

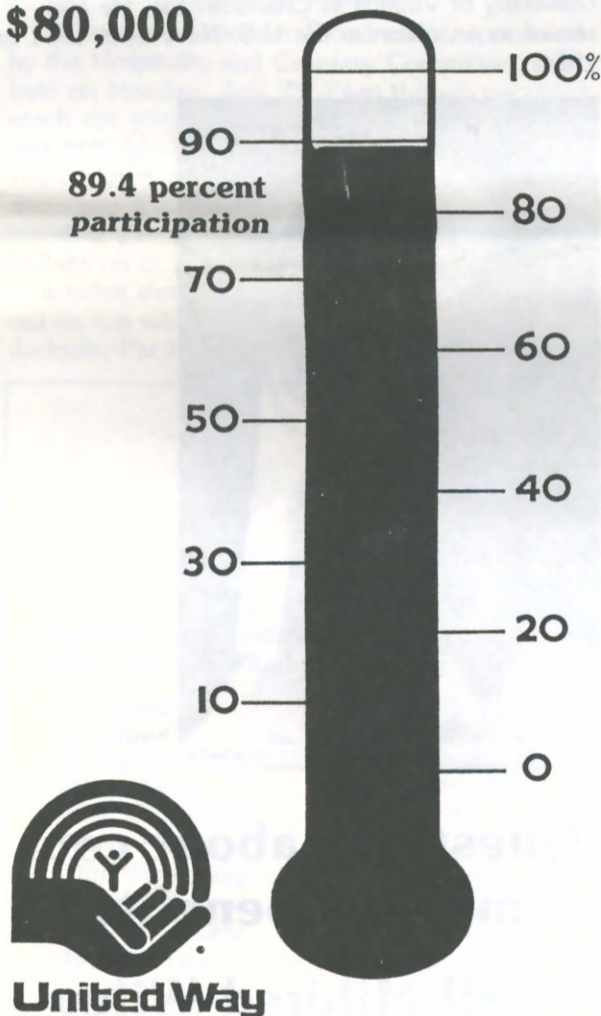
# Colonial Williamsburg News

Volume 41, No. 8  
Williamsburg, VA  
September, 1988

## We're getting close to meeting our 1988 Pacesetter goal

United Way contributions as of August 26 totaled \$71,539. This total represents 64.8 percent of our goal with 89.4 percent of our employees participating. The Grand Prize drawing for the weekend for two at either the Homestead or Greenbrier plus \$200 spending money was held on Wednesday, September 7 in the Goodwin Building lobby. The October issue of the *Colonial Williamsburg News* will carry a complete wrap-up of the 1988 United Way Campaign.

**Our Goal:**  
**\$80,000**



Pat Saylor

SHARING THEIR THOUGHTS on how to make Colonial Williamsburg an even better place are Tammy Kersey and Sonnie Rose (background). Tammy and Sonnie were among the more than 2,700 employees who took part in last month's Employee Opinion Program. The results are now being tabulated by an outside consultant. They will be shared during employee feedback meetings in October.

## Employee response was high for last month's Employee Opinion Program

By Bob Birney

On August 19 at 8:30 p.m., the last employees to participate in the 1988 Employee Opinion Program completed their questionnaires. That moment marked the end of an extraordinary effort that was set in motion some six weeks before when the steering committee led by vice president Steve Elliott recommended that an employee opinion survey be conducted in an effort to solicit opinions from as many employees of Colonial Williamsburg as possible.

with Freddie Dooley, whose knowledge of the organization and skill at tracking a thousand details proved critical to the successful effort.

To all of these people as well as those of you who made an extra effort to take part, I offer a special thank you.

Because we moved so rapidly in order to catch the organization at peak season, we had to learn as we went along. Already we have a sizeable list of things that will be done differently next time.

For example, the questions of the survey itself had to be drawn from materials used by TPF&C for organizations in general. As we all know, there are a number of unusual features to Colonial Williamsburg; next time, survey items can be constructed to reflect that fact.

We gained a lot of experience with the scheduling process as well as the administration of the survey itself. It should be possible to streamline that process when the next survey is conducted some 18 months from now.

One of the most challenging features of the whole effort has been to determine the best way to report results to our employees, so that problems needing identification and work can be assigned to employee work groups. This will be the subject of our experience in October when we make our first effort to report the findings to employee groups, so that still more employee opinion can be solicited. We have been told to expect that the findings will prompt lively discussion and provide still more information from employees about how we can all do a better job.

This, too, will be a learning experience for everyone. Our overall effort will probably turn out to be quite successful with some units and less so with others. But given the excellent base of participation from which we are starting, I think it's fair to say that before too much time passes, the employee opinion program will be a permanent part of our ongoing efforts to improve quality in everything we do.

See "Survey" on page 2



### EMPLOYEE OPINION PROGRAM

At this writing, the consulting firm of Towers, Perrin, Forster and Crosby are tabulating the results for our use in October. Our preliminary count suggests that of the nearly 3,700 people eligible to participate, surveys were received from approximately all but 980 (roughly 70 percent). This fact by itself is a rather extraordinary testimony to the resilience and integrity of all of us here at Colonial Williamsburg.

Given the short notice and absence of experience with such an effort, only a special push by schedulers, supervisors and persons asked to assist with the survey made it possible to schedule a sufficient number of sessions so that everyone could take part without disruption of their normal work schedule. Presiding over all of this activity was a small team from Human Resources led by Don Wooldridge and George Collins, in concert

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**Newsmakers**



**Sandra Day O'Connor**

**Supreme Court justice Sandra Day O'Connor will join trustees**

Sandra Day O'Connor, associate justice of the United States Supreme Court, has accepted an invitation to join the board of trustees of the Colonial Williamsburg Foundation, according to Charles L. Brown, chairman of the board. Justice O'Connor will be formally elected to the position at the bi-annual meeting of the full board in November.

"Justice O'Connor will be a distinguished addition to a board already composed of extraordinary Americans representing education, the arts and culture, science, business, and law," Brown said. "Colonial Williamsburg can look forward to her counsel and leadership as we seek the highest educational achievement in presenting the nation's origins to modern audiences."

Justice O'Connor will become the twenty-second trustee joining Brown, vice-chairman Abby M. O'Neill of Oyster Bay, N.Y., and Colonial Williamsburg president and chief executive officer Charles Longworth. Retired Supreme Court justice Lewis F. Powell, Jr., served Colonial Williamsburg for many years as general counsel, a board member and chairman of the board. He continues to serve as chairman emeritus.

Colonial Williamsburg is one of only two educational institutions in which Justice O'Connor will be active. She is currently a member of the National Board of the Smithsonian Associates. Until 1981, she was on the board and had served as president of the Heard Museum in Phoenix, AZ, her home before elevation to the Court. She was also a director of the Phoenix Historical Society.

An evolving program at Colonial Williamsburg, "Traditions of American Citizenship," is likely to be of special interest to the new trustee. Centered in the restored 18th-century city-county courthouse and a reconstructed law office of the period, the program will show visitors how the colonists' participation locally was crucial in the development of a distinctly American legal system, later embodied in the Constitution.

Justice O'Connor was nominated to the Supreme Court by President Reagan in 1981, becoming the first woman on America's highest court. She was previously an Arizona Court of Appeals judge and a superior court judge in Phoenix.

A native of El Paso, Texas, she was graduated from Stanford University, magna cum laude, and from its law school. Active in many civic and professional organizations, Justice O'Connor was an Arizona state senator for six years and senate majority leader in 1972.

**Earl Soles, Doug Smith take on new duties as part of HAPO reorganization**

New directors in the division of Historic Area Programs and Operations were announced in August by Dennis O'Toole, vice president and chief education officer. The new appointments are part of an overall divisional reorganization and reflect Dennis' shift to overall responsibility for all educational activities.

**Earl Soles** has been named senior director for interpretation. He will be responsible for all Historic Area interpretive planning and programming and will oversee operations of the departments of Historical Interpretation, African-American Interpretation, Interpretive Education, Historic Trades and the Company of Colonial Performers.

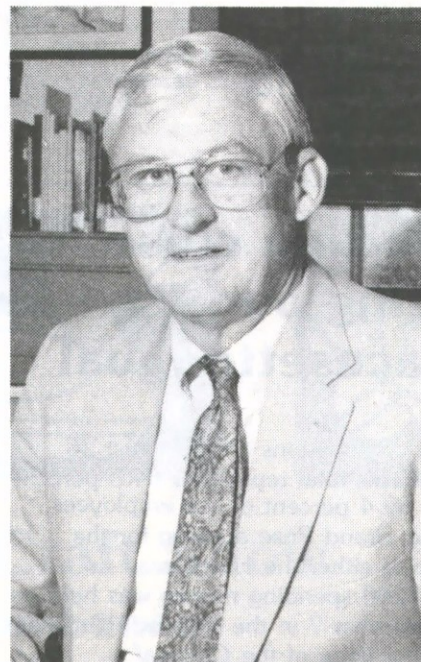
**J. Douglas Smith** has been named director of administration and services. He will be responsible for HAPO's budgetary, personnel, scheduling and informational affairs, and will oversee operations of Visitor Services, the costume department and flower section, as well as the Museum Studies program.

"The new tasks that have been given me require that I delegate to others some of the supervisory responsibilities that have been mine in HAPO," Dennis said. "This also seems to me to be an opportunity to achieve even stronger support and guidance than we already enjoy for Colonial Williamsburg's extraordinarily effective interpretive effort."

"HAPO enjoys the leadership of a very capable group of directors, managers and supervisors who support our outstanding interpretive corps. The new responsibilities I have given to Earl and Doug, two men who built long and meritorious careers at Colonial Williamsburg, will serve to further bolster that leadership." Earl and Doug will report directly to Dennis, as will Larry Henry, director of Carter's Grove.

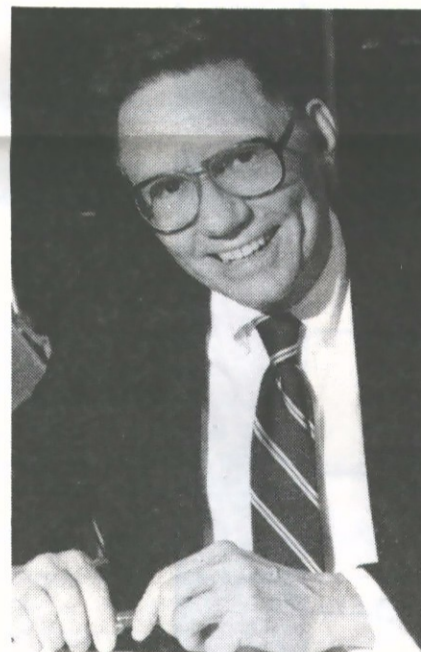
Earl joined Colonial Williamsburg in 1960 as assistant director of craft shops. In June, 1970, he became director of craft programming, which was renamed Historic Trades last year. A native of Cobbs Creek, Virginia, he is a graduate of Randolph-Macon College. Prior to joining Colonial Williamsburg, Earl worked as a park historian with the National Park Service at the Colonial National Historic Park in Yorktown and at Moores Creek National Military Park near Wilmington, North Carolina.

Doug has held a number of positions during his 26-year career at Colonial Williamsburg. He served as director of exhibition buildings from 1962 until 1983, when he was given dual responsibilities



**Earl Soles**

as director of administration and museum studies for HAPO. A native of Rainelle, West Virginia, Doug worked previously as a history professor at the University of Georgia in Athens and at the University of Virginia in Charlottesville. He also served as an officer in the U.S. Navy from 1951 to 1954.



**Doug Smith**

**Survey. . .**

It will take a while for most of us to develop confidence in the opinion survey process. But as the survey improves and experience with putting its results to work is gained, there is every reason to believe that more and more of us will look forward to seeing its results, so that we can sustain and improve quality performance in everything we do.

President Longworth has been reminding us for some time now that whether it be a visitor or a fellow employee, the overall responsibility for providing a high-quality experience lies with each and every one of us, every day. The management of Colonial Williamsburg is hopeful that the employee opinion program will prove to be a valuable process in supporting such employee efforts in the future.

**Questions about your medical benefits?**

**Call Mildred Wiley at 220-7026**



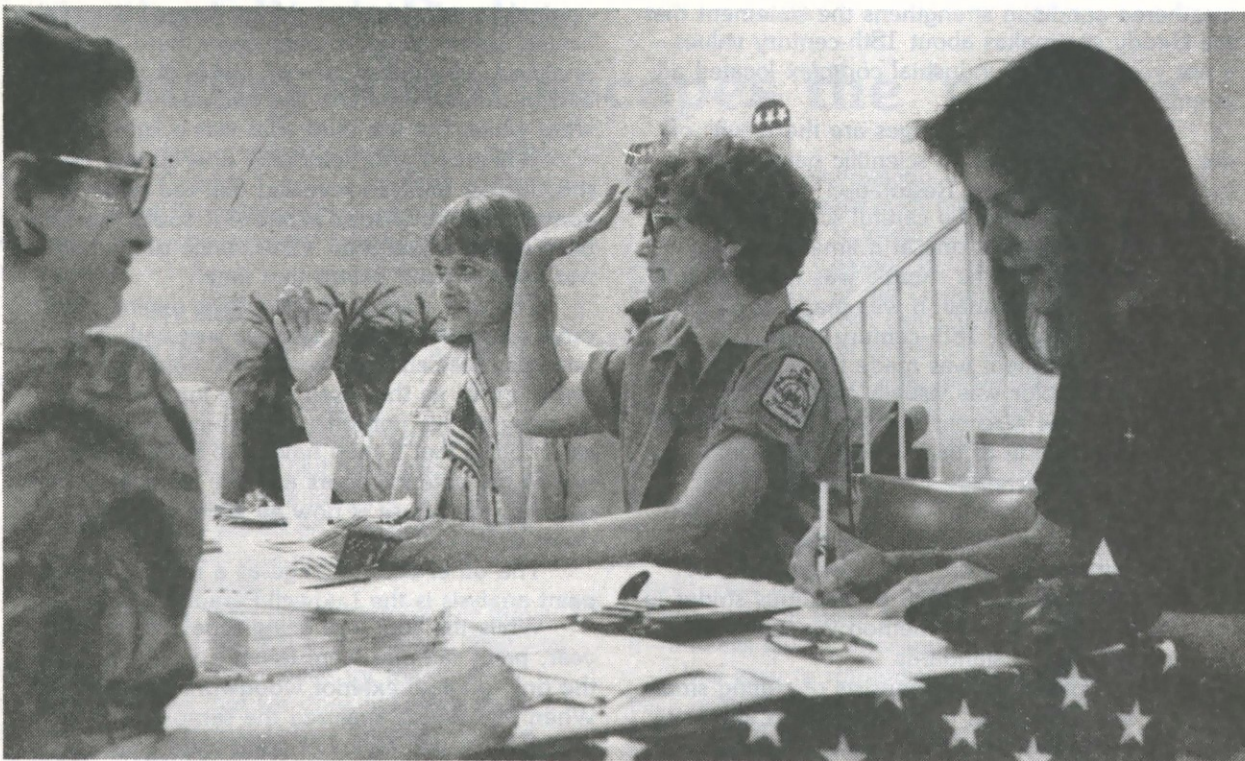
**Colonial Williamsburg News**  
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Member - Internal Association of Business Communicators

Manager - Employee Communications	Patrick Saylor
Employee Communications Coordinator	Heidi Moore
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**It brings out the best in all of us.**



Heidi Moore

REGISTERING TO VOTE during the Summer Bloodmobile are, from left, Helen Phillips, Susie Woodall and Dana Trageser. Democratic presidential nominee Michael Dukakis won the "mock election," taking 56 percent of the vote.

## 174 give blood

### Dukakis wins in Bloodmobile 'election'

By Heidi Moore

Our annual summer Bloodmobile, sponsored by the Hospitality and Courtesy Committee, was held on Monday, July 25. Even though we didn't reach our goal of 200 pints, we did attract attention from local media! Radio station WMBG AM 740 featured our Bloodmobile on their 3 p.m. talk show and 4 p.m. news broadcast that day.

Our theme was "Election Year." The North Ball Room of the Lodge became a "polling place" as a mock election was held. Gov. Dukakis came out on top with 56 percent of the vote. Jesse Jackson, Pat Buchanan, Tom Selleck, Chuck

Longworth, George Collins, and "Spuds McKenzie" received write-in votes.

Registrars from the counties of York and James City and the City of Williamsburg registered voters while they waited for their turn to donate blood. As a result, 72 people, from Richmond to the Hampton Roads area, were registered to vote in the November 8 general election.

Collections won the bloodmobile plaque (again!) for the highest donor to employee ratio—48 percent of their employees participated.

Our next bloodmobile will be held in the North Ball Room of the Lodge on January 12, 1989.

## Elderhostel class has proven to be a popular one, Jane says

Colonial Williamsburg will open its doors to a special group of students in January. As part of the "Elderhostel" program, the group will hear "The Colonial Williamsburg Story," through a variety of lectures, tours and special programs.

Elderhostel sponsors special educational programs for persons 60 years or older, at more than 850 colleges, universities and other educational institutions in the U.S., Canada and more than 30 countries overseas.

According to program coordinator Jane Strauss, master teacher in the department of Interpretive Education, response to our program has been overwhelming. "Our limit for the group was 30 people, and it filled up quickly," she said. "I'm told that they have a waiting list of more than 250—the longest list they've had for a program."

"There's just a tremendous demand for programs," Jane continued. "They send out about 160,000 catalogs a year. It's really a big thing."

## A letter home ...

Williamsburg  
September 1770

Dearest Mama,

*It has been but a Week since I have arrived in this fair City but never have I seen such a Hustle and Bustle! It does appear that our entire Province is come to Town, for the streets are thronged with People from well before Sunrise and the Carousing in the Taverns disturbs our Slumbers into the darkest Hours of Night.*

*Aunt Mary and I have been most pleasantly entertained by a most Social Company in the Afternoons. All the talk at Table is of the Balls and Assemblies. Many argue for the Balls at Mr. Southall's Tavern, but I have heard that Mr. Fearson's Assemblies at the Capitol are quite the most diverting! Aunt has given her Permission for me to attend his Assembly, Friday next. It is said that even the Nelsons of Yorktown will be in attendance. And Mr. Fearson has promised an unsurpassed Diversion: a Puppet Show. What a spectacle!*

*Wish you were here to Advise me, dearest Mama, on which Gown you find most becoming. But I do Promise faithfully to inform you by the next Post of all that transpired.*

*Do greet Papa and the little ones for me.*

*Your ever affectionate daughter,*

Ann

Note: Mr. Fearson will hold his Assemblies this fall on Fridays, September 9, 16, 23, and 30; October 7; and, November 4, 11 and 18. Times are at 8:00 and 8:30 in the evening, with one performance on September 23 at 7:30. Tickets are \$5.00 and will be sold at the Visitor Center, with any remaining ones sold at the door the evening of the performance. Employees will be admitted on a space-available basis.

## Thank You. . .

...to all the following, who helped make the Employee Opinion Program run smoothly. Your hard work and dedication to the project have played an important part as we look for ways to make Colonial Williamsburg an even better place to work and visit!

### Steering Committee

Steve Elliott  
Pete Cruikshank  
Kathy Whitehead  
Don Wooldridge  
George Collins  
Freddie Dooley  
Richard Tate  
Laura Viancour  
Gary Brumfield  
Pat Saylor  
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### Desk Attendants

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Peggy Bender  
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Lorraine Tooley  
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Nancy Gulden  
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Tom Smith  
Rodney Diehl  
Thelma Casselle  
William Wilkins  
Ward Ratcliffe  
Gene Bureson  
Valda Anderson  
Pat Schell  
Tom Peck  
Donna Cassell  
Charles Driscoll

Jim Perdue

John Sands  
John Caramia  
Beverly Coleman  
Liz Grainer  
Earl Soles  
Don Thomas  
Kate Karsen  
Sandi Yoder  
Bill White  
Kelli M. Arbuckle  
Gwen Williams  
Grant Healey

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Moses Armstead  
Linda Manogue  
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Susan Beckmann  
Bonnie Penney  
Angela Gyetvan  
Deborah Davis  
Alfonzo Patterson  
Margie Gill  
Emily Seats  
Robyn Scouse

Mark Howell  
Arlene Simons  
Donna Glenn  
Harriett Kennedy  
Betty Farrar  
Jennifer Haynes  
Joan Madison  
Barbara Banks  
Kathryn Caramia  
Tammy Kersey  
Inge Flester  
Vanessa Patrick  
Patsy Long  
Tanya Wilson  
Maura Fulham  
Adrian Shriver  
Cathy Bergstrom  
Lou Pulley  
Linda Baker  
Melissa Gill  
Betty Wiggins

Bob Birney  
Chairman,  
Steering Committee

## Comments

### Viewpoints from the President

## Paint research leads to more authentic look for Historic Area

*This month's guest columnist, Nicholas Pappas, is Foundation architect.*

While still in the throes of trying to find a subject for this column, I went down to Wetherburn's Tavern to meet with Albert Lucas about the current repainting. The Tavern, resplendent in its then new Spanish Brown primer, made quite a striking impact on the Duke of Gloucester Street. Of course, it was not yet finished. A final coat of simulated whitewash was yet to come.

After a number of people asked me if it was to stay that way, I realized that paint colors and what they tell us about the 18th century might be a good topic. There have been quite a few changes in the Historic Area within the last few years and many of you may not be aware of them or why they were made.

Wetherburn's is one of our few documented paint schemes. When the tavern was being restored in the late 1960's, a portion of the 18th-century weatherboard was uncovered that still retained the original Spanish Brown primer and a thin coat of whitewash. This was replicated in the restoration using a thin coat of oil paint in lieu of whitewash, and was applied in a rather controlled haphazard manner. Today, we used a thicker paint, added an aggregate to more closely resemble the texture of whitewash and applied the final coat with less abandon.

Several years ago, the Historic Area Standards and Practices Committee reviewed the paint colors on all the outbuildings in the Historic Area and recommended a number of changes. Research has indicated that outbuildings received less care and attention than the main buildings on a site and that the farther down on an hierarchical scale these buildings were regarded, the less attention they received.

Paints were simple and cheap, if they were used at all. Earth pigments mixed in oil were typical—Spanish Brown and the ochres, as was whitewash. Often, Spanish Brown was used as a primer to protect the wood and then finished off with a coat of whitewash.

Many of the recommended changes have already been done and the rest will be made as the individual buildings need repainting. Some changes were relatively simple—painting accented shutters, trim or doors to match the color of the body of the structure. Others were dramatic. The former polychromed Geddy Forge received a Spanish Brown primer and a coat of whitewash. Its current

weathered condition strengthens the statement that the Geddy site makes about 18th-century values—a not very well-kept industrial complex located adjacent to Palace Green!

The most exciting changes are the results of our first essays in modern scientific paint analysis. In the early days of the Restoration, original paint colors were uncovered by careful scraping, revealing each layer of paint one at a time until raw wood was reached. The sample was then carefully studied and a determination was made as to which layer was the original 18th-century color.

Some adjustment was made for fading, but the new paint color was visually matched to the old. You can see a recent example of this method on the south facade of the Geddy House that was done by a summer intern two years ago. This technique was state-of-the-art for the 1930's and Williamsburg was the first place to attempt to replicate period colors on such a large scale; but paint analysis has made such tremendous strides in the last 15 years that this method is considered primitive by today's standards.

Modern paint analysis consists of cutting small samples out of areas of the surface most likely to contain original coatings and careful preparation and examination of the samples in the laboratory using sophisticated scientific instruments. It is performed by an experienced, highly skilled professional who has a thorough knowledge of color, microscopy and the chemistry, manufacture and history of paint.

The first modern paint analysis in the Historic Area was performed on the Dr. Barraud House by Frank S. Welsh, an historic paint color consultant from Philadelphia, whose projects include Monticello, Gunston Hall, Wilton and many other historic structures. The results of his analysis proved to be both revelatory and educational.

For instance, in the house's first phase, all the woodwork had been painted the same color, a medium gray. When the house was expanded and remodeled in the 1780's, the woodwork in the new and remodeled portions was painted a light cream, while the older eastern rooms were painted a rather startling bright blue, both upstairs and down.

At the same time, the doors and baseboards were accented with dark brown. This tells us something about 18th-century lifestyles. The gray paint used throughout the house in its first phase suggests that some 18th-century people were not as conscious of color and variety as we thought they were.

Perhaps economy—one color was less expensive than two or more—or practicality were stronger reasons for this choice than aesthetic ones. The later brighter paints suggest a more aesthetic concern for color. But even then, only three colors were used in the house, indicating that those who were slightly more affluent preferred relatively simple color schemes.

One of the most interesting revelations involved the former exterior green trim color. Very little

original woodwork survived on the exterior of the house. When samples taken from these areas were analyzed, all showed several layers of white paint, except the cornice. The first two coats applied to it were white, but the third coat was a light green.

While trying to determine how to interpret this, further analysis revealed that the green paint contained zinc white. Therefore it could not have been made earlier than 1840, since zinc white was not used in paint before that time.

The rear door of the house is original, but no other exterior doors or shutters survived. The analysis revealed that the original color was the same brown as that used on the interior doors. Because of this uniformity, it seemed a logical assumption that it may have also been used on the rest of the exterior doors and the shutters. Consequently, the house is now all white with brown doors and shutters.

The other color change as a result of modern paint analysis is the Ludwell-Paradise House.

While the roof was being repaired earlier this year, paint samples were taken from the cornice, the only original exterior woodwork to survive. When Mr. Welsh analyzed the sample, he found that the first two layers of paint were Spanish Brown, with a dirt layer over the second layer, proving that the Spanish Brown was a finish coat, not a prime coat.

Eight to twelve years later, the woodwork was painted a cream color. This led to considerable debate as to which color to use, since either was a logical choice. The early history of the house is rather sketchy. We know that it was built by Philip Ludwell, III, completed in 1754 or 1755 and advertised for rent in 1755.

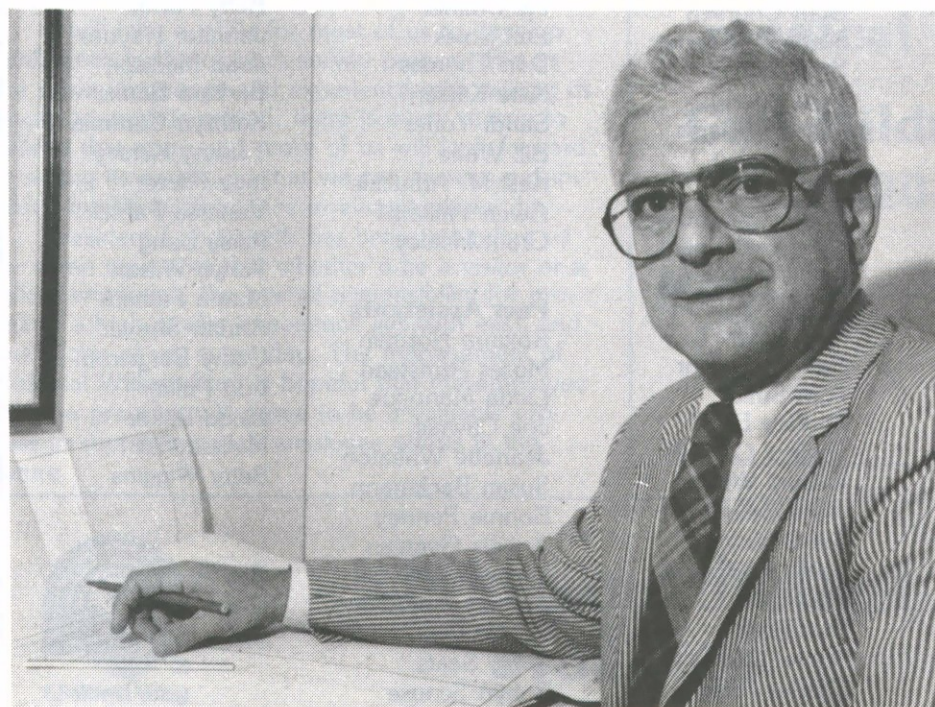
Although it appears that Ludwell may have built the house as his townhouse, he probably never lived in it. He moved his family to England in 1763 and died there a few years later. We chose to use the color Ludwell selected even though (or perhaps because) it raised the provocative questions as to why he used the cheapest paint available for his rather pretentious house. Again, it is an interesting commentary on 18th-century lifestyles.

Both of the examples underline the need to investigate all the original paint history in the Historic Area. But they also show that the early architects reached logical conclusions in their investigations.

They did not have the advantage of high-powered microscopes to delineate the pigments in the Dr. Barraud green, nor to determine that there were two layers of Spanish Brown on the Ludwell-Paradise House. It is easy to understand how they were misled by the evidence.

We hope to continue our research into original colors as funds become available, in order to expand our knowledge and interpretation of the Historic Area.

Nicholas A. Pappas



Nicholas Pappas

Pat Saylor

## From the Editor's Desk ...

# Visiting editor escapes the 'rat race'

Bruce Henderson, editorial page editor of the Bucks County Courier Times in Levittown, Pennsylvania, found "a wonderful treasure for our nation" and, when he returned home, wrote of his impressions.

By Bruce Henderson

You know the feeling: "Stop the world—I want to get off!"

Or at least turn it back a little.

When the world is too much with us, when we can't keep up with its high-tech pace, the past is an appealing retreat. We long for simpler times, simpler lives. But it seems an impossible dream. We watch our breath and jump back on the treadmill. Is there no escape?

Well, there is. Last week we took our family 400 miles south—and 300 years back in time—to Williamsburg, Va. It's an oasis for the soul—a soothing reminder that life does not have to be a rat race, that happiness is best pursued on foot, not on an interstate.

This was spring break for our three children—ages 10 to 18. They have been to Disney World. This was their cultural experience. It was painless.

The beautifully restored Williamsburg, plus a visit to Jefferson's Monticello in Charlottesville, put us in touch with our history—but a lot more than that. It put us in touch with life: what is important and what is not.

Colonial Williamsburg makes it possible to step back in time and really experience the past. Its mile-long main street, lined with exquisitely restored shops, homes, taverns, and government buildings, wonderfully recaptures the essence of the 18th century. There are no intrusions from the 20th century, a few blocks but a world away—just foot traffic and horse-drawn carriages.

Everyone is in colonial dress—and a colonial mood. There is about them the courtesy and contentment of people in no hurry—because they aren't pursuing anymore.

Everywhere are craftsmen and women, demonstrating the hand-crafted quality our technology cannot match. We came across a cobbler, happily making shoes with a primitive artistry that gives nobility to the adjective, "old-fashioned." He had been in aerospace on Long Island for years—obviously a successful professional man. Then he retired to Williamsburg—demonstrating a

lot more than shoemaking. He looked like a man never more at peace with himself.

We also got to know one of the "interpreters" who help bring Colonial Williamsburg to life—"Mr. Kidd," decorator of the Governor's Palace and ambassador for the 18th century. In period dress, he stays wonderfully in character no matter what he is asked—almost convincing us we were "Connecticut Yankees" in Lord Botetourt's court.

One evening we met him "out of uniform" in a colonial tavern enlivened with "gambols"—old-fashioned card and board games, a magician and musicians. He told us how he had grown up in the area, gone to California to pursue an acting career—but been drawn back to Williamsburg, where he is on-stage five days a week. He loves it—and his love is infectious.

It is easy to romanticize the appeal of stepping back in time—especially in such an ideal environment. Mr. Kidd reminded us of the realities: keeping a fire going all year for cooking; no indoor plumbing; bathing once or twice a year; diseases that limited life spans to half of what we know; outhouses where one had to watch for snakes and black widow spiders.

Still, the pace and style of a simpler life is alluring. And the refreshing promise of Williamsburg is that we can find the best of both worlds—enjoying our modern comforts without becoming slaves to our high-tech culture.

Jefferson built so many innovations into Monticello that it's easy to imagine him being fascinated with our gadgetry. But it's hard to imagine him putting off the Declaration of Independence for a fling on a jet ski. His values, his sense of what is important in life, would not be corrupted by the "conveniences" that have taken over our lives.

Maybe he led us astray with "the pursuit of happiness." We have turned it into a treadmill. He and the good folk of Williamsburg—so charmingly recreated along with the restoration of buildings—knew it was not a race.

The message of Williamsburg is: Slow down. Get away from the tunnel vision of Progress and look around at where we are, where we've been. We can keep making this a better world but we can make ourselves better people, too—happier, less hassled, more content.

The cobbler knows. So does Mr. Kidd.

## Winter seminars will examine many facets of colonial life

By Susan Q. Bruno

The winter ambience of the Historic Area affords visitors the rare opportunity to get a closer look at such specifics as the clothes 18th-century Williamsburg residents wore, the music they enjoyed, the decorative arts they cherished and the gardens they tended.

Each winter, Colonial Williamsburg sponsors a series of special-focus events which delve into various aspects of 18th-century life. This winter is no exception.

The 1989 Colonial Weekends highlight "Style in the Eighteenth Century: Straightlaced or Unlaced," beginning Jan. 27-29. Participants will hear lectures on 18th-century fashion, take a behind-the-scenes tour of the Colonial Williamsburg costume shop and get an opportunity to try on some 18th-century-style fashions. Registration fees range from about \$207 at the Williamsburg Inn to about \$147 per person (double occupancy) at the Motor House, and includes two nights' lodging, two receptions, Saturday breakfast, Sunday brunch, Saturday dinner and 18th-century play, the Colonial Weekends program and admission to the Historic Area. The program will be repeated on Feb. 3-5, 10-12 and March 10-12.

"American Chippendale" is the topic of the 41st annual Williamsburg Antiques Forum, Feb. 5-10, at the Williamsburg Lodge. While the name of the famous English cabinetmaker Thomas Chippendale has long been used to describe rococo-style furniture made between 1740 and 1775, the term "American Chippendale" has been promoted as covering a whole range of American decorative arts from the third quarter of the 18th century. Experts in the field will discuss this and other related topics during the program. Registration is \$245 per person.

"Performing Arts in the Eighteenth Century: Music" is the focus of the 1989 Learning Weekend at Colonial Williamsburg, March 2-5 at the Williamsburg Lodge. Participants will experience live performances of various types of music popular 200 years ago—from a chamber concert and candlelight organ recital to presentations of martial music of the period and more. Registration is \$200 per person.

"Winter Dream, Spring Delights" will be the focus of the 1989 Williamsburg Garden Symposium, April 10-13, when experts in the field of horticulture and landscape architecture gather in Williamsburg for the 43rd annual garden event. An audiovisual tour of the gardens of Cincinnati, Ohio, opens the 1989 program, which is followed by lectures, gardeners' clinics, special films and tours and several social events. Registration is \$170 per person.

For information or registration for any of these programs, write Forums Registrar, Colonial Williamsburg Foundation, P.O. Box C, Williamsburg, Va. 23187, or call (804) 220-7255.

## We're having a Yard Sale. . .

for as many families as we can squeeze onto our space at the corner of 1st Street and Capitol Landing Road

**October 15**

**8:30 a.m. to noon**

**Raindate: October 22**

The Hospitality and Courtesy Committee will provide the space and the advertising, and a port-a-potty. You bring your own table or mat to display your stuff to sell, your own change, and some friends to buy your things. Other than your enthusiasm, we ask only that you clean your space—pick up paper and cups and take home the treasures you either buy or don't sell. Also, keep in mind that this is not a Hobby and Craft Show—this is a yard sale.

Just fill out this form and send it to Donna Whalen, Hospitality and Courtesy Committee, Franklin Street Office Building, by **October 7**.

You don't have to arrive at 9 a.m. and you don't have to stay until noon. A special parking area is provided for the vendors. We want to leave the parking areas in front of the lot for our customers. This sale has flexible hours to accommodate your schedule. So, don't miss this opportunity to turn good trash into good cash. Call Donna Whalen at ext. 7118 for answers to any questions.

### CW Yard Sale

October 15 (or 22 if we need a rain date)

Name: \_\_\_\_\_

Work address: \_\_\_\_\_ Ext. \_\_\_\_\_

**I understand that I must provide my own table or mat for displaying my items and that I must bring my own change. I agree to leave the space that I use as clean as I find it and to park in the "vendor's parking area". In order to give everyone a fair chance, I agree not to set up before 8 a.m. and not to sell anything before 8:30 a.m.**

**Call ext. 7118 for answers to any questions.**

**Your space has been confirmed.** \_\_\_\_\_

# Archives and Records: meeting the challenge with quality

## Quality Performance winners exhibit a 'beautiful attitude'

By Pat Saylor

Cooperation and teamwork are but two of the many things which make us successful here at Colonial Williamsburg. It's not unusual to have several departments involved in a project, such as the recently-completed Dr. Barraud House. This month's Quality Performance Award winners, Archives and Records, are no exception.

"Most any large project here begins with research in the archives," says Bland Blackford, director of Archives and Records. "We're very much involved. There's probably not any department that is as aware of the things that go on, and which sees how all the pieces fit together."

"This group works together as the best team I've ever seen," notes Kathy Whitehead, vice president for Human Resources. "The feeling you get when you talk to them is that they know their jobs and are well trained."

And what a job it is. While most of our efforts are aimed at preserving and interpreting Williamsburg's 18th-century past, Archives and Records' mission is to preserve the history of Colonial Williamsburg itself.



Pat Saylor

**A WILLINGNESS TO ADAPT to the needs of Colonial Williamsburg is just one of the many qualities shared by the members of Archives and Records. Joined by Steve Elliott and Kathy Whitehead, they are: back row, from left - Betty Stewart, Tammera Conklin, Donna Cassell and Bland Blackford (far right). Seated, from left - Patty McIntyre, Mary Hall and Dianne Gilette.**

### Using computers to their advantage

As the use of computers continues to grow, so too does the volume of records which must be stored and managed. "All our records must be accessible," Bland says. "We have to know where they are, and be able to get to them quickly."

To meet this end, the members of Archives and Records have adapted the use of new technologies, mostly computer-based. "We've tried

they're constantly looking for ideas that will improve the way they do their work."

### Keeping a high rate of success

By adapting this new technology, Archives and Records has consistently improved their rate of successful responses to requests for information. In July, requests for permanent records were successful 95 percent of the time. For current records, the successful response rate was 100 percent.

This is especially noteworthy if you consider that, many times, Archives and Records may not have the particular records being requested.

"It's a tricky situation, in that Archives and Records tries to keep a low profile, so that people won't think their records are open to public scrutiny," says Kathy Whitehead. "It's very important to the organization to retain our records, yet the dilemma is between being visible enough that people know their services are available and being 'invisible' so that users remain confident that their records are secure."

### A 'beautiful attitude'

Best of all, according to Kathy, the members of Archives and Records do it all with a smile. "They have always gotten high ratings on their service, helpfulness and friendliness," she says. "You get a real sense of quality in the way they do their jobs, and they're always courteous to their users and to each other."

"I don't think you'll find a more hospitable group," Bland adds, "even under the pressure of learning new things or trying to juggle five or six important requests. They have a really beautiful attitude toward our users and each other, which makes things go very well."

But why is this all important? How does this add to the quality of our work at Colonial Williamsburg?

"We try not to re-invent the wheel. If a particular topic has come up before, people come to us for needed information," Bland says: "If we don't appraise records correctly, or aren't able to find things...if we're careless or misfile things, it could mean a lot of time and money lost for Colonial Williamsburg."

"They're constantly asking, 'What do we need, and what's best for Colonial Williamsburg?' They really have the good of the organization at heart," Kathy concludes. "It's really refreshing to see that kind of attitude."



**KNOWN FOR HER EXPERTISE at microfilming, Cordelia Chandler has received recognition from Eastman Kodak, among others.**

### Keeping track of miles of files

"We are responsible for Colonial Williamsburg records, from the time they're created through their entire life," Bland says. These records generally fall into one of two categories—permanent records or temporary records.

"Permanent records are those which have historical or legal significance and are appraised to be of permanent value," Bland explains. "Temporary records are those which need to be kept for shorter periods, to meet IRS or other requirements."

Records which are deemed permanent are currently copied on microfilm which is then stored, with the original document, in a climate-controlled, archival setting. Back-up copies of the microfilms are also made and stored off-site in case the originals are damaged or destroyed. Temporary records don't require this level of care and are stored, in their original form, in two warehouses.

Records are generally stored in special archival storage boxes. These boxes, which measure about 10 inches high, 12 inches wide and 16 inches deep, hold one cubic foot of records. Last year, Archives and Records took in more than 1,400 cubic feet of records. Placed end to end, that's more than a third of a mile.



to look at how we can maintain a fixed level of staff while meeting the needs of Colonial Williamsburg in the future," Bland continues. "We determined that the computer could help us."

"In 1984 we began a program aimed at automating the function. Bit by bit, we've been able to use the computer to help handle our records, through indexing and other means. We've also begun meeting with our users before new records are created, to determine whether those records need to be kept and to set up systems for transferring them on computer disc, rather than in paper form. This way they are much cheaper to store and take up a lot less space."

"One thing we're really excited about is the optical disc. This will allow us to store documents which were not created on the computer in digital form, on a computer disc which is similar to those used in Compact Disc players. This will be a great space saver, as one disc can hold the equivalent of five four-drawer file cabinets."

"None of us had touched a computer," Bland says of her staff, "and they've adapted so well. They've been able to learn and are willing and flexible enough to make changes. They're very sensitive to the needs of the organization and

## Setting a 'fine example'

# Junior performers show leadership and love of their work

By Maura Fulham

Have you ever wondered what it would be like to have been a young person in the 18th century? Well, here at Colonial Williamsburg we have people who can tell you first-hand. They are our juvenile performers. For the past 14 years they've been bringing their unique talents for dance, music and, most recently, character interpretation to the Historic Area.

Presently, they are being showcased in three special programs: *Young Gentlemen of the College*, *Young Ladies of Accomplishment*, and new this year, *The Pleasures of Music and the Dance*.

It all began in 1974 when Charles Harden, then the master music teacher at the Music Teacher's Room, decided to begin a small dance group with some of his music students. Gradually, this small group has grown into a troupe of more than 50 young performers, many of whom are proficient in all three disciplines—music, dance and character interpretation.

August 12 marked the graduation of six of our juvenile performers: Jamie Axtell, Chris Matherne, Rob Nagle, Elizabeth Stockmeyer,



AT THE POWELL HOUSE, Elizabeth Stockmeyer, left, portrayed Nancy Powell. She receives loving care from her mother, played by Kristin Everly.

Pat Saylor

pretive Education, and the Research department. Finally, in the spring of 1985, *Young Gentlemen of the College* was born.

Two years later, in the spring of 1987, the *Young Ladies of Accomplishment* program began in the Music Teacher's Room. Like the young gentlemen, the young ladies were all members of the student dance and music classes. Each of the ladies were chosen because of their talent for and interest in character interpretation. Many of the girls had participated in special programs at the Powell House, the Geddy House, and in the *According to the Ladies* tour.

This spring we added a new and exciting addition to this list of programming. *The Pleasures of Music and the Dance*. The program is especially noteworthy because it was developed, performed and supervised by the students themselves. Six days a week for four hours a day, these young performers present a twenty-minute program, discussing and performing music and dance of the 18th century. The program has been a huge success with the visitors, some of whom have come back time and again.

The students' ability to handle not only the material but the crowds and the oppressive heat is a testament to their maturity and commitment. Their love of their work was never more apparent

than last season, when a shortage of funds threatened the existence of the *Young Gentlemen of the College*. Rather than abandon the project, the boys volunteered to work for no pay. Now that's dedication.

Where do they go from here? Many of our graduates have gone on to such places as Oberlin, Oxford and Princeton University, just to name a few places. The list of prestigious universities and conservatories goes on and on.

So, here's to our juvenile performers, those who are graduates and those who remain. Thanks for all of your hard work and dedication. You set a fine example for people of all ages!



ROB NAGLE shares a laugh with a visitor during *Young Gentleman*.

Heather Rencher and Susanne Rublein. These young men and women have spent, in some cases, up to five years at Colonial Williamsburg and now, having graduated from high school, must give up their status as juvenile performers.

Jamie Axtell, one of this year's graduates, began as a dancer and became a character interpreter as well as one of the supervisor/interpreters for *The Pleasures of Music and the Dance*. It was his visit to the Powell House during Christmas, 1984 which inspired Mary Wiseman, supervisor of Character Interpretation, to create *Young Gentlemen of the College*, the first program for the junior character interpreters.

While in the person of Mrs. Powell, Mary asked Jamie, then in the role of the visitor, "How does your Latin, young sir?," to which he responded completely in Latin.

The following January, work began on the new program. For the next six months the young gentlemen, including three of our graduates—Jamie, Chris and Rob—studied after school and on weekends under the watchful eyes of Mary Wiseman, Alex Clark, the department of Inter-



SHARING A LAUGH with Merry Feyock, center, and Mary Wiseman, Jamie Axtell got his start at interpreting by responding to a question in latin.

Heldi Moore

### Schedule

*Young Gentleman*—Saturdays at 9, 9:30 and 10 a.m. at the Wren Building, College of William and Mary.

See the *Visitor's Companion* for schedules for *Young Ladies* and *Pleasures*.

**Personal problems got you down?**

**Call EAP, The Employee Assistance Program**

**Ext. 7EAP (7327)**

## New book celebrates art, interpretation of Historic Trades

By Pat Saylor

A brand new publication, celebrating the practice and interpretation of traditional trades of the 18th century, has made its debut. *Historic Trades*, published by the department of the same name, is chock full of informative and entertaining articles, historical information and book reviews on the historic trades and related topics.

Volume I, just released, includes articles on "Chairbuilding," by Mack Headley, "Reconstructing the American Bloomery Process," by David Harvey, and "The Casks from Cork," by Kerry Shackelford. There are also reprints of selected historical documents, including "The Art of Gilding," "The Carpenter's Tap," and more, as well as book reviews by Bill Weldon, Harold Gill and Marcus Hansen.

In his foreword, *Historic Trades* director Earl Soles notes that "throughout the world there are many [others] attempting to preserve early skills and technical knowledge. We believe.. that the research in this field deserves to be shared with a wider audience. With this journal we hope to encourage specialists throughout the world to record and share their studies of traditional technology with both scholars and the widening audience of serious lay-students of historical processes."

"We're really excited about it," Earl said. "A lot of people have worked very hard on it, especially Roy Underhill. He sort of became a 'maniac with a mission' and kept pushing it along. I think it looks good."

According to Roy, who is co-editor with Harold Gill, *Historic Trades* is one of the first Colonial Williamsburg books to be produced using desktop publishing—a process in which pages are laid out on a computer rather than by the traditional "cut and paste" method.

"There was a good bit of work involved," said Roy. "It was all done on a MacIntosh computer. The disks were then sent to Wisconsin for typesetting, which was very inexpensive."

"What we were aiming for is a sort of scholarly journal, like *Scientific American*, with high academic standards; yet we wanted the information to be accessible to people outside the field and interesting visually."

"We got a tremendous amount of help from the Publications department, especially from Vernon Wooten and Sharon Thelin-Blackburn. They helped us develop a look and editorial style of the highest possible standards, while keeping the project in-house at a low cost."

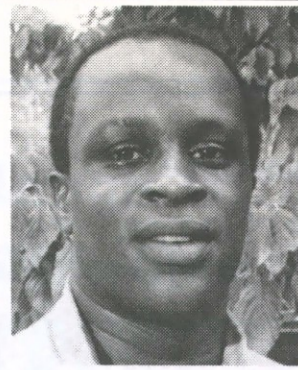
"I have to say, too, that even though the authors and others are named in the book, everyone—especially in the shops represented—pitched in, by covering for the authors and more. Even though you don't see their names, it belongs to everyone in the department."

While it is hoped that *Historic Trades* will become self-supporting, the first volume was given an extra boost through grants from Alan and Louise Sellars, of Marietta, Georgia, and from The Chase Manhattan Bank.

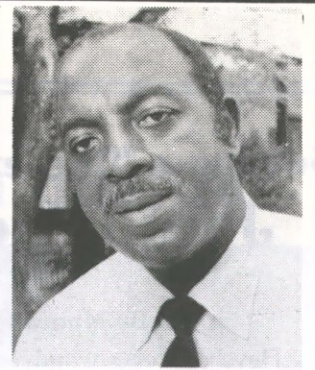
"It's been a good experience for us," Roy noted. "Now that we've learned the way to go about it, we'll feel more comfortable with the second volume. It was neat. I'm happy with the results."

Copies of *Historic Trades* are \$4.95 each. They are available at both Craft Houses, Wallace Gallery and Visitor Center bookstores, and in the hotel gift shops.

## C.W. Salutes



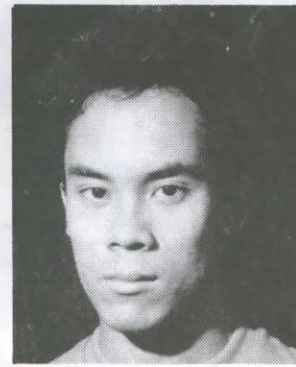
Russell



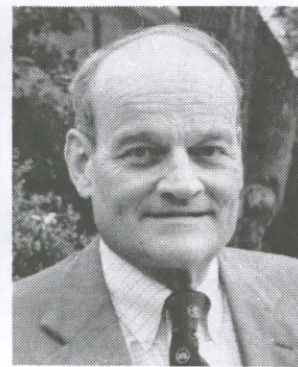
Roosevelt



Josephine



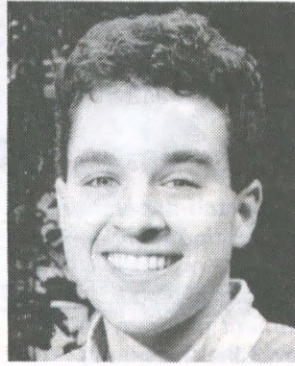
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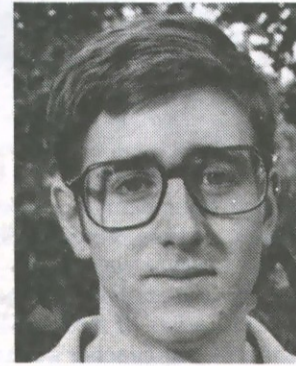
Pete



Sara



Steve



Matt



Pat



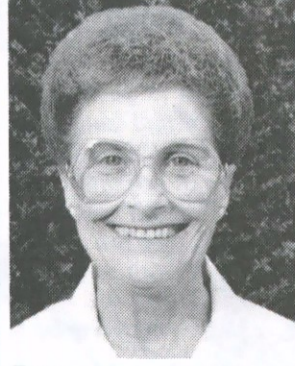
Theresa



Jodi



Maryann



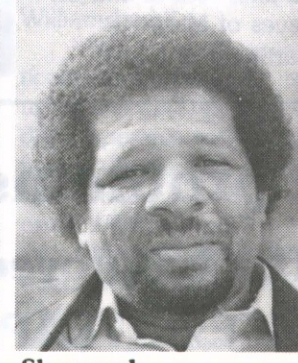
Fran



Phyllis



Edith



Sherwood



Sarah

## Employees of the Month

- Edith Jones - Inn Kitchen
- Sherwood Butler - Inn Kitchen
- Russell Gibbs - A Good Place to Eat
- Roosevelt Taylor - Bus Operations
- Josephine Wainwright - Bus Operations
- Syany Pong - Chowning's
- Pete Cruikshank - Human Resources
- Sara Lattimer - Inn Housekeeping
- Steve Erickson - Lodge
- Matt Soniat - Lodge
- Pat Lockeman - Lodging Reservations
- Theresa DeVincentis - Retail Operations (Tarpley's)
- Jodi Norman - Visitor Aides
- Maryann Dixon - Visitor Center
- Fran Drda - Visitor Center
- Phyllis Smith - Visitor Center
- Amanda LeGare - Visitor Center
- Burrell Bassett - Golf Course Maintenance
- Charles Harrold - Golf Course Maintenance
- James Harkins - King's Arms
- Marjorie White - King's Arms

## Customer of the Month

- Sarah Singleton - Company of Colonial Performers

The Employee of the Month program is sponsored by the Colonial Williamsburg Hospitality and Courtesy Committee. If you'd like to know more about it, call Roxann Norman at ext. 7100.

The Customer of the Month program is sponsored by the Costume department Hospitality and Courtesy subcommittee. For more information, call Phyllis Maurer at ext. 2139.





THE 'COOKIE CUTTER MACHINE', operated by Vicki Broshear, allows the Commissary to make up to 4,000 cookies per hour. Heidi Moore

## New machine allows 'Commissary Elves' to produce 4,000 cookies in an hour

By Heidi Moore

They're called the "commissary elves," but we can assure you that Vicki Broshear and Hilda Burrell, bakers at the Commissary, measure **well** over four feet tall! These ladies spend the better part of each week making the wonderful gingerbread cookies for which the Raleigh Tavern Bakery is famous.

Yes, the secret is out. Those folks at the Raleigh Tavern Bakery don't make the cookies on site. Instead they are made at the Commissary on Lafayette Street.

Each Friday, Vicki starts her day by mixing up the cookie dough. It takes 50 lbs. of sugar, 18 lbs. of butter, six gallons of milk, five gallons of molasses, extra large dashes of cinnamon, nutmeg and lemon, and 350 lbs. of flour to make 4,000 cookies. Now, multiply all those ingredients by three and you have enough dough—about three quarters of a ton—to make 12,000 cookies—enough to get us through a busy weekend in the Historic Area.

About a year ago, Gene Liberati, manager of the Commissary, arranged for the purchase of special machinery to handle the gingerbread cookie demand and the conversion of a storage room into the "cookie room."

The "Rondo Sheeter," really a giant rolling pin, rolls the dough out to the desired thickness. Vicki uses a special rolling pin and rolls the dough up onto the pin and carries it to the Production Table, or "cookie cutter" machine. The dough passes beneath a cylinder with round shapes on it, known in the restaurant world as a "die."

Hilda then takes the cut cookies and places them on baking sheets lined with paper, and readies the cookies for baking. With the updated machinery, two people can process 4,000 cookies and prepare them for baking in approximately one hour.

But, just one more thing. Now that you know that the Raleigh Tavern staff doesn't **really** make the cookies by hand, we ask that you "keep it in the family"—you know, just our little secret!



Manfred Roehr

## Manfred Roehr becomes fifth C.W. chef to join Academy of Chefs

**Manfred Roehr**, manager of Shields Tavern and an executive chef, has been inducted into the Academy of Chefs, the honor society of the American Culinary Federation. To be considered for this prestigious honor, you must be certified as a master, executive, or executive pastry chef, or a culinary educator and maintain that certification; and, be in the culinary profession for 15 years, ten of which must be at the executive chef level.

You must also have completed ten of the 20 "Attainable Goals" required for Academy induction, which includes being elected "Chef of the Year" of a local chef's association; writing articles for food service publications; judging apprenticeship examinations; serving as an officer in a local chef's association; and, participating in local or national culinary demonstrations, just to name a few.

As a member of the Academy of Chefs, Manfred joins members Marcel Walters, executive pastry chef and head pastry chef, Commissary; Ted Christiansen, executive chef, Lodge; Rolf Herion, bakery manager and executive pastry chef, Commissary; and Hans Schadler, executive chef, Inn Rolf and Hans served as Manfred's sponsors.

Manfred is active in the Virginia Chef's Association and has served as their sergeant-at-arms, secretary, president and is currently their treasurer. He was elected their Chef of the Year in 1981 and is published in their cookbook, *Great Chefs of Virginia*

He has been involved with organizing the food service for the Chamber of Commerce's annual Oktoberfest and in organizing fund-raising dinners for Temple Sinai in Newport News.

*Colonial Williamsburg News* congratulates Manfred on receiving this prestigious honor!

## Joe Sciegaj named head pastry chef at Commissary

**Joe Sciegaj** has been named head pastry chef at the Commissary, according to Rolf Herion, bakery manager and executive pastry chef. Among Joe's duties will be the ordering of necessary supplies and scheduling production of pastries and dessert items for our hotels and restaurants and for special events.

Joe has been with Colonial Williamsburg since 1970. A pastry specialist since 1979, he has also served as a baker, ice cream specialist and pastry specialist at the Commissary. His wife, Mechelle, is an assistant supervisor in Accounting.

## The Wallace Gallery Cafe

### 20 Percent Discount on all Meals

Choose from a menu of lighter fare, including: Quiche, Soup of the Day, Pasta Salad, Fresh Garden Salad, Shrimp Salad on a Croissant, Fresh Fruit Salad and more, plus an array of tantalizing desserts

All Entrees are under \$5

The Wallace Gallery Cafe is located at the Dewitt Wallace Decorative Arts Gallery.

Enter through the Public Hospital.

*\*This offer includes all menu items, except alcoholic beverages. Just show your employee pass or name badge.*

*This offer good through December 31, 1988.*

Cafe Hours: 9 a.m. to 5 p.m. Daily

## Working to improve the quality of work life for everyone

### Pete shares his dream of making this a better place for all

July's management and functional reorganization resulted in a number of changes here at Colonial Williamsburg. This article is the first in a series in which we'll talk to administrative officers about their new responsibilities, and how the changes will affect each of us in our work. This month, we hear from Pete Cruikshank, vice president for Equality Development and Administrative Services.

By Pat Saylor

"Everything I'm going to be working on, in one way or another, addresses the whole issue of making Colonial Williamsburg an even better place to be," Pete said, "of improving the quality of work life for all employees."

In order to do this, Pete plans to focus on several key areas, including the development of an aggressive affirmative action program; serving as an ombudsman for Foundation employees; developing a corporate communications strategy for the organization; increasing management's involvement in employee training and development; and, assisting in the Quality Performance program as it relates to the quality of work life for employees.

Realizing that many of these items are already being done in one form or another by others, Pete stressed that his activities are intended to enhance efforts currently underway.

"I'm very sensitive to the fact that many of these things are already being done," he said. "I'm not here to take projects away from others. I simply want to push projects along and keep the ball rolling."

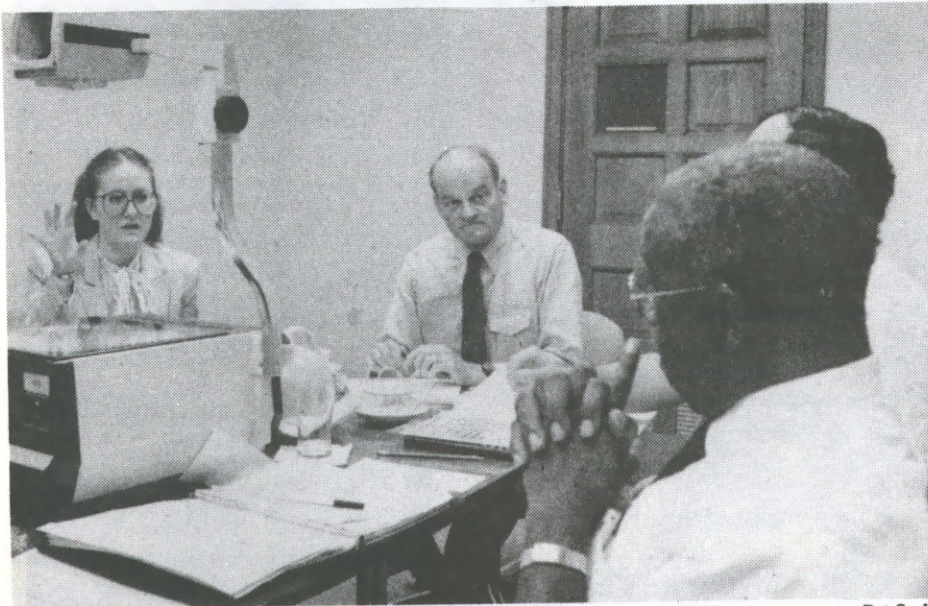
#### Improving opportunities for minorities and women

According to Pete, Colonial Williamsburg has done a reasonably good job of hiring minorities, women and others protected under Equal Employee Opportunity (EEO) laws. Yet, we have fallen short in terms of providing opportunities for career growth and promotion, especially for minorities.

"There are a lot of things we can do," he said. "We've met the legal responsibilities, but that doesn't really mean a thing to our employees. What is meaningful to them is help, in terms of their career development. I think there's been some disappointment, too, that we haven't been able to attract more minorities into management."

"I've been meeting with members of Human Resources as well as others to discuss the problem and what we might do about it." Possible solutions could include such things as internships or a co-op program, in which students could work part-time while going to school; a more intensive recruiting effort; and, greater community involvement, Pete noted.

"There are a lot of families with very bright children here in Williamsburg, yet they leave to go to school and never come back. In the future we must do more to attract these talented people. Our strategy has been to bring in local people, train and promote them," he added. "But it has been a slow process. I'm hoping we will be able to find ways to accelerate the process."



**AFFIRMATIVE ACTION** is one of several areas in which Pete hopes to concentrate his efforts. He recently met with Pam Reiss, left, Hubert Alexander, right, and others to discuss the issue.

Pat Saylor

#### Building career opportunities

"We need a more formal way to provide career planning assistance to our employees. Every year we have over 1,000 employees bid on promotional opportunities through the job posting system. While we do notify employees about these opportunities, we can do better in the area of counseling," Pete said.

"Are the employees bidding on the right jobs given their abilities and ambitions? Do they need help in preparing for the interviews? Have they set realistic career objectives and have they developed a reasonable strategy to get there? These are the areas where we should be helping our employees."

"I also think we in management can do a better job in our personnel planning—identifying outstanding performers who have good advancement potential and who could benefit from a planned training schedule—or anticipating personnel shortages for recruiting needs."

"As an organization, we spend a great deal of time developing educational programs for our visitors and budgeting for our operational and capital needs. The same kind of attention must be devoted to the people side of the business."

#### An 'informal safety valve'

In his new position Pete will be acting as an ombudsman, a sort of "informal safety valve" for employees who are having difficulties in their work but who don't wish to file a formal grievance.

"This is a chance to assist Don Wooldridge and Rich Villella in problem resolution," Pete noted. "I see my role as providing employees a place to go when they don't want to file a formal grievance, and to serve as a neutral third party if a person does go through with the process."

"More than that, though, I want to help managers to do their jobs. Ideally, if an employee has a problem he or she should be able to sort it out with the supervisor. But sometimes they just can't. I would act as a sort of consultant to supervisors, to help them in whatever way possible, through counseling or other means."

Pete added that the ombudsman's role won't stop at assisting in problem situations. Improving the conditions that lead to problems is high on his list of priorities.

"There are a lot of things that we can do to show we respect the employees. One example is the poor condition of break rooms for many employees. This sends a bad message to employees, and says something about the way they are viewed by management."

"I'm hoping that the ombudsman won't just be dealing with complaints or problem resolution, but will be initiating things that will help the whole quality of work life here."

#### A common message for common values

Formal communication—the information we all receive about the organization, our jobs and other aspects of life here at Colonial Williamsburg—is another area in need of attention, Pete noted.

"I think our communication problems here are more serious because of the diversity of our work and the geographic dispersion of our employees. But while we may have diverse interests and are spread out geographically, we all should have common values—those of quality, hospitality and courtesy, and the importance of the individual. We in management must do a better job of living these values every day so that through our actions they will be communicated to our employees."

"Communications, affirmative action, training and development, identifying outstanding people and helping them develop their careers—all these things are designed to make this a better place to be. These are the things I'll be working on."

"They can't all be done overnight, and can't succeed unless we all understand that they are important for the long-range health of this organization. I hope that before too long all employees will see in their everyday work life the results of our effort. That's the dream."

Next month we'll talk with Kathy Whitehead, vice president for Human Resources, about people issues, her concerns and plans for the future.



### Mid-Day Express

Keeps you running on schedule!

A selection of fresh salads, a variety of rolls and breads baked daily, hot luncheon meats sliced to order deli style...all of this—plus iced tea or coffee—

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11:30am to 2pm

We'll keep you running on schedule with Cascades style!

A la carte menu also available.



## Cascades

A Colonial Williamsburg Restaurant  
Located adjacent to the Visitor Center Complex  
229-1000, Ext. 2633

Thanks for giving. . .

American Red Cross

## Program aims to combat pests while reducing use of chemicals

By Wesley Greene

There are few issues which stir public opinion or generate as strongly opposed viewpoints as the use of toxic chemicals in the landscape.

On one hand is the "organic" view—that all chemical pesticides are harmful to the environment and shouldn't be used. On the other hand, the idea that pesticides provide a chemical "quick fix" to all problems in the landscape too often serves only to further aggravate the problem.

The Landscape department has chosen the middle ground on this issue, with the development of an Integrated Pest Management (IPM) program. It brings together techniques from both the organic and the chemical approaches to pest control.

Most importantly, IPM involves not only a change in the ways we treat a pest problem, but a change in the way in which we view insects, weeds and disease-causing organisms in the landscape. IPM uses a "holistic" approach to plant health, recognizing that pesticides aren't always the best solution.

IPM is built around three basic components: good cultural practices; pest monitoring and control strategies that employ biological controls; and, when necessary, the least toxic chemical agent which will give control.

### Cultural Practices

A plant in weakened condition is far more likely to be attacked by insects or disease than is a healthy one. Plant health is affected by many factors, including water and nutrient availability; soil compaction and pH; wounds caused by pruning or construction; and, rapid changes in temperature.

For example, excessive amounts of nitrogen produce thin walled, succulent stems and leaves that attract chewing and sucking insects such as caterpillars and aphids. Too much nitrogen has been shown to increase the incidence of fire blight on apples and pears. If the soil pH is too high or too low, nutrients in the soil become unavailable for plant uptake.

Probably the single most important limiting factor to plant health here at Colonial Williamsburg is soil compaction. We encourage millions of foot prints over the root systems of our plants each year. Tree experts from around the country have expressed amazement that our trees along the Duke of Gloucester street look as good as they do, with the terrible conditions they must grow under.



**PRESTON ARMSTEAD, spray manager trainee, wears protective clothing every time he must spray. Non-toxic chemicals are used whenever possible.**

Many of you may have seen us out on the Duke in the winter, drilling holes under all the trees and adding organic matter to try and stay ahead of the compaction problem.

Overall, our front line of defense against pest problems is to maintain our plants in the best possible health at all times. Any cultural condition that weakens a plant or produces abnormal growth increases the chance of attack by insects or disease organisms.

### Pest Monitoring

In order for an IPM program to be effective, we must know what pests are present and what their estimated population is. The presence of a pest does not in itself warrant control measures. A



**MARTIN JOHNSTON inspects one of the traps used throughout the Historic Area to count the insect population.**

mature tree can support a population of thousands of scale insects or aphids without noticeable damage.

The anthracnose fungus which attacks our sycamores every spring does not generally harm the trees. Thus, even though there are chemicals which will control this fungus, we choose not to use them. On the other hand, a single borer insect can kill a peach or dogwood tree. In this case, control measures are justified any time these insects are present.

Before any spray operation is begun, both the type of pest and its population are considered. Populations can be monitored either visually or by the use of traps, which employ colors that attract certain insects, or pheromones—chemicals which attract insects to the trap site.

We use several types of sticky traps at Colonial Williamsburg. Insect populations are measured in greenhouses at the nursery with sticky yellow traps to determine when insect numbers reach a level that warrants control. You may have noticed the green and white traps placed in trees around the Historic Area to monitor the population of the elm bark beetle, which carries Dutch Elm disease.

These traps not only tell us when the bugs are flying and their approximate number, but they also give us some measure of control as insects which are caught die on the trap. We also work with the state forester's office by placing gypsy moth traps throughout Colonial Williamsburg properties, to monitor the advance of this very destructive insect.

### Control Measures

Several years ago we stopped the yearly spraying of several pests, such as the boxwood leaf miner, the holly leaf miner and the bagworm commonly found on junipers and other plants.

We feel that these plants can withstand a certain number of these insects without serious damage. Sprays are applied only when we feel the

plants' health is in danger. We also stopped the yearly spraying of the elms in town after university studies showed that these sprays are, at best, marginally effective in controlling the elm bark beetle.

We rarely apply sprays to our fruit trees because we feel that this would not be economically or environmentally responsible. And, "perfect fruit," of grocery store quality, is certainly not historically accurate.



**PEGGY MARTINO checks one of the weed mats used at Carter's Grove.**

When it is necessary to spray, we look first for non-toxic alternatives. We've increased our use of horticultural oils to control scale insects. A bacteria is used to control the yearly infestation of Catalpa worms. We now use a soap to control aphids on fruit trees and crape myrtles.

At Carter's Grove, weeds are controlled with a weed mat buried under a layer of mulch. Organic compounds such as Sabadilla are used to control beetles. If we must use toxic materials, we select the least toxic product that will give acceptable control. Rather than spray all plants which may be vulnerable ("just in case"), we apply the spray only to those which are actually infected.

IPM requires a higher level of professionalism from our spray crew. They must be able to recognize the many insect and disease organisms, the related plant symptoms, and to make a judgment about when a spray is needed and when it is not. It also requires that they spend more time in the field looking for problems on individual plants, so that pests can be controlled before they reach epidemic proportions.

We can all agree that the extra training and man-hours needed to make this program a success are more than offset by the thousands of gallons of pesticides we no longer use each year.

*Wesley Greene is a landscape supervisor in the department of Landscape Maintenance, Facilities and Property Management division.*

## Retirements . . .

### Pat Hurdle assumes deputy director post in Museums division

**Pat Hurdle** has been named deputy director, Museums, according to Beatrix Rumford, vice president, Museums. She will direct the day-to-day operation of the Abby Aldrich Rockefeller Folk Art Center, Bassett Hall and the James Anderson House archaeological exhibit, and will supervise support staff assigned to the Office of Archaeological Documentation.

Pat will oversee budget preparation and personnel functions, including coordination of training activities and drafting related procedures manuals for Bassett Hall, museum monitors stationed at the Anderson House and Public Hospital exhibits, support staff at the Office of Archaeological Documentation, and secretarial and custodial staff at AARFAC.

She will also serve as liaison with Admissions Marketing in matters pertaining to ticket sales, and will manage the preparation and distribution of attendance and sales reports and division schedules. In addition, Pat will serve as acting director of the DeWitt Wallace Decorative Arts Gallery in Carolyn Weekley's absence.

Prior to joining AARFAC as registrar in 1979, Pat held several positions with museums and historical agencies in Atlanta, and in Greensboro and Raleigh, North Carolina. She was named administrative curator of Bassett Hall in 1980 and has served as associate director, Museums, since January, 1984.

Pat is a graduate of Duke University. She received a master's degree in Early American History from the College of William and Mary and has participated in the Seminar for Historical Administrators.



Brian Exton

**MILLICENT GILLEY, with Lloyd Dobbins during taping at the Anderson Forge.**

### Travel, real estate among retirement plans

By Heidi Moore

**Millicent Gilley**, unit manager, Audiovisual, retired August 1 after 31 years of service. As unit manager, Millicent produced, directed and edited internal training video productions. She handled logistics and props, assisted with make-up and even operated the camera.

She maintained the film library, which contains hundreds of motion picture elements from 30 years of CWF productions, and is an "encyclopedia" of film sequences that are in our archives.

She and her husband, Hershel, have three sons and one daughter. Hershel was a maintenance mechanic in the hotel properties and retired from Colonial Williamsburg in 1984 after 27 years of service.

Millicent enjoys golf and chinese cooking. She will start her retirement with a vacation and then pursue a career in real estate.

Also retiring on August 1 was **Ethel Holloway**, pantry worker at Chowning's Tavern, with 20 years of service.

As a pantry worker, Ethel set up the pantry for lunch and served the food prepared there. She was always willing to help whenever she was needed. Ethel was pleasant to work with and always got along well with fellow employees.

Ethel has six sons and five daughters and her son, Kenneth, is employed as a kitchen steward at the Williamsburg Inn. She enjoys fishing, crabbing, canning vegetables and traveling. Her retirement plans include travel and time to spend with her family.

### Jim Miles completes Executive Program at Univ. of Virginia

**James Miles**, executive vice president, Colonial Williamsburg Hotel Properties, Inc., recently completed The Executive Program at the Darden School at the University of Virginia in Charlottesville.

The six-week program is a demanding, comprehensive management development experience which is designed to broaden participants' practical understanding of business problems. Discussions focus on both domestic and global issues as well as the economic and political climate within which business functions.

The Darden School, one of the nation's leading graduate business schools, conducts more than 50 different management development courses each year through its Executive Programs division.

### Remembering Friends

Mr. **Willie B. Taylor**, a retired employee, died Saturday, June 23 in Williamsburg Community Hospital.

Mr. Taylor retired from the Foundation on October 1, 1973 after 37 years of service. Prior to his retirement he was a garden foreman and was in charge of the gardens and grounds at Bassett Hall.

Survivors include his wife, three daughters, one sister, one brother, and six grandchildren.

A funeral was conducted at New Zion Baptist Church with burial in the church cemetery.



Pat Saylor

**HPI MANAGERS took part in an all-day seminar aimed at helping them improve their operations.**

### HPI managers attend restaurant seminar

Some 27 managers, assistant managers and management trainees from our restaurants and taverns attended an all-day seminar on dining room management at the Cascades August 23. Sponsored by the Educational Foundation of the National Restaurant Association (NRA), the seminar addressed a variety of issues relating to food service management.

The seminar was led by Lucia Cretella, of the NRA. Topics covered included basic management skills, personnel administration, dining room operations and guest relations.

Ms. Cretella stressed several key factors in good restaurant management. These included knowing what your mission is; setting realistic goals; being available on the floor to coach and follow up with employees; setting up systems which can save work and time; and, quickly and properly handling guest complaints.

The class is one of several hotel and restaurant management training courses being offered through the department of Human Resources Development. If you'd like to know more, call Peg Monahan, HPI training specialist, at ext. 7115.

# On-Site



## VISITOR AIDES

**By Kathy Thompson**

We are happy to report that the Visitor Aides have made it through another summer! Many thanks to the concerned craftspeople who helped us with much-needed ice and extra breaks. We do appreciate it!

We say goodbye and good luck to HOLLY WISNER, who has taken a job in Products in their Catalog Sales department. HOLLY was previously our On-Site reporter.

Most of our summer casuals have returned to school. SUSAN HALL is entering Riverside's School of Nursing; MARVIN STRONG has returned to Norfolk State, GINGER HAZELWOOD returned to Longwood; and, LAINIE EVANS enters VCU this fall.

KELLY WIGGINS is back while she waits for her orders. KELLY is in the Army Reserves.

Welcome aboard to HELEN HOLMAN, LEAH NAGEY, and ANN GOLDEN. JODI NORMAN was our July Employee-of-the-Month.

## VISITOR CENTER

**By John R. MacDonald**

Happy belated August birthdays to JAMES ALLRED, AIDA BOYLE, NANNIE FRANK, MICHAEL GREBB, KATRINA LEE, NILA SIVAKUMAR, LOLA SOMERVOLD, BETTIANNE SWEENEY, ELEINE TUCKER, MARY WALLACE, KATHLEEN WARREN; and MORRIS JACKSON, projectionist in theater operations.

Happy September birthdays to CLARA CRITTENDON, VELISA CURTIS, FRANCES DRDA, LOUISE PETTENGELL, TARMA D. SMITH, PAULINE C. WEAVER, ROBERT WEIR; and WINSTON COSBY of theater operations.

It is good to have GLORIA GRAVES back at work as an usher. She gave birth to a bouncing baby boy on June 20.

We said goodbye to JANET BOWMAN, who has enlisted in the Army; HELENA FAGAN, who returned to Crestar Bank; CAROLYN IMOEHLE, who transferred to the Inn as a flower arranger; CONNIE THOMAS, who plans to stay at home with her children; and DARLENE WASHