living in two societies. Her views in having Native Americans "confront complex stressful life conditions in a manner not damaging to their personal integrity" have appeared in the state's "Prevention Information Exchange" newsletter.

VISTA FACTS

** - Twenty-five years ago today (January 31, 1965) the first VISTA Volunteers began their service -- from the foothills of Appalachia, to the migrant worker camps of central California and to the inner city of Hartford, Connecticut.

- The original volunteers were sent to three locations: California, Kentucky, and Connecticut.

- The VISTA Program, "Volunteers in Service to America" was established in 1964.

- The first VISTA Volunteers were sworn in by President Lyndon Johnson on December 12, 1964.

- Among the original 13 volunteers were a minister, a retired naval officer and an 81 year old psychologist.

- Who can be a VISTA Volunteer? Any citizen 18 years of age or older who is committed to increasing the ability of low-income people to improve the condition of their own lives.

- All VISTA Volunteers are recruited for their skills, experience and the commitment they bring to the project.

- VISTA Volunteers serve full-time for one year without regard to regular working hours. They are assigned to a variety of public and private nonprofit organizations throughout the country. They are required to live and work in low-income communities, both urban and rural, or on Indian reservations. They serve in the 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands.

- The VISTA Volunteers live at the same subsistence level as the low-income people whom they serve.

** - VISTA has as a priority the recruitment of recent college graduates. Currently, VISTA service qualifies some college graduates for deferment and partial cancellation of their student loans.

** - The primary objective of the VISTA program is to help low-income individuals achieve self-sufficiency. VISTA Volunteers are a "temporary" resource. It is crucial to the concept of local self-reliance that sponsoring organizations plan for the eventual phase-out of VISTA Volunteers and for the Volunteer's functions by local citizens.

- Currently, there are approximately 3,000 volunteers serving in 700 projects.

** - There have been over 100,000 VISTA Volunteers who have served during the 25 years of the program.

- The projects to which most VISTA Volunteers are assigned focus on illiteracy, hunger and homelessness, unemployment and alcohol/drug abuse, the disabled, at-risk youth, native Americans and migrant workers.

- The core of VISTA projects is that they arise out of the local communities. Local residents identify their poverty-related concerns and develop methods of enhancement thereby making the decisions affecting their own lives.

** - The theme for the 25th anniversary of VISTA, "Building a Community One Block at a Time," as well as the accompanying poster, were developed by a former VISTA Volunteer.

** - There are 25 former, current or future VISTA Volunteers in the audience. Included among the former VISTA Volunteers are Senator Jay Rockefeller, Assistant Secretary of State Bernard Aronson, and Tribal Chair Nicola Larsen.

** - 18 members of the ACTION staff, some of whom are here today, are also former VISTA Volunteers.

- President Bush has said from now on in America the definition of a successful life must include serving others. VISTA Volunteers are indeed "success stories."

- The VISTA Volunteer has a unique relationship with the local community in which he or she serves, the project to which the Volunteer is assigned and the ACTION agency which supports the program.

- The impact of VISTA involvement is not only experienced by the local community and the sponsoring organization. The impact VISTA projects have had on its Volunteers is equal to or greater than that on the local community.

** ACTION thinks it is especially important to have this point included in the speech.

VOLUNTEERISM POLICY

Sec. 2. (a) Because of the long-standing importance of volunteerism throughout American history, it is the policy of the Congress to foster the tradition of volunteerism through greater involvement on the part of both young and older citizens.

(b) The purpose of ACTION, the Federal domestic volunteer agency, is to foster and expand voluntary citizen service in communities throughout the Nation in activities designed to help the poor, the disadvantaged, the vulnerable, and the elderly. In carrying out this purpose, ACTION shall utilize to the fullest extent the programs authorized under this Act, coordinate with other Federal, State, and local agencies and utilize the energy, innovative spirit, experience, and skills of all Americans.

TITLE I -- NATIONAL VOLUNTEER ANTIPOVERTY PROGRAMS

Part A - VOLUNTEERS IN SERVICE TO AMERICA

STATEMENT OF PURPOSE

Sec. 101. This part provides for the Volunteers in Service to America (VISTA) program of full-time volunteer service, together with appropriate powers and responsibilities designed to assist in the development and coordination of such program. The purpose of this part is to strengthen and supplement efforts to eliminate and alleviate poverty and poverty-related problems in the United States by encouraging and enabling persons from all walks of life, all geographical areas, and all age groups, including low-income individuals, elderly and retired Americans, to perform meaningful and constructive volunteer service in agencies, institutions, and situations where the application of human talent and dedication may assist in the solution of poverty and poverty-related problems and secure and exploit opportunities for self-advancement by persons afflicted with such problems. In addition, the objective of this part is to generate the commitment of private sector resources and to encourage volunteer service at the local level to carry out the purposes set forth in this section.

AUTHORITY TO OPERATE VISTA PROGRAM

Sec. 102. (a) The Director may recruit, select, and train persons to serve in full-time volunteer programs consistent with the provisions and to carry out the purpose of this part.

(b) If any applicant under this part who is recruited locally becomes unavailable for service prior to the commencement of service, the recipient of the project grant or contract may replace such applicant with another qualified applicant approved by the Director.

(c) The Director shall ensure that not less than 20 per centum of all volunteers under this part are fifty-five years of age or older.

ASSIGNMENT OF VOLUNTEERS

Sec. 103. (a) The Director, upon request of Federal, State, or local agencies, or private nonprofit organizations, may assign such volunteers to work in the several States in the local communities in which the volunteers were recruited in appropriate projects and programs, including work--

(1) in meeting the health, education, welfare, or related needs of Indians living on reservations or Federal trust lands, of migratory and seasonal farmworkers and their families, and of residents of the District of Columbia, the Commonwealth of Puerto Rico, Guam, American Samoa, or the Virgin Islands;

(2) in the care and rehabilitation of mentally ill, developmentally disabled, and other handicapped individuals, especially those with severe handicaps;

(3) in addressing the problems of the homeless, the jobless, the hungry, illiterate or functionally illiterate youth and other individuals, and low-income youths;

(4) in addressing the special needs connected with alcohol and drug abuse prevention, education, and related activities, consistent with the purpose of this part; and

(5) in connection with programs or activities authorized, supported, or of a character eligible for assistance under this Act or the Community Service Block Grant Act, titles VIII and X of the Economic Opportunity Act of 1964, the Headstart Act, or the Community Economic Development Act of 1981, in furtherance of the purpose of this title.

(b) The Director shall establish, at a cost not to exceed $250,000, procedures to recruit and place individuals from all walks of life, age groups, economic levels, and geographic areas to serve as VISTA volunteers. The procedures shall include an information system to ensure that potential applicants are made aware of the broad range of VISTA volunteer opportunities and a system to identify and place qualified volunteers where their skills are most needed. The Director shall also establish procedures for national and local recruitment, media and public awareness efforts, and specialized campaigns designed to recruit recent college graduates, special skilled volunteers, and individuals 55 years of age and older. The Director, wherever feasible and appropriate, shall assign low-income community volunteers to serve in their home communities in teams with nationally recruited specialist volunteers. The Director shall make efforts to assign volunteers to serve in their home or nearby communities and shall make national efforts to attract other volunteers to serve in the VISTA program. The Director shall also, in the assignment of volunteers, recognize that the community identified needs which cannot be met in the local area, and the individual desires of VISTA volunteers in regard to placement in various geographic areas of the Nation, should be taken into consideration.

(c) The Director shall provide each low-income community

VISTA VOLUNTEERS HELP DISABLED CITIZENS TO LIVE INDEPENDENTLY

Mentally and physically disabled Americans can face numerous barriers to individual self-sufficiency and full participation in community life. But with encouragement and assistance, the disabled can gain skills and services promoting independent living and personal growth.

Six VISTA Volunteers assist the Center for Human Services in Sedalia, Missouri in providing a spectrum of services and opportunities to disabled men and women, helping them gain greater access to education, training, employment and housing for those with special needs. The Center, which has become a model of community initiatives, also helps disabled citizens overcome prejudice that they may encounter in the community.

VISTA Volunteers at the Center have helped to increase community volunteers involved in the Center's initiatives, which has helped the program maintain diverse services such as physical therapy, training for individuals with varying skills and levels of disability, employment in a cooperative workshop, job training and placement in mainstream employment, programs that promote independent living and housing, children's therapy and education, respite care for families with a disabled member and programs to educate the community about disability.

"These VISTA Volunteers have greatly expanded the program's volunteer support in Sedalia," says Mary McIntosh, a former VISTA Volunteer at the Center and its former development director. "They have created a developmental training unit for our mentally retarded and developmentally disabled people, as well as a workshop. They come in and meet the needs which must be met."

During 1988, VISTA Volunteers created new programs and developed funding sources which allowed the Center to become self-funding through community support. One highly successful program involving both the volunteers and local business community is "Coupons for Kids," which VISTA Volunteer Sherry Broyles helped to get on its feet. In this program, community volunteers, many recruited from local schools, spend hours cutting out coupons for redemption at participating stores. Local supermarkets, including Biggs, Price Chopper and Food-4-Less allow volunteers to paste special "cents off" coupons on certain products. When a customer buys these products, the "cents off" discounts are donated to the Center for Human Services. More than $14,000 was raised in 1988 under this project.

VISTA Volunteers also have helped the Center's staff to develop other funding. McIntosh recalls her VISTA assignment: "I was a proposal writer -- I would identify needs of the Center and send them to various funding sources. Just a year's worth of proposals brought in $90,000 worth of resources either as in-kind or cash donations."

Commonly-held stereotypes of disabled people may cause prejudice and are a barrier to employment and self-sufficiency. As a result, the disabled may be forced to seek public assistance and are prevented from contributing fully to society. At the Center's Sheltered Workshop Program Cooperative, 130 disabled employees with many different levels of skill perform tasks ranging from simple assembly work to making office equipment for such quality minded clients as the U.S. General Services Administration. There are some 400 different jobs that the workshop completes for 175 companies.

VISTA Volunteer Kendra Maples has been instrumental in getting the community involved with the workshop program. "I get businesses and industry to give jobs to the workshop. I let them know who we are, what we are, what we can do and how we can help each other," she says.

Maples explains, "We currently have six people who are successfully placed with a job coach, who works side-by-side with them for nine months at no expense to the employer. Another four people are being placed, and two others have gotten off the welfare rolls and are successful individuals on their own. They are out in the community and are very happy."

Another approach to integrating the disabled into the community involves community education. VISTA Volunteer Sandra Jellison-Knock, a recent college graduate experienced in the theater and public speaking, trains community volunteers to use life-sized puppets to educate the community through role playing.

"I use 'Kids on the Block' puppets -- one is blind, one has cerebral palsy, and a hearing-impaired puppet which takes two people to work (one person works the hands for signing) -- for children's presentations on mental retardation. Plays are written for the puppets which represent disabled and non-disabled people. Our goal is public education -- to change the attitudes of people about disabilities, because one of the biggest barriers to handicapped people is the attitude of the public," she explains.

Robert A. Garlich, executive director at the Center for Human Services in Sedalia, sums up VISTA's contribution to the project: "Perhaps our most successful volunteer effort today involves our VISTA Volunteers. They are truly making an impact on the Center and those we serve."

NEW HOME TO HELP SHAPE FUTURE FOR NEEDY INDIAN YOUTH

New housing facilities for troubled and needy Indian youth are about to be built in the rolling countryside of the Tule River Indian Reservation in Porterville, California, with help from Volunteers In Service To America assigned to the Tule River Tribal Council.

Ambrose Manuel, a 29-year-old Tule River Indian from California's San Joaquin Valley, is excited about the construction of the first group home for troubled and homeless children and young people in the state and perhaps nationally to be located on a reservation.

"The kids don't have to be into drugs," says Ambrose, one of eight current VISTA Volunteers at the project. "We're trying to raise money for the home so kids age 7 to 17 will learn how to live without liquor or drugs."

she will be at Roosevelt Reservation

Tribal chairman Nicola Larsen, a former VISTA Volunteer at the Tule River Tribal Council, sees the new facility as a way to retrieve youths from foster homes by bringing them into the Indian community -- a "reunification," she calls it. Besides servicing health, education and cultural needs, the yet-to-be-raised group home will also help place the tribe's teenagers "back into the system," says Nicola.

The first-of-its-kind housing project for Indian youth will fulfill a childhood promise she made 30 years ago to one day "help Indians get better houses," says the tribal chairman.

Nicola fondly recalls her service as a VISTA Volunteer. "VISTA helped me approach people," explains the tribal chairman. "The more you work with different people, the more you broaden your abilities."

VISTA Volunteer Ambrose Manuel was paralyzed on one side of his body and unable to speak after a motorcycle accident four years ago. He uses himself as an example of how hardships can be overcome, when speaking with the tribal youth. With pride in his voice, this VISTA Volunteer tells how he has his own house and has learned how to cook and "take care" of himself. Although it may take him three hours to complete a painting (people are his favorite subjects), Ambrose continues to paint, and he has plans to return to school.

Mostly, Ambrose wants to continue helping people. "All of us are brothers and sisters. We're all the same -- all equal," he believes. "I'm doing good," this hard-working VISTA Volunteer tells his young friends. "Trust each other and you'll make it, too."

VISTA VOLUNTEERS SPEARHEAD LITERACY EFFORTS IN TENNESSEE

They visit prisons, factories and housing projects; they compile cookbooks and poetry books; they hold rap contests and organize runs as fundraisers.

"They're all go-getters. They do whatever it takes to get the job done," marvels Sara Beachboard, a staff member of the Tennessee Literacy Coalition and supervisor of the project's 18 VISTA Volunteers, now serving in 11 of Tennessee's 95 counties.

According to Kathy Oakley, executive director of the Tennessee Literacy Coalition, 7,469 adults with a reading level of 5th grade or less are enrolled in literacy programs within the state.

Oakley points out that in Tennessee, 1.2 million people are illiterate and 400,000 more are functionally illiterate -- which means that they cannot read nor write well enough to fill out a job application nor read street signs.

"The coalition began in 1982 but it really got off the ground in 1987 when we received a grant from Gannett, the newspaper chain, for $100,000 the first year and $50,000 the second," Oakley explains.

With the money, the coalition has been able to set up a toll-free statewide hotline in order to make tutorial referrals and answer questions. "The state is so big that most people can't just drop into our office," Oakley says. "The hotline is very useful. We also publish a newsletter with a readership of 1,300, we've held workshops, we have five training teams and we've given an orientation to 225 librarians in the state."

In addition, the coalition has published 50,000 brochures and 3,000 posters and distributed 125 videos -- all made possible through the grant.

"The VISTA Volunteers are the ones who have brought an extraordinary energy to the coalition, however," Oakley continues. "They're a big asset to the program. They recruit, they get out the publicity. Just one example: one VISTA Volunteer held a 'Run For Literacy' fundraiser. I was thinking today: 2,080 hours of service per year times the number of VISTA Volunteers -- it's wonderful!"

In the last four months, the VISTA Volunteers have recruited tutors and students, made visits to social service agencies to acquaint them with the literacy program, wrote letters and placed posters.

Beachboard credits the Volunteers for their "many innovative approaches to their assignments." Nina Bowden staged a rap contest with high school students as a way to publicize the literacy program, and had it aired on the local radio station. She went to a grocery story and got them to put the literacy program telephone number of their shopping bags. Then she got support to go into the local factories to recruit and place tutors in the workplace literacy program.

"A lot of people went into the factories at an early age and never really learned to read or write," Beachboard explains. "If anything happens to their jobs, they're destitute. If they can't read or write, they have a very hard time finding another job."

she will be at Roosevelt Room event

Volunteer Damita Wells "goes into the prison in Nashville. She has 11 inmate tutors there. They treat her like a queen," Beachboard says.

Beachboard notes that two VISTA Volunteers -- Dorris Seeley and June Bolton -- are retired. "They don't need money and they wanted to do something worthwhile so they looked around and VISTA was a logical choice," she says.

Seeley is taking advantage of her lifetime of skills by establishing a statewide adult education program. Bolton compiled a cookbook with recipes donated by her students. The proceeds are returned to the project. Observes Beachboard, "It's selling like gangbusters!"

Beachboard continues listing the activities of the volunteers: "Lois Brown of Middleton puts literacy brochures just about everywhere. The brochures are very simple, written at the second or third grade level and with very few words," Beachboard explains. "Many people who can't read much can at least read at that level. Other brochures say, 'If you know someone who needs help reading --' and gives information to pass along.

"Lois said she felt badly because she just couldn't bring herself to go into the bars to leave brochures," Beachboard laughs. "The VISTA Volunteers are all dedicated like that."

Beachboard cites other VISTA Volunteers across the state who serve in various ways. In Campbell County, Carol Wilson works with a Roman Catholic nun who "sees to it that everyone who needs transportation gets it." Carol and Sister Ann oversee a babysitting service at the tutoring location so that no one need miss a class because they can't afford or find a babysitter.

"Another fine VISTA Volunteer is Mary Jo Allen in Cooke County," says Beachboard. "She saw that texts donated by the state were shipped free of charge by the United Way. And Carleen Bolin of Bradley County writes a literacy newsletter and gathered short stories and poetry which were edited into a book."

Bolin went to Atlanta and studied a group literacy approach -- in contrast to the one-on-one approach commonly used. She plans to introduce it in her area.

In West Tennessee, VISTA Volunteer Ira Walter writes a weekly column for the local newspaper. Christine Renshaw has begun a workplace literacy program in two factories. And Patsy Brader is doing a similar thing in factories in another part of the state.

"A lot of factory workers are embarrassed that they can't read. It's harder than we thought it would be to get your foot in the door," Beachboard says. "But it's exciting. I've known about VISTA all my life and these Volunteers are doing just what I always thought VISTA was supposed to do: helping people to help themselves. It's an old idea but it's still true."

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STATEMENT OF SARGENT SHRIVER, PRESIDENT, SPECIAL OLYMPICS INTERNATIONAL, WASHINGTON, D.C.

Mr. SHRIVER. Thank you, very much, Mr. Chairman and Members of the Committee. I have submitted written testimony and I hope that some of you might have a chance to read it. Needless to say, I think it is pretty good.

This morning, it seemed to me, in view of the excellent testimony which has already been given by the VISTA volunteers who are here and by Senator Rockefeller, that rather than read my testimony, it will be worth more to you, I hope, to engage in a question and answer period rather than just reading a typewritten script that I have produced.

In connection with that approach, I would like to comment about a few things that have already been said here, especially by some Members of the Committee. I would like to start off with your comment about running Community Action in New York.

Nobody likes to talk about Community Action anymore. Community Action is something that everybody seems to be embarrassed about, but you are not, obviously; otherwise, you would not have talked about running it. I am not, inasmuch as I had something to do with getting it started.

Community action is essential to any victory at the community level; whether you call it community development or community action doesn't make any difference. But, the

only way the problems in the poverty area are going to be solved is when the community in that area get together to solve them themselves.

Sure, they need some outside help, but if the community cannot be mobilized to deal with its own problems, the chances of solving the problems in that community are relatively small. I, therefore, commend you and thank you for what you have done in community work in your great city up there of New York.

I would like to go on record and say that was an important, significant part of the effort to alleviate, if not eradicate, poverty in our country.

The second point I would like to make is this: When the war against poverty started, and VISTA was an integral part of it, the number of poor people in the United States was about 33 million. Believe it or not, we have got the same number today. It is a smaller proportion of the population because the population is larger.

The reality is that during the time that the so- called, much defamed war on poverty existed, the percentage of people in poverty went down drastically. It went from 17 percent down to eleven.

In these times of wild prosperity that we are all enjoying--at least most of us are enjoying--we have managed to raise the level of poverty back up to about 15 percent. That

is something nobody seems to want to talk about very much, that is, the increase in poverty during this period of so-called prosperity.

During this period of economic expansion, when the United States has been enjoying the greatest, continuous economic revival in its history, the total number of people in poverty has gone up.

Now, VISTA, I think, should be looked upon in connection with that fact. The fact is that VISTA was an anti- poverty measure and unless it keeps that focus, I do not think it ever will do what it ought to do.

The next thing I want to talk about is the word, empower. I was very much interested to hear Congressman Bartlett use that word a little while ago. If he had used that word twenty years ago, we would have rid you out of town. You would have been called a revolutionary. You would have been one of the worst radicals in the Congress. You would have been called some kind of a bomb thrower.

All those words were used about people who talked about empowering the poor, but you have hit the nail right on the head, and that is, unless you give human dignity and power to people who are poor, they are not going to be able to solve their own problems.

It is all right for those of us a little bit better off to go in as volunteers to help them, but what we have to do is

to help them gain their self-respect, to help them gain the ability to take care of their own problems, and that means that they have to be empowered. I use your word again.

A lot of people consider that a very, very revolutionary thing to say because it sounds as if you are taking power away from somebody else. That is not true. What you are actually doing is you are making them into full-fledged citizens of this nation rather than part of what is now called the underclass.

I have a son who tried to get into VISTA and wasn't successful. The recruiting program was not very active a couple of years ago, so he has ended up working in the Cherry Hill section of Baltimore City, not far from here, as you know, and poverty is very great there. It is the worst in the State of Maryland, like Anacostia here.

In that community, there is no sense of anybody being empowered. Those are the areas where this great drug problem is getting worse and worse. We are talking about fighting a war against drugs, but you do not fight a war against drugs. Drugs are merely something that you can take or not take. It is external to a human being.

What you have to struggle for is empowerment of people, giving them the dignity and confidence and hope, which enables them not to use drugs. It is great to fight a war on drugs with policemen, but policemen cannot replace or

give human hope to people. When there is no hope, then drugs become addictive; that is the only way out of the despair which people have, and it gets back to the word ''empowerment'' again.

I would just like to say that, to me, it is shocking to actually pick up the newspaper, this morning's newspaper, and see the Secretary of Treasury estimating that we are now going to have to spend $157.6 billion to bail out the S&Ls.

I think if you proposed putting $150 billion into a war against poverty, there isn't a single person in the Congress that would not have said that there is no such money. We can't spend money like that. Are you crazy? We don't have any money like that.

Somehow or another, $157.6 billion--it is right here on the front page of The New York Times--is going to be found to bail out S&Ls. I am not against bailing out S&Ls, but I am in favor of saying to myself and I think you all can say it to the country, that that exemplifies where we put our priorities.

We think it is all right to bail out the S&Ls. I do not disagree with that. We seem to be able to find the money to do it. We do not think that it is equally important to rescue 33 million people who are poverty stricken in this country, who are the center, to a large extent, of the drug problem in this country, the center of the crime problem, et

cetera, driving up the number of people who are in prisons. We do not think it is worth spending $150 billion there.

In last year's budget, I think that VISTA was just at 25 million. If you were to propose to double that or triple it or quadruple it, which is what it ought to be, everybody would say, ''Are you crazy? There's no money for that.'' There is never any money for a program like VISTA. It seems that way.

I have been very much encouraged, not just by the testimony we heard today, but by the fact that Republicans and Democrats on this Committee seem to be united in the belief that VISTA cannot be a victim of the budget crunch. That is where I think your biggest problem is going to be.

Judge Rosenbaum was saying here a few minutes ago, and I thought his testimony was wonderful, that young lawyers who come to work as his assistants there in the court, arrive there deeply in debt. Some of them owe, I think he said, sixty or seventy-five thousand dollars. They can't volunteer.

They can't volunteer because, in a sense, they are broke. One can say the United States itself is in that position now. We have got such a colossal debt, and I'm sure this will be told to you, that you have got such a colossal debt you cannot possibly increase the money put into VISTA, just as those young lawyers are going to be stuck and they can't

volunteer.

I think maybe the biggest battle is going to be with the House Budget Committee, not with us, and not even with the citizens. We have got a very tough problem, I believe. How can we possibly get the Budget Committee to double the size of VISTA or triple it or quadruple it?

No matter how eloquent the testimony on behalf of VISTA is, no matter how much it is needed as a national program, the way Jerry Rockefeller just testified, it seems to me we are going to run smack up against the problem that there is no money. We can't get the money in the budget.

So, I think the basic problem you are going to be confronted by is not whether VISTA is good or bad--we have heard eloquent testimony about that--not whether it is effective, not whether it needs to be national or local or both, but how can we afford it?

Consequently, although it is perhaps not the most encouraging thing to talk about, I think you have to talk about the cost-effectiveness of VISTA. I think you have to talk about what our priorities are. Are we going to continue to spend huge sums for national defense, almost unlimited sums, or are we going to take some of that money and direct it into human resource development programs like VISTA?

At the same time as we find out about the savings and loan

situation on the front page, there is another interesting article on the front page today. This is the argument about inflation. If you look down to the forty-fifth or forty-sixth paragraph, you will see that energy prices, which dropped last year, are now already up eight tenths of a percent; that food prices have gone up seven-tenths a percent; that medical care has gone up eight-tenths of a percent; transportation costs are up seven-tenths a percent; and, education costs have jumped 1.6 percent.

I picked them out because those are the problems that face the poor: no money to pay to heat their house; too high a cost for food for themselves and their kids; rent up; higher medical costs; higher education costs. That is about the eighty-fifth paragraph here in the small print.

The poor who are with us today, as numerous as they were 25 years ago, are going to be hit by every one of those statistics. So, I do not think we have a poverty program which has been reduced; in fact, I think it has been increased.

I do not think we have a prosperity situation in the United States which we can point to with pride and think how great we are, with everybody so prosperous. I think we have a worse social situation in the United States than we had 25 years ago.

I think it is up to you people to call national attention

to that. I think it is up to the people of the United States, under your leadership, to decide where to put their money. Do they want to continue to put money into defense, into bailing out the S&Ls, or into other matters that are not as human oriented as the war against poverty was or VISTA is, or are they going to put their money into human development?

So far as I am concerned, there is just no question about where the money ought to go. It ought to go into the lives and futures of human beings, not into the development of more and more sophisticated weapons for killing human beings.

I am very honored to be here with you. I must say when we started VISTA, I was not absolutely sure we would be existing 25 years later. I was not sure the Peace Corps would be existing 25 years later. I would like to go on record as saying that none of those programs would be in existence today if it weren't for the Congress of the United States.

I do not mean that you cooperated in it. I mean you kept them alive. The Congress did it, not the Executive Branch. I will repeat that. The Congress kept these programs alive and you deserve the credit, every one of you over here who has voted for them. Without you, we wouldn't have any of them.

I would like to stop now and say thank you. I thank you for what you have done. Thank you for holding these hearings. Thank you for the effort I think you will make to keep these programs alive and even to enlarge them in the future.

[The prepared statement of Sargent Shriver follows:]

**********INSERT**********

STATEMENT OF SENATOR JOHN D. ROCKEFELLER, UNITED STATES SENATE, WASHINGTON, D.C.

Senator ROCKEFELLER. Thank you, Mr. Chairman. I apologize about that, but we are doing confirmation hearings on Dr. Sullivan in the Senate Finance Committee.

I am very glad to be back here. I was here on the twentieth anniversary of VISTA, and I think Mr. Bartlett was also sitting there or close by at that time. Obviously, I am very proud of my VISTA experience, because it changed my life in every single way that I can imagine.

I went to West Virginia as a VISTA without the intention of staying there, but I stayed because of my VISTA experience. I have a cousin, Larry, who had a two-year VISTA experience working in Harlem. Count me as a devoted friend at the 30th and 35th.

I am not going to bore you, Mr. Chairman, by my experiences. I was requested to give a little bit of my personal experience and so I will do that. The man sitting at my right, Sargent Shriver, got me into trouble early.

I had set upon a career to be an expert in Asia and I had made that my major at college and studied for three years at a university in Japan where I had become, in fact, fluent in Japanese, and then I came back and went to Yale University in their Chinese Language Program.

Then I went to work for a fellow named Sargent Shriver in

the Peace Corps here in Washington working on the Philippines Program and doing some recruiting for Sargent Shriver. Then I went on to the State Department and worked on the Indonesia Desk. That was clearly the direction I was going in.

I decided just before I made that final commitment of going back to the university and getting my doctorate in Chinese and Japanese studies that I would take one year and do something in this country that hopefully would be useful to somebody and, hopefully, useful to me.

I went to West Virginia. I had a friend in West Virginia, a fellow named Charlie Peters, who also worked for Sargent Shriver in the Peace Corps. That was really my reason for going there, as Charlie indicated there were a lot of problems in West Virginia. I knew that because that was a time when people were talking about Appalachia a lot, reading about it a lot.

So, I went down and first, they put me in a building in the capitol city of Charleston because they didn't know what to do with me. I wanted to be out in the field and said so, and got out into the field. In fact, this was 1964 and it was one of the first VISTA grants to the Appalachia Youth Program.

I went out to a community of 56 families in two counties with a small river splitting them and started in. There is

no science to where you started in; you just kind of fumbled. Obviously, nobody knew what I was doing there, a tall, skinny fellow, born and brought up in New York, in a Land Rover with a Washington license plate. It didn't make sense to anybody.

It took me virtually six months of just being in this one community before I could become accepted even by the kids, much less the parents. I broke that difficult cycle, frankly, one day, in frustration, I just sat down on a railroad track that ran through the middle of the town and waited for somebody to come up and talk to me.

Some kids finally did and we tossed some rocks back and forth. We began to talk. That allowed me eventually to get into people's homes. I remember that our first community meeting was extraordinary because there had never been a community meeting.

People had never come together as a community. We are talking about a three-mile stretch with a house every hundred yards or so along a little river. At the community meeting, the women were willing to be very warm and to participate; men actually, at that meeting, I can remember sat sort of hunched down, squatted, facing away from the meeting, towards the walls of the building in which we were meeting.

It was a first major lesson about the incredible so-

called psychology of failure that goes with people who are poor. This was seven miles beyond the end of any hard road. There was no school bus that went out to this community because the law said you didn't have to go two miles beyond the hard road in West Virginia at that time, so they didn't go out there. They didn't pick up kids.

They wondered why in the world the kids didn't go to school. If they did go to school, they were called ''Crickers''. That's ''creek'' but they say ''crickers'' in Appalachia. Kids can be rough on kids, and they were rough on those kids. They didn't have the advantage of dental work or good clothes, maybe one pair of pants. A kid would drop out of school and you'd try and work with him and the reason would basically be because he would be picked on.

Interestingly enough, I was in Charleston, West Virginia, not long ago and the public school where all my children went was consolidating and bringing in some children from a poorer area. I read on the front page of the particular newspaper that some of the kids were being called ''crickers''. So, life changes and life doesn't change.

In any event, we did a lot. We worked on and developed a pre-school program. We started a library, had music lessons, built a baseball field and had a baseball team, a zero and 24 record over two years because the kids had never played baseball. We built a basketball court, had a park,

got ourselves a small park.

The whole question of introducing Pap smears, the social and economic difficulties with getting that going, was a real problem. Trying to get a school bus was a huge fight with the Board of Education. We finally got one.

We got going, after the first year, some 77 different programs in that community. Everything was a struggle. Obviously, I could not do anything in a year, so I decided to stay two years and then two years became 25 years. I think that's enough personal history.

I feel that it is unique that I am a Senator from a state where I went into VISTA, but VISTAs are remaining in states and do work just as valuable. There are a lot of VISTAs in West Virginia today who were there when I was there and they are still there, doing things just as important or more important. I think that is true all over the country.

VISTAs are loyal. VISTAs, like Peace Corps workers, tend to be public service oriented, and they pursue it. VISTA changes their life; Peace Corps changes their life. They give, but they are given much more. VISTA and the Peace Corps enrich this country beyond measure.

In any event, a couple of thoughts, Mr. Chairman, for what they are worth. I think VISTA is as relevant today and more needed today than ever. In some ways, it is a shadow of its former self, and I don't mean to demean it, but it is much

smaller and there is less aggressive recruiting.

One of the VISTA volunteers that just spoke talked about being from New Brunswick, New Jersey, and she was sent to Dallas, Texas, to a Chicano barrio. That is the way it used to be. In other words, it was a matter of a national VISTA.

You did not go to where you were born; you went to someplace where you were different and where other people were different, where your newness and their newness to you created some kind of chemistry and symbiotic relationship which was productive. You could be both irreverent and sometimes be very reverent.

The concept of the national VISTA, not a local job placement service--and I am not implying that it is, but a VISTA volunteer being picked and sent elsewhere. Recruitment was referred to by Tricia Rubacky. She was recruited, she says on page 2. They came to her at her campus: ''A recruiter came to the campus and suggested that I join VISTA.'' That is not going on as far as I know and if it is going on, then I am glad to know it.

But that needs to happen. People have to be recruited. One of the reasons for that is that the leadership nationally over these past number of years have not tended to talk about public service. I came right during the time of John F. Kennedy. That story is obvious.

Sargent Shriver changed my life when I got a letter from

him when I was at Yale doing Chinese language studies. He said, ''Come on down and be with the Peace Corps.'' He wrote me a handwritten letter, a big shot in Washington. Those things make a difference.

If you hear national leaders talking about VISTA, as we have heard President Bush talking about it. If we had heard Ronald Reagan talking about public service, not demeaning it but honoring it and encouraging young people to be a part of it, it did not get through in the right way.

Back then, it was part of your job as a leader to call upon others to serve. Surely, it was an idealistic time and sure, it was just after the Fifties and sure, life was a lot simpler then, but nevertheless, the message was moral and it was compelling.

Leaders felt it their responsibility to call on others, particularly young people, to get involved and do something useful other than make money. I have no objection to that--making money--but there are other values and those values are not--there is no such clarion call, Mr. Chairman, right now.

I might also say that VISTA has been run with imagination. It may still be run with imagination, but I really treasure the concept of the national volunteer, the person who is taken from one place and put into another. I think it is more healthy all around.

If someone is put into the same place they live, there is nothing wrong with that, but to me, VISTA ought to be greater and it ought to be more national. It ought to be bigger. I think Congress has the responsibility not just to keep it well, but to keep it really alive, make it stronger.

Today, in West Virginia, there are very few VISTAs. Those who are there are terrific, but there are very few. You don't hear about them because nobody talks about them. In the national leadership, the state leadership, you just don't hear it.

I think that we ought to put volunteers where they can make the most difference and where the worst problems are, because I think they can help make a difference. It is very difficult to sustain a difference after the volunteer leaves. If you leave a community after two years of work there and it is a very small community, 256 people in my case, more than half children, and when you leave the community, can the structure continue?

It is very hard to do that, but it is noticed and what happens inside yourself as a volunteer--I wasn't a volunteer. I was a VISTA worker. I was paid $6,450. What happens inside of yourself is enormous. You change. That's what this country has got to be about.

So, I am privileged to be here. VISTA changed my life. I would be writing a manuscript in Japanese somewhere, I

suppose, if it hadn't been for Sargent Shriver who got me into the Peace Corps, and then that clarion call of national leadership which says that you can make a difference and it is your responsibility to do so, so come on.

Thank you, Mr. Chairman.

Chairman OWENS. I want to thank you for taking the time out of your busy schedule, and we look forward to working with you as we develop the reauthorization proposals. I hope that you will be a cosponsor in the Senate, of course, on the reauthorization legislation.

Senator ROCKEFELLER. You can count on that, Mr. Chairman.

Chairman OWENS. Thank you, very much.

I am particularly pleased and honored to welcome Sargent Shriver. All of the personal stories have been told from that side of the table. I would like to tell one briefly myself.

The turning point in my life was when I left the Brooklyn Public Library as a community coordinator and became the Director of a Community Action Agency in New York City in 1966. Later on, I became in 1968 the Commissioner for the Community Development Agency, which was the CAA for New York City.

I read a few articles recently, magazine articles, about the war on poverty and they tell only a very tiny part of the story. I could be a part of telling a comprehensive and

fair story, and I think it is a program that transformed the lives of many, many people in places like New York, especially in the black and Latino communities.

I made a habit of counting among the leadership, the civic and elected leaders, party leaders, in that city who come from the black and hispanic communities, counting the people who came out of the Community Action Program. The percentage is always above 75 percent of the leaders and the elected officials whose lives were touched by the Community Action Program and were transformed.

I am particularly pleased to welcome you today, Sargent Shriver. You have always been one of my heros.

STATEMENTS OF JUDGE JAMES ROSENBAUM, U.S. DISTRICT COURT, MINNEAPOLIS, MINNESOTA; JEFF NEWMAN, EXECUTIVE DIRECTOR, NATIONAL CHILD LABOR COMMITTEE; TRICIA RUBACKY; MOLLY BURNEY; PLAN LEARNING CENTER, WASHINGTON, D.C.; REBECCA BETZ, PENINSULA LITERACY COUNCIL, HAMPTON, VIRGINIA; AND, HYMAN BOOKBINDER.

STATEMENT OF JUDGE JAMES ROSENBAUM.

Judge ROSENBAUM. Good morning. I am not very well recovering from a cold.

Thank you, Congressman Owens and thank you, Congressman Bartlett and Members of the Committee. I appreciate the opportunity to appear here this morning.

As you heard, my name is James Rosenbaum. I am a United States District Judge and I sit in the State of Minnesota. I was a VISTA volunteer almost twenty years ago from 1969 to 1970 and I served in the City of Chicago.

It was a unique and a most valuable opportunity for me personally, and I want to talk a little about my experiences and a little about some of my observations, if I may be so lucky. First of all, I was right straight out of law school. I was a product of St. Paul public schools and Minnesota University and Law School.

After some of the administrative mess ups, which I have become used to when I went further in my government service, I was placed in the City of Chicago. I was placed at an

of communication and that kind of contact between those who have or those who are able to help and those that do not have or those that do need the help.

It gave me a chance to see parts of America I didn't know. It gave me a chance to serve and to assist others who might need my help. It gave me a chance to develop myself as a person with them. I did not cure--believe me, as I suspect you knew long before I came--housing discrimination in Chicago, but I had a chance to help.

I did not resolve their problems, but I had a chance to be part of their solution, at least a small part. I will tell you that it changed my view of this country and my view of future service to it.

I would hope that you would encourage this program. There is a value to helping this country to unite and assist itself, and I thank you, Gentlemen.

If you have any questions, you may feel free; otherwise, I know my other members are similarly informed.

[The prepared statement of Judge James R. Rosenbaum follows:]

**********INSERT**********

Statement of ACTION Director Donna M. Alvarado
on the VISTA 25th Anniversary
Before the House Subcommittee on Select Education
February 23, 1989

Mr. Chairman, members of the subcommittee, I appreciate the opportunity to share my thoughts with you on this the 25th Anniversary year of VISTA. This is a time to not only reflect on and honor the accomplishments of the nearly 100,000 individuals who have served as VISTA Volunteers, and to whom we owe a debt of gratitude for their dedication and hard work, but it is also a time to reaffirm the goals and direction of the vital public/private partnership effort the VISTA program now exemplifies.

INSERT (A)

As Members of this committee are well aware, since its inception and as it enters a second quarter century, the concept underlying VISTA derives from 200 years of American tradition of volunteerism and community involvement in service to those in need. VISTA--Volunteers in Service to America--is the oldest program of ACTION, created as part of the Economic Opportunity Act of 1964. Its legislative mission then, as it remains today, is to "strengthen and supplement efforts to eliminate and alleviate poverty...in the United States by encouraging and enabling persons from all walks of life...to perform meaningful and constructive service as Volunteers..."

The Volunteers then, as now, serve full-time for one year under the direction of local public or non-profit sponsoring agencies. They live within the low-income communities they serve and receive a monthly subsistence allowance and a modest stipend at the end of service. The goal of their service is to help needy Americans achieve a measure of self-reliance and the ability to live in decency and with dignity.

VISTA has come a long way since its first thirteen Volunteers, ranging in age from 20-81, entered a training program in Chapel Hill, North Carolina, in January, 1965. Today VISTA Volunteers serve in every state of the Union as well as in the District of Columbia and Puerto Rico. VISTA Volunteers are recruited for the commitment, skills and experience they bring to their work. Throughout its history, VISTA has attracted Volunteers from all walks of life, all geographical areas, and all age groups, including low-income individuals and older Americans. VISTA Volunteers with training, empathy and understanding have worked side-by-side with involved community leaders, often achieving more in a year than their sponsoring agencies had been able to do in nearly a decade. In West Virginia, for example, it is best described in the eloquent words of Jean Ambrose, the project director of a former VISTA sponsor--the Literacy Volunteers of West Virginia. "If you had told me back in 1982 that only six years later there would be trained tutors ready to help adult non-readers in virtually every county, I wouldn't have believed it. There is no way I could have responded to

that interest, there was no way we would have had the funds to hire staff. VISTA enabled us to seize the golden opportunity of a rising tide of public awareness about the rampant functional illiteracy existing in our society. Today, anyone anyone would be proud to claim us as a success story.

I would also add that our budget grew from $30,000 in 1982 to more than $100,000 in 1986, which coincided with the year we had the most VISTA Volunteers with us. This year our budget is $90,000 and we are almost entirely supporting ourselves through sources other than state government.

...We have institutionalized Literacy Volunteers at the grass roots level. Some of our programs are VISTA sponsors themselves, now. Many are taking the program into the schools, to help prevent children from becoming illiterate adults. All are firmly rooted in their communities and are economically self-sufficient, not having become dependent on the VISTA Volunteers who did the hard community organizing work at the beginning.

I believe our partnership with VISTA exemplifies what can happen when you help people help themselves."

Such successes as the Literacy Volunteers of West Virgiinia are examples of community-based problem-solving, the basis of the VISTA

program. The VISTA program today, as it begins its twenty-fifth year, is proud and strong. Our Volunteers are addressing the most basic challenges facing low-income Americans--hunger, homelessness, illiteracy, unemployment, physical and chemical abuse, and the needs of young people at risk.

For example, at the Church Avenue Merchants Block Association (CAMBA) in Brooklyn, VISTA Volunteers deal with the needs of the homeless and newly-arrived refugees in North Flatbush. Since the start of the project in February 1988, VISTA Volunteers' outreach efforts have resulted in the enrollment of homeless mothers in parenting skills workshops and GED equivalency classes. Children of homeless families have also attended a ten-week summer camp sponsored by CAMBA. Two hundred immigrants have been enrolled in ESL classes, and an after school youth program has been established for refugee students.

At the Women in Action in Houston, Texas, recently visited by Congressman Bartlett, the VISTA project deals with the problems of unemployment faced by teenage parents. The VISTA project, begun in July 1988, is developing a core curriculum for academic skill enhancement for dropouts in the East End of Houston. It is also establishing a Job Finders Advisory

Council to aid teen mothers and fathers find permanent jobs in the work force. VISTA Volunteers' will be contacting employers to encourage increased numbers of part-time or shared jobs to allow teen parents to continue in school or in GED classes.

The VISTA program is responding to the needs identified by low-income communities. Community self-help and citizen participation may have started out as ideals; we now know that they are practical necessities. We found out that our most valuable resources in meeting the challenges of hunger, illiteracy, drug and crime prevention, and public housing are the people and the resources in local communities and neighborhoods. Mobilizing resources to build or expand a program ensures that a Volunteer's term isn't just a one-time effort; it has a multiplier effect -- leaving behind permanent structures that will continue to facilitate self-sufficiency among the poor.

Mr. Chairman, members of the Committee, we hope and expect that the VISTA program will build upon the best of the past while continuing to respond to emerging needs. INSERT (B)

It is our hope that in the next 25 years, in the words of President Bush "...citizen service will become a real and living part of every American life. Citizenship and the idea of giving something back will again be recognized as essential elements in a life well-lived."

This is the spirit that guides VISTA on its future missions, as we continue to demonstrate that the commitment to serve others is still very much a part of the American character--the American tapestry.

To commemorate the anniversary a special committee is being assembled to be part of the recognition activities. Our Public Affairs Office has submitted a proposal to mark the occasion, including recommendations to hold special celebrations at the three original VISTA project sites, an employee open house, feature stories for the media for a 25-week period, state observances and new posters and brochures.

Insert B

And to respond to those emerging needs, I am pleased to officially announce today that Patricia A.E. Rodgers, has accepted our offer to become the new Director of VISTA, effective March 13, 1989. She comes to ACTION from the Department of Housing and Urban Development where she served as Special Assistant to the Executive Director, Interagency Council on the Homeless.

She has a Master's Degree in Social Work from Catholic University of America, and has work experience in both social work and teaching. The strong educational, governmental, and social work background are integral parts of the VISTA program, which she will take into our next quarter century.

PREPARED STATEMENT OF JOHN ESTRADA, COORDINATOR
CITY OF EL PASO'S GANG INTERVENTION PROGRAM

Major Owens and members of the Committee, thank you for inviting us to present testimony to this hearing on the 25th Anniversary of the Volunteers In Service To America (VISTA) Program. My name is John Estrada. I am the Coordinator for the Gang Intervention Program in the City of El Paso, Texas under the Department of Community and Human Development. We indeed feel privileged to come before this Committee on behalf of VISTA.

The year was 1966 when I first heard of VISTA as I had been one of the fortunate students to be selected to participate in the Upward Bound Program. I remember that among those upper classmen from the University of Texas at El Paso, then called Texas Western College, who served as tutor-counselors was Larry Sears whom we came to find out was a VISTA Volunteer assigned to this project. The influence of Mr. Sears and indeed the whole staff on the Upward Bound Project was a turning point in my life as well as those of my peers. Having come from the barrio element and in fact a product of some anti-poverty programs, I have long felt the sense of joy and salvation from these experiences. My adult and professional life has been devoted to helping my fellow man. The concept from which VISTA operates - to mobilize community resources to address specific poverty related problems is consistent with my individual and programmatic philosophy. Only when you teach people how to become self-sufficient will their quality of life improve significantly. So it is with the VISTA project we operate in El Paso, Texas.

Ours is a diverse and growing community with a population of over half a million. Within a rock's throw lies our sister city, Ciudad Juarez, Chihuahua, Mexico. El Paso continues to serve as its namesake, Paso del Norte (Pass to the North). Our problems are many and multi-faceted. Our population is predominantly Hispanic and yet most of the social problems continue to plague our people. We are a young

population and indeed the problems confronting our youth are severe. Among these are high rates in dropouts, teen pregnancies, drug usage, illiteracy, delinquency and gangs. It is a well documented fact that all these social ills are inter-related with their roots stemming from low-socio-economic conditions. In our attempt to address these issues we have formulated the Gang Intervention Program which is now entering its fourth year of operation. To a very large part, this program was made possible through the Federal ACTION Program through its VISTA project. The City of El Paso provides administrative support while ACTION provides the VISTA Volunteer slots.

Let me elaborate on how invaluable this project has been to our people and our community. From the onset, this project was well thought out and received considerable support from the city government. Our relationship with the State Program Director Mr. Jerry Thompson and his staff, the Regional Director Ms. Paulette Standefer and indeed with Ms. Jane Kenny and Ms. Donna Alvarado at the Federal level has been extremely supportive. This has given us the impetus to develop strong linkages within our own city. The vehicle for this is the Mayor's Task Force on Gang Intervention where representatives from the various sectors of our community i.e., council members, Police, school, housing, recreation, mental health, social work, youth employment, lay people and others come together to openly discuss ideas on what direction we are heading and how we can better serve our youth. As coordinator for the VISTA project, my role is to inform the committee on our overall Goals and Objectives and to enlist their assistance on mobilization of resources to bring to bear to this complex problem. Within the past three years, the credibility of our project and hence the reciprocity of our networking efforts have materialized. The role of the VISTA Volunteers in the barrios has been to augment whatever services exist or if there is a need for services to identify said and begin to mobilize these resources for a viable service delivery system. Their role is not adversarial but rather complimentary. The general approach is holistic in nature and we feel we have made significant strides in this endeavor.

Because of the unique circumstances which local gangs create, we have recruited and would continue to advocate for the local recruitment of VISTA Volunteers from the barrio ranks. These Volunteers have provided on invaluable opportunity to access this unique target population because most of them are very streetwise and have themselves survived the gang element so prevalent in our barrios. Of course, providing proper training in street work and social work principles is paramount for the VISTA Volunteers. In our experience this combination has been very fruitful. In the absence of any positive role models for many of these youth, the VISTA Volunteer has emerged and has worn the responsibility and respect well.

I would like to highlight some of the finer qualities of this VISTA project. Including some of the functions of the VISTA Volunteers as well as their impact upon the youth they serve and the community as a whole.

As I have indicated, we are using a community-based approach to the problems of gangs and through the VISTA Volunteers we are enlisting and mobilizing community resources to benefit identified youth. The VISTA Volunteers have been instrumental in giving input to the VISTA Project Work Plan which consists of twenty-seven goals and objectives. Other functions include identification of youth at-risk, serve as liaison for youth and community service providers, attend meetings to address barrio problems, make referrals to youth programs, to jobs, establish committees to address problems, identify and seek out resources to benefit youth, and assist with the provision of direct intervention methods and socialization activities which are designed to increase their respective level of functioning. In brief, the overall function is to reduce the incidence of gang related activities among identified youth. In many respects the VISTA Volunteer is the epitome of a grass roots worker in the barrio bastions.

The success of the VISTA project has served as a model for others to follow and it has rekindled the belief that collaboration and coordination of effort to address social problems does not need to

entail large pots of money. One of the keys to a mobilization effort is the sense of community pride which each community has to realize. In our city, we have come to grips with this and have begun to fully realize the negative impact and economic costs of disfranchisement of our youth. The VISTA Volunteers have had a positive impact on the youth they have served because for the most part they would have gone without. As with most prevention programs, units are difficult to measure. However, we can say without reservation that the overall attitude and awareness of the community toward the gang problem has changed tremendously. Through the efforts of VISTA Volunteers, we have been able to identify youth groups who could potentially become gangs, and we have established an alternative for them to participate in more constructive activities. Over the years we have been able to work with over five hundred youth and with another five hundred family members. Working with the local Youth Employment Program, we have been able to find summer jobs for fifty youth. We have been able to work with the school system to identify over three hundred potential dropouts and have succeeded in retaining them in school. We have coordinated efforts with local barrio youth to provide hundreds of hours of presentations in the areas of substance abuse prevention, gang prevention, AIDS prevention and other related youth issues. We have worked with local Optimists Clubs and they have sponsored the first Youth Optimist Club inside a Public Housing Complex. We have worked with local police for the prevention of major gang fights. We have worked with Neighborhood Improvement Associations to create Food Clubs in Public Housing Complexes. We have worked with Keep El Paso Beautiful and have created a VISTA Youth Clean Up project. We have worked with school administrators to provide anti-gang programs and mentor projects. We have worked with Parents Anonymous to create seven parent groups. We have also been successful in working with local businesses to donate products for successful socialization activities; this includes free passes to the Sun Bowl football game, the Circus, the Rodeo, Amusement Park, and have received other products to give as incentives to youth such as T-shirts, school supplies, reading books, dictionaries, pizzas, hamburgers, cokes, and prizes such as trophies and certificates. The VISTA Volunteers have also been instrumental in getting some positive

media coverage for youth activities. In short, we have been able to work with high risk youth and the VISTAS have stood up and delivered.

This work with youth has permeated to the rest of the community where there is now a sense that we are able to contain this problem before it gets out of hand. We have created a sense of community involvement whereby we are accessing more of the "right" groups such as Leadership El Paso, Civic Clubs (Kiwanis, Optimist, Lions) Boy Scouts, 4-H, YMCA, YWCA, the Arts Resources Department, Community Foundation, and other significant action groups. Through VISTA Volunteer efforts we are bridging the gap with traditional organizations and using non-traditional approaches. These are all positive impacts which can be directly attributed to the VISTA Volunteers. It is now to the point where we are invited to present and to participate in key committees dealing with our youth. The combination of forces of which VISTA Volunteers are an integral part has lent itself very well to this problem.

In summary, I would again like to thank this committee for this great opportunity to come before you and share my utmost adulation for the VISTA Program and would encourage its continued funding. In closing, I would like to say, Let Us Gang Up on the real issues confronting our youth. VIVA VISTA.

Thank you.

CD010-113

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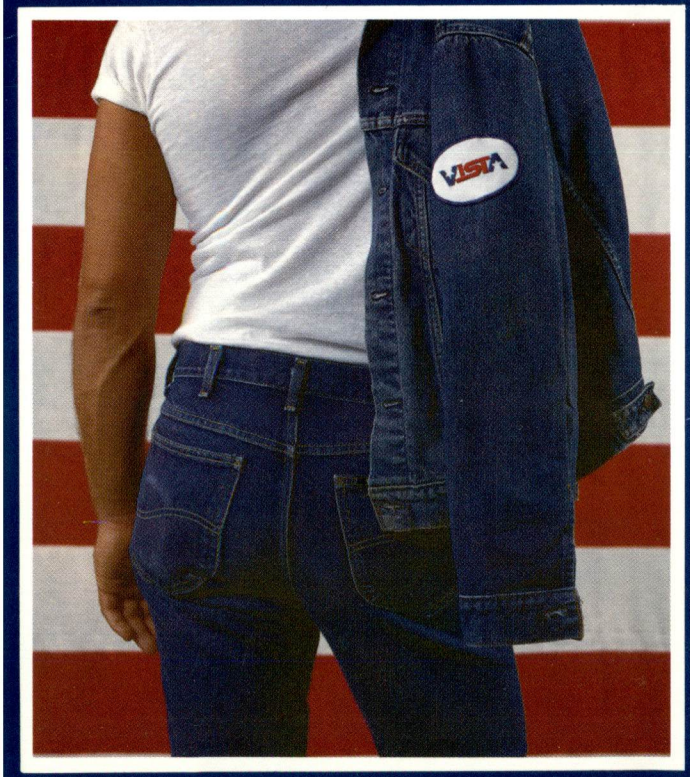
Volunteers In Service To America



VISTA

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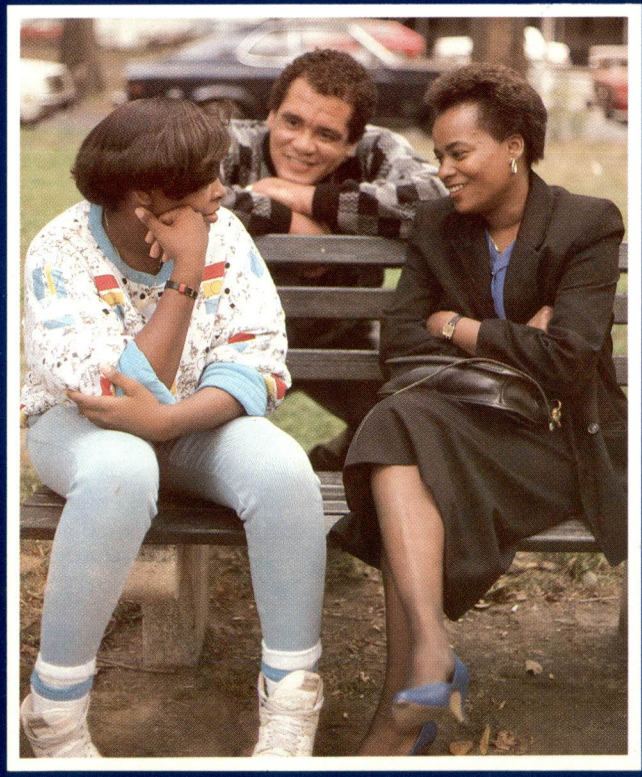
The Adventure Begins at Home...



THE FEDERAL DOMESTIC VOLUNTEER AGENCY

ACTION

U.S.A.

Washington, D.C. 20525

85/9

You don't have to travel the globe to find a challenge. With VISTA the adventure begins at home.

The real challenge is right at your doorstep. The true adventure is right at home.

The greatest needs of every community—The problems that some of your neighbors face, problems that can seem so overwhelming—These are the issues that challenge America at home.

Community volunteers are modern America's true adventurers. For great challenges require great vision and stubborn problems demand fresh ideas and action.

The leadership of local volunteers —that's what VISTA is all about.

With the spirit that built America, VISTA volunteers get the job done. VISTA volunteers meet challenges head-on.

Neighbor to neighbor—that's the VISTA spirit. It means hard work, long hours, constant challenges, But you'll make a difference to your community. Because one year of VISTA service can change lifetimes.

Work where the action is—in the heart of your community.

VISTA. The adventure begins at home.

Is It For You?. . . .

To join VISTA you must be a U.S. citizen or permanent resident. You must be at least 18 years old. There is no upper age limit.

GOOD CITIZENSHIP

Americans Give Thanks To VISTA Volunteers

by Patricia A.E. Rodgers
Director of VISTA

During this holiday season, Americans are giving thanks to Volunteers in Service to America (VISTA) for its 25 years of fighting to end poverty in our country.

And the best way to thank the 100,000 men and women whose gift to the nation has been to serve as VISTA Volunteers, is by supporting the approximately 3,000 VISTA Volunteers who are carrying on VISTA's legacy by helping low-income communities around America to construct a new tomorrow.

Rodgers

VISTA Volunteers are architects of job training programs and literacy campaigns. They are leaders, helping young people become drug-free; helping to fight child abuse and end homelessness.

VISTA Volunteers help build communities by bringing them together. They mobilize people and resources, one block at a time. Patient and inventive, planning and leading, they build their own skills as they increase their neighbors' self-sufficiency.

Any citizen 18 years or older who is committed to increasing the ability of low-income people to improve the conditions of their own lives may become a VISTA Volunteer. They serve full-time for one year, living and working in poor communities, rural and urban, or on Indian reservations. They serve in 50 states, the District of Columbia and Puerto Rico. VISTA is part of ACTION, the federal domestic volunteer agency. For further information about VISTA contact an ACTION state program office or call 1-800-424-8867.

VISTA Volunteers Fight Hunger

VISTA volunteers tackle the problem of poverty-related hunger in many ways. Their work includes improving food growing methods, setting up or expanding farm production and marketing cooperatives, or working in one of many food distribution networks across the nation — helping to see that surplus food is solicited from major producers and brokers, stored in food banks and then distributed to agencies serving those in need.

In Lafayette, Louisiana, VISTAs volunteers work with small farmers, teaching them new and improved food growing and marketing techniques. They also assist area families in planting their own gardens, thereby substantially cutting food costs. Working in tandem with the local government, volunteers have helped farmers establish a badly needed farmers market and a food co-op. One farmer commented that the volunteers' help allowed his family, for the first time, to exchange gifts at Christmas.

In Oregon, VISTAs are working in a statewide food distribution program, recruiting other volunteers to "glean" or gather slightly damaged but still nutritious food and to see that it's distributed to those in need. They provide training and technical assistance to people in local food distribution agencies who coordinate and monitor statewide food collection efforts and help food banks obtain and deliver greater food supplies to community service agencies.

In many states, VISTA supervisors noted that volunteers are praised for building relations between food donors and service organizations and for developing food pickup and distribution services. "It is activities like these that make so much more food available to those who need it," notes a VISTA supervisor.

VISTA Volunteers Work In Literacy Programs

Recent studies indicate that some 27 million — or one in five adults in this country — can barely read. And that number is soaring by about 2.3 million each year. In more than 40 states, VISTA volunteers are addressing the problem of illiteracy. They recruit and train tutors, perform outreach services, identify people needing assistance, develop programs that teach refugees to read and write, and organize or expand community-based literacy programs.

VISTA literacy volunteers also plan, coordinate and supervise public awareness activities to increase community support for literacy and other adult learning programs.

In Chicago, 15 VISTA volunteers assigned to Literacy Volunteers of America (LVA), a nationally-based program, have raised more than $57,000, through public awareness activities on behalf of the illiterate in and around the city. The VISTAs provide technical assistance to other community literacy volunteers in basic reading, tutoring techniques and in setting up English as a Second Language (ESL) programs. They are organizing a city-wide committee of volunteers to expand and improve the LVA program. So far, the volunteers have trained some 300 tutors resulting in over 450 adults learning to read.

In Anchorage, Alaska, VISTA volunteers are teaching ESL to Koreans, Filipinos and Native American Alaskans. They've developed an outreach system linking people in isolated areas to their project through a satellite site — church, school, community facility, etc. So far, the volunteers have arranged for 40 shut-in students to be tutored at home.

VISTA Volunteers Meet Community Needs

VISTA volunteers around the country share their skills to meet a wide range of community needs. They serve the poor, working in housing rehabilitation and neighborhood revitalization, economic development and refugee resettlement. They offer needed assistance to victims of domestic violence and bring vital health and medical care to those in need. VISTAs work with people of all age groups, from infants to the very old. They can be found in cities or rural areas, on Indian reservations or in migrant camps.

The VISTA volunteers' activities are even more varied than the number of settings in which they serve. For example:

They have helped migrant workers raise their economic potential. Together they have developed small cottage industries in which migrants can produce crafts out of their own homes. Migrants have also established food gleaning projects and marketing co-ops, thanks to the VISTAs' help.

VISTAs have helped refugees ease their transition to life in this country, linking the immigrants to housing, health, employment and other vital services such as teaching them English.

VISTA volunteers have developed programs that enable the elderly to live more independently. Job banks have been set up for those wanting part-time work. Some VISTAs offer counseling to seniors on fixed incomes, helping them manage their money more efficiently.

The volunteers provide valuable assistance to people of all ages needing health services. They coordinate neighborhood health clinics, recruit professionals, and in some cases, recruit and train other volunteers. They organize health outreach and education programs. Their work extends to pre-natal, baby, child care and senior nutrition programs. And their networking often has made vital care available to many people in isolated areas with no public transportation.

These are just a few of the ways that VISTA volunteers help enhance the quality of life for so many. It is evident that a wide range of community needs can be met through their volunteers services.

Becoming a VISTA Sponsor

The Program

Volunteers In Service To America (VISTA) is a full-time, year-long volunteer program for men and women 18 years of age and older from all backgrounds, who commit themselves to increasing the capability of low-income people to improve the conditions of their own lives.

Sponsor Eligibility

Sponsoring organizations to which VISTA Volunteers are assigned must be federal, state or local agencies or private, non-profit organizations that deal with the problems of low-income communities in the 50 states, the District of Columbia, Puerto Rico and the Virgin Islands.

Sponsor Requirements

Each sponsor must plan the project to which VISTA Volunteers are to be assigned and ensure: (a) active participation of the low-income community in developing, planning and implementing the project; (b) mobilization of community resources; and (c) the eventual phase-out of VISTA Volunteers and for the performance of Volunteers' functions by local citizens.

Project Application

The VISTA Project Application is the principal document prepared by prospective sponsors to obtain VISTA Volunteers. It includes background information on the sponsor, identifies the problem(s) of poverty to be addressed, and outlines the project's management plan. The VISTA Project Application can be obtained from the local ACTION State Office.

VISTA Volunteers Help The Unemployed

There's a lot VISTA volunteers can do to help people get or keep a job. Their services extend to people of all ages, from all walks of life — teenagers, the elderly, veterans, refugees, handicapped and able-bodied alike. Essential to the VISTAs' work with the unemployed is the establishment of vital partnerships with the private sector.

VISTA activities include linking people with job training resources, setting up job banks or job fairs, conducting skill and social training for high unemployment groups such as youth, minorities, refugees or the disabled. VISTA volunteers have set up part-time and summer job programs for youth and have expanded support systems that enable teenagers to find jobs. For example:

In Alabama, VISTAs work on a community task force to train teenage single parents to work. The volunteers have coordinated with the private sector to conduct job readiness workshops and training sessions and to regularly inform the young parents of job openings.

In Michigan, VISTAs helped establish transportation and day care service to teenage parents, making it easier for them to take advantage of job training workshops or to look for and hold down jobs and continue their education.

In another Michigan program, VISTA volunteers are involved in a statewide effort to help disadvantaged older persons find jobs. They do this by working with area associations on aging and local planning committees, jointly identifying training institutions and organizations. They also contact local businesses and industry to locate and negotiate job placements, generate media programs and speaking engagements to enhance local awareness of employment problems and implement training programs.

VISTA Volunteers Fight Drug and Substance Abuse

Drug use is a problem of serious proportions in this country, particularly among young people. To meet this challenge, a proliferation of parent and other awareness groups has done much to address drug use among our nation's citizens over the past few years.

VISTA volunteers play a key role in anti-drug activities. Across the country they are organizing and supporting groups of low-income parents who want to keep their children from using drugs, or working to help older drug users. Volunteers in New York, working through a statewide agency, promote drug awareness and prevention. Activities include publishing a newsletter through which interested groups can share information, developing training projects and seminars, planning a drug abuse curriculum for use in junior high schools, coordinating prevention activities among adjoining states, developing county-wide prevention networks and providing technical assistance to interested groups.

In a Birmingham, Alabama residential program, VISTA volunteers are developing educational and alternative-to-drug programs for elementary school children, youth and parent groups. The volunteers are furnishing public relations materials and are setting up an audio-visual library. Additionally, a follow-up program for outpatients is underway, thanks to the VISTAs.

VISTA Volunteers Work With Youth

President Franklin Roosevelt once said, "We cannot always build the future of our youth, but we can build our youth for the future." In varied settings throughout the country, VISTA volunteers are doing that. Tutoring, job and drug counseling, health services and recreation activities are just a few of their efforts. Their clients include abused children, unwed teenage parents, juvenile offenders, drug abusers, or perhaps "good" kids in bad circumstances through no fault of their own.

In Mississippi, VISTA volunteers work with unwed teenage mothers, helping them reduce the effects of poverty, incomplete education, unemployment, welfare dependency and child abuse. The volunteers provide career education and linkages with community resources on education, jobs, child care agencies and health care services. They also recruit other volunteers to raise funds in support of these services.

In a comprehensive program in Illinois, VISTAs are addressing the problems of unemployment, drug abuse, juvenile delinquency and refugee resettlement among youth. The volunteers have established a job resource center, job readiness and skill training workshops and have contacted potential employers, encouraging them, to hire young people in the area. VISTAs also carry out career employment programs in local high schools.

In addition, some of the VISTAs in this program work with Indo-Chinese youth, offering them information on education, health, employment and other support programs. The VISTAs help get the youth involved in school programs, particularly English as a Second Language (ESL) courses.

VISTA Volunteers Work With The Homeless

With affordable housing becoming more and more scarce, homelessness is a serious and growing problem. In this country, several million people are without shelter.

In towns and cities across the nation, VISTA volunteers work to address this problem. They help set up, maintain and expand emergency shelters or help the homeless find shelter through information and referral support systems.

Some VISTAs work out of housing or day care centers for the homeless. At St. Francis House, a day care facility for the homeless in Boston, for example, the VISTA volunteers provide counseling, operate a clothing unit — with clothes donated by local residents — or supervise the serving of hundred of meals a day. When necessary, they arrange for transportation to hospitals or to detoxification centers. "Although shelters are available at night, these people had no real care available to them until this day care facility opened," notes a VISTA supervisor.

VISTAs sometimes help unemployed homeless find work, making it easier for them to afford shelter. Volunteers refer homeless clients to potential employers, or they help integrate them into employment programs. Some volunteers develop work projects leading to employment.

Another service is financial and mortgage counseling to unemployed workers in danger of losing their homes. In Birmingham, Alabama, for instance, after a group of steelworkers was laid off, VISTA volunteers counseled them about available housing options and helped them formulate realistic budgets. Some VISTAs persuaded landlords to adopt flexible rental payment policies for unemployed tenants who otherwise would have been evicted.

Becoming a VISTA Volunteer

What Is VISTA?

Volunteers In Service To America (VISTA) is a full-time, year-long volunteer program for men and women 18 years of age and older from all backgrounds, who commit themselves to increasing the capability of low-income people to improve the conditions of their own lives. Volunteers are assigned to local sponsors which may be state or local public agencies or private, non-profit organizations located in the 50 states, the District of Columbia, Puerto Rico and the Virgin Islands.

Volunteers live and work among the poor, serving in urban areas, rural areas, or on Indian reservations. They share their skills and experience in fields such as: drug abuse, literacy, employment training, food distribution, shelter for the homeless and neighborhood revitalization. Nearly all are recruited locally for community projects.

The Volunteer's role in the poverty problem-solving process is focused toward mobilizing community resources and increasing the capacity of the target community to solve its own problems. While VISTA Volunteers serve as important links between the local sponsor and the people being helped, it is crucial to the concept of local self-reliance that sponsoring organizations plan for the eventual phase-out of VISTA Volunteers and for the performance of the Volunteers' functions by local citizens.

Will I receive training?

All volunteers will receive pre-service training. This two-to-three-day session will be an orientation to VISTA policy, procedures and general background. Additionally, volunteers will have the opportunity to talk with supervisors from the sponsoring organizations regarding the work they will be doing. During your service you will receive additional training which will concentrate more specifically on the skills you need for your particular assignment.

What about support?

You will receive a monthly subsistence allowance commensurate with the cost of living in the low-income community in which you serve. It covers the cost of food, housing and incidentals. Upon completion of your assignment, a $75 stipend will be paid to you for each month of service. VISTA allowances do not reduce the Social Security or welfare benefits you may be receiving at the time your service begins, but the allowances are taxable. Additionally, VISTA service may also qualify you for deferment of certain students loans.

If I have a car can I bring it with me?

Yes, of course. It could be very helpful to you. If it is determined you need the car to carry out your assigned project duties, you will be reimbursed for those job-related travel expenses. However, in other situations, you will be responsible for the cost of operating your vehicle.

Practically speaking, what are the benefits to be derived from my VISTA service?

You will receive one year of unique and valuable experience. The work you perform can be a valuable asset to your career development. It can also be a challenging opportunity to share your skills with others. Many of the benefits are intangible in the sense of the personal growth and satisfaction that comes from working with other people and helping bring about significant changes in their lives.

ACTION/VISTA Contacts

For more information on how you can become a VISTA Volunteer or a VISTA sponsor, call your ACTION office:

Alabama
2121 8th Avenue, North
Room 722
Birmingham, AL 35203-2307
(205) 731-1908

Alaska
Fed. Ofc. Bldg.
Suite 3039
909 First Avenue
Seattle, WA 98174-1103
(206) 442-1558

Arizona
522 North Central
Room 205-A
Phoenix, AZ 85004-2190
(602) 261-4825

Arkansas
Federal Building
Room 2506
700 West Capitol St.
Little Rock, AR 72201-3291
(501) 378-5234

California
211 Main St., Rm 534
San Francisco, CA 94105-1974
(415) 974-0690

Federal Bldg., Rm 14218
11000 Wilshire Blvd.
Los Angeles, CA 90024-3671
(213) 209-7421

Colorado
Columbine Bldg., Rm 301
1845 Sherman Street
Denver, CO 80203-1167
(303) 866-1070

Connecticut
Abraham Ribicoff Fed. Bldg.
450 Main Street, Rm 524
Hartford, CT 06103-3002
(203) 240-3237

Delaware
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31 Hopkins, Plaza
Baltimore, MD 21201-2814
(301) 962-4443

District of Columbia
Contact Virginia Office

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930 Woodcock Rd.
Suite 221
Orlando, FL 32803-3750
(407) 648-6117

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Suite 412
Atlanta, GA 30303-2587
(404) 331-4646

Hawaii
(Guam/American Samoa)
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Honolulu, HI 96850-0001
(808) 541-2832

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The Alaska Ctr.
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1020 Main Street
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(208) 334-1707

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6th Floor
Chicago, IL 60604-3964
(312) 353-3622

Indiana
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Rm 457
Indianapolis, IN 46204-1922
(317) 269-6724

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Federal Bldg., Rm 722
210 Walnut
Des Moines, IA 50309-2195
(515) 284-4816

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444 S.E. Quincy
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Louisville, KY 40202-2230
(502) 582-6384

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Kansas City, MO 64106-2009
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Helena, MT 59626-0101
(406) 449-5404

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100 Centennial Mall North
Lincoln, NE 68508-3896
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4600 Kietzke Lane
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55 Pleasant St., Rm 316
Concord, NH 03301-3939
(603) 225-1450

New Jersey
402 East State Street
Room 422
Trenton, NJ 08608-1507
(609) 989-2243

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Old Federal Building
Cathedral Place, Rm 129
Santa Fe, NM 87501-2026
(505) 988-6577

New York (Metro)
6 World Trade Center
Room 758
New York, NY 10048-0206
(212) 466-4471

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US Courthouse & Fed. Bldg.
445 Broadway, Rm 103
Albany, NY 12207-2923
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300 Fayetteville St. Mall
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Raleigh, NC 27601-1739
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(215) 597-3543

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Hato Rey, PR 00918-2241
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Rm 200
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Pierre, SD 57501-2452
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ACTION
THE FEDERAL
DOMESTIC VOLUNTEER AGENCY

Washington, D.C. 20525

News

FOR IMMEDIATE RELEASE

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VISTA CELEBRATES 25 YEARS OF SERVICE TO AMERICA

On August 20, 1989, Volunteers in Service to America (VISTA) marked 25 years of service to U. S. communities. Local and national events and activities celebrating VISTA's 25th anniversary are underway during a 25-week period, from the August 20 commemoration of the signing of VISTA's original legislation until January, 1990, the month when the first VISTA Volunteers entered service.

During the program's first quarter-century, 100,000 VISTA Volunteers of all ages and backgrounds have served as catalysts for community self-help through thousands of locally sponsored, non-profit organizations around the nation. Currently, more than 3,000 VISTA Volunteers are serving at 666 neighborhood projects, carrying out VISTA's 25th anniversary theme of "building a community one block at a time," and addressing problems of homelessness, hunger, illiteracy and substance abuse, among other issues. VISTA Volunteers serve full-time for one year and must be 18 years of age or older.

According to VISTA Director Patricia Rodgers, "through national, state and local activities marking the 25th anniversary, we will reach out to all Americans for participation and support of VISTA, especially to recent college graduates, urging them to consider a year of VISTA service."

"Under the leadership of President Bush," adds Rodgers, "VISTA will continue to mobilize volunteers and resources to help low-income communities grow through self-sufficiency and local initiatives."

The VISTA 25th Anniversary Honorary Committee, a group of congressional and private sector leaders, current and former VISTA Volunteers and staff and prominent VISTA supporters will participate in a range of activities recognizing the VISTA anniversary.

Since 1971, VISTA has been a program of ACTION, the federal domestic volunteer agency.

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VISTA 25-YEAR OVERVIEW

"Any definition of a successful life must include serving others," says President George Bush, who sees volunteerism as essential to individual and community growth in the 1990s and beyond.

The need for a responsive domestic volunteer program is as important today as it was 25 years ago when VISTA -- Volunteers In Service To America -- was created by President Lyndon Johnson. Then, as is now, it was clear that a combination of federal resources and private sector skills and energy can effectively alleviate some of our nation's social problems.

For 25 years, VISTA has actively worked in low-income areas by mobilizing people, businesses and organizations toward community self-reliance. As different social issues have received local and national attention, VISTA has responded to those needs. VISTA today is as it was 25 years ago; helping the needy learn and care for themselves.

VISTA and its community-oriented approach to self-sufficiency began in the early 1960s. The demand for individual rights regarding social and economic growth led to the passage of the Economic Opportunity Act of 1964. The Act established the Office of Economic Opportunity, to oversee federal anti-poverty programs, and created the Volunteers In Service To America

program. Central to VISTA's perspective was the concept of local self-sufficiency.

The mission given to VISTA by Congress has not changed over the years. Both the Economic Opportunity Act of 1964 and the Domestic Volunteer Service Act of 1973 recognize VISTA's mission: "to strengthen and supplement efforts to eliminate poverty and poverty-related human, social and environmental problems in the United States by encouraging and enabling persons from all walks of life and age groups, including elderly and retired Americans, to perform meaningful and constructive volunteer service in agencies, institutions and situations where the application of human talent and dedication may assist in the solution of poverty and poverty-related problems and secure and exploit opportunities of self-advancement by persons afflicted with such problems."

VISTA is people working with people. Unlike other federal programs created by the Office of Economic Opportunity, VISTA does not provide direct funding to low-income residents. Instead, VISTA trains volunteers to recruit and mobilize resources from within local communities and helps people help themselves. VISTA Volunteers work throughout the country on one-year assignments determined by "sponsoring organizations" -- non-profit groups or state or local government agencies working on low-income assistance projects.

In this "grass-roots" approach to community involvement, projects are decided upon and directed by members of those communities. The VISTA Volunteer serves as a catalyst for self-help and community development, but only in the role of facilitator, not project director. The Volunteer lives in the assigned community to more fully recruit local participation.

VISTA involvement in a project decreases as the community becomes more capable of supporting itself, with the project eventually being continued solely by local interests.

People from all walks of life quickly responded to the new program. Only seven months after the creation of the program, VISTA Volunteers (including a retired Naval officer, a Baptist minister and a psychologist) completed training at Chapel Hill, North Carolina. Ranging in age from 20 to 81 years, the first VISTA Volunteers were placed in one-year assignments at migrant worker camps in the Santa Clara Valley of California, in the inner city of Hartford, Connecticut and in the Appalachian region of eastern Kentucky. In 1965, at the end of VISTA's first full year of operation, 248 Volunteers were actively serving in the field; another 827 were in training. In 1966, VISTA had 2,041 Volunteers on assignment, with another 1,053 in training.

The request for VISTA skills and services increased nationwide among low-income projects based around the idea of self-help from within the local community. Volunteers encouraged neighborhood housing projects to improve residents' economic positions. VISTA Volunteers helped local organizations establish

day care centers so that impoverished parents could be able to seek employment. Illiterate adults learned to read and were encouraged to bring other illiterates into the program. VISTA Volunteers responded to the growing need for elderly services by participating in projects that provided geriatric health care, information about welfare and how to obtain the benefits to which they were entitled.

Today, VISTA Volunteers are assigned to more than 500 public or private sponsoring agencies working with an expanding number of new and on-going programs. VISTA sponsors include community action agencies, Indian Tribal Councils, local chapters of national organizations and local community church, educational or civic groups, and federal, state and local government units.

The application process helps plant the seed for project continuation after VISTA Volunteers withdraw from the community. On each project, a VISTA Advisory Council, composed of low-income residents and community leaders, meet to identify the initiatives on which VISTA Volunteers will work, and set specific goals and objectives related to each that are time-phased, measurable and attainable. The sponsors manage the project, as well as supervise the VISTA Volunteers. Low-income community residents to be affected by the project must make a commitment to utilize community resources and support. And each proposal must include plans for community assumption of activities to allow for VISTA's eventual withdrawal from that project.

VISTA in the 1980s has been characterized by an increased flexibility to meet the changing needs of society. Today, VISTA faces more life-and-death issues than before. VISTA was establishing the food bank networks before the need to address hunger began receiving national media attention. Volunteers are more frequently assigned to projects involving shelter, food and clothing for the homeless. Projects associated with battered women and community resistance to gang violence have grown in numbers. Before the need for substance abuse programs exploded into the national limelight, VISTA already was on the scene and assigned more Volunteers to this effort. Literacy projects, always a major concern of VISTA, received further attention in the late 1980s with the addition of the VISTA Literacy Corps. VISTA participation in community self-help projects for at-risk street youth also increased, and account for nearly 50 percent of current VISTA-assisted projects.

The positive impact of Volunteers serving in low-income communities has been shown numerous times over VISTA's 25-year existence. Volunteers continue to live in their assignment communities and receive a subsistence allowance comparable to the local level. The average cost of supporting a VISTA Volunteer through training and one-year assignment was $8,357 in Fiscal Year 1989.

Throughout its 25 years, VISTA has addressed the needs of the poor as a group effort, stressing self-reliance by and among the target community. Each successful VISTA project requires the merger of manpower and resources among the low-income community, the sponsoring organization, other aspects of the target community and the VISTA Volunteer. VISTA encourages sponsoring organizations and low-income residents to develop broad-based community outreach programs encompassing physical, economic and technical growth. Typically, these programs include some form of vocational rehabilitation, health care and home management, personal skills instruction, and special education assistance for low-income individuals and families.

Perhaps the greatest impact VISTA has had in low-income community development over the past 25 years lies in its ability to adapt to the changing needs of people and their communities. The core of VISTA projects is that they arise out of the local communities. Local residents identify their poverty-related concerns and develop methods of enhancement, thereby making the decisions affecting their own lives. VISTA merely provides resources to enable communities to develop self-sufficiency and pursue new opportunities. Its successes over the past quarter century have been great -- men, women and children have learned to read. Local neighborhoods were revitalized and health care was provided. Cottage industries were started so that local workers could market home-made crafts for profit. People were shown how to borrow money at fair interest. Groups were encouraged, as they are today, to build grass-roots organizations and coalitions, getting blocks of people together to form communities.

The impact of VISTA involvement is not only experienced by the local community and the sponsoring organization. The impact VISTA projects have had on its Volunteers is equal to or greater than that on the local community. Many Volunteers, nearing completion of their one-year assignments, have enrolled for a second year with their projects. Others enter career fields based on the experience and skills gained through their VISTA assignment. Many Volunteers, past and present, call their work with VISTA "the most profound experience" of their lives.

VISTA mirrors the issues facing society. In the 1960s, VISTA Volunteers served with sponsors and community residents to improve the national food bank program and distribution process. The energy conservation movement of the 1970s saw VISTA recruiting Volunteers to instruct migrant workers and others on how to utilize solar energy, organize weatherization projects and monitor utility rates. In the 1980s, VISTA greatly expanded its participation in projects involving substance abuse, the homeless, illiteracy, domestic violence and agricultural and economic development. VISTA Volunteers also continued their anti-poverty service in projects involving the health, education or welfare needs of Native Americans, refugees and with the physically, emotionally and mentally disabled.

Twenty-five years ago, VISTA began serving low-income communities by assisting the poor to achieve economic self-reliance and new opportunities. It has served as a bridge between penury and opportunities, showing people how to tear down the walls of deprivation and look ahead to a new life.

As it is today, VISTA will be there in the future, Building A Community One Block At A Time -- continuing its mission to respond to the changing issues of the times and help the needy help themselves.

VISTA

Volunteers In Service To America

BUILDING A COMMUNITY ONE BLOCK AT A TIME

VISTA Volunteers build the future. One block at a time, they help communities construct a new tomorrow.

VISTA Volunteers, architects of job-training programs and literacy campaigns. Leaders, helping kids become free of drugs, finding the tools with which their neighbors can fight child abuse and end homelessness.

VISTA Volunteers are resource-builders, developing food banks, creating farm cooperatives and disaster relief programs. VISTA Volunteers enable people to rehabilitate their homes and help their kids to stay in school. Recruiting counselors and volunteer

tutors, funding economic growth projects, winning allies in business and partners among developers. Block by block, teaming with churches, civic groups and schools.

VISTA Volunteers help to build communities by bringing them together. They mobilize people and resources. One block at a time. Patient and inventive, planning and leading, building their own skills as they increase their neighbors' self-sufficiency.

VISTA Volunteers are building a new America one community at a time.

Join them.

For more information on joining VISTA or becoming a VISTA sponsor, contact your ACTION State Program Office or call 1-800-424-8867.

Washington, D.C. 20525

VI

Volunteers In S

BUILDING A COMMUNITY

Who can be a VISTA Volunteer?

Any citizen 18 years of age or older who is committed to increasing the ability of low-income people to improve the conditions of their own lives.

VISTA Volunteers serve full-time for one year, living and working in poor communities, rural and urban, or on Indian reservations. They serve in the 50 states, the District of Columbia, Puerto Rico and the Virgin Islands.

Training

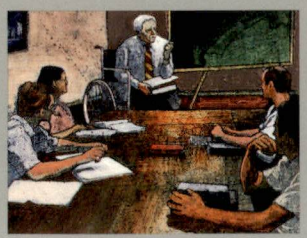
All VISTA Volunteers receive pre-service training. Training sessions orient volunteers in VISTA policy, procedures and general background. In particular, VISTA Volunteers learn about their relationship to the community in which they will serve and to ACTION, the federal domestic volunteer agency which sponsors the VISTA program nationally. As part of the training, volunteers talk with supervisors and project-sponsoring organizations regarding the work they will be doing. During their service, volunteers receive further training which concentrates specifically on the skills needed for their particular assignments.

Support for Volunteers

VISTA Volunteers receive a monthly subsistence allowance based on the cost of living in the low-income communities where they serve. It covers the cost of food, housing and incidentals. Upon completion of assignments, volunteers are paid a stipend of $75 for each month of service. VISTA allowances do not reduce Social Security or public assistance benefits being received at the time service begins, but VISTA allowances are taxable. VISTA Volunteers also receive comprehensive health coverage at no cost to them, but it does not cover their dependents.

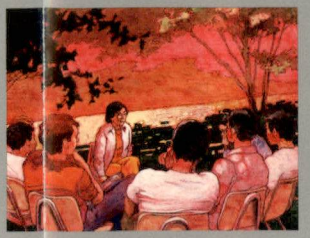
VISTA after College

VISTA is looking for more recent college graduates to serve as volunteers. As they take the lead in helping to build a community, VISTA Volunteers gain an impor-



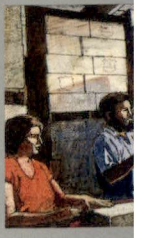
Literacy

Homeless Assistance



Substance Abuse Prevention

Senior Health Care



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VISTA
vice To America

ONE BLOCK AT A TIME

tant building block for their own careers. In VISTA, college graduates gain organization and management skills, hands-on leadership experience in major projects and resource development. VISTA service also qualifies some graduates for deferment of most student loans and partial cancellation of National Direct Student Loans (NDSL loans).

VISTA Volunteer Benefits

VISTA service brings great gains. By serving the poor and revitalizing neighborhoods, by bringing health care to infants in need or assistance to victims of domestic violence, VISTA Volunteers acquire unparalleled experience.

In helping migrant workers build food gleaning projects and marketing co-ops which improve their lives, VISTA Volunteers meet major challenges. When they help refugees resettle in this country, build local health clinics, senior nutrition projects or community centers for low-income teenagers, VISTA Volunteers learn how organizations, enterprises and policies work.

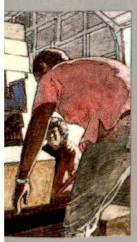
But beyond these obvious gains, and even more fulfilling, is the experience of sharing where need is great, the sense of great personal growth and satisfaction that every VISTA Volunteer knows. The joy and pride of working with people, of helping them as they build new skills and forever change their lives. Be a VISTA volunteer.

Who Sponsors VISTA Projects?

Sponsoring organizations to which VISTA Volunteers are assigned must be private, non-profit organizations or federal, state or local agencies that deal with the problems of low-income communities.

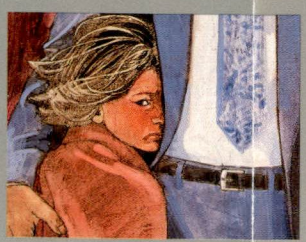
A sponsor must plan the project to which VISTA Volunteers are assigned, ensuring active participation of the low-income community in planning and implementing a project.

The sponsor must mobilize local resources and ensure the eventual phase-out of VISTA Volunteers and the assumption of their functions by local citizens.



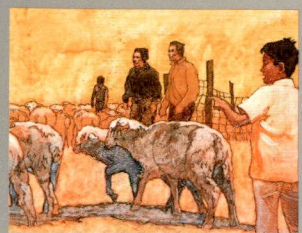
nks

Job Counseling



Crisis Intervention

Home Rehab



Rural Co-ops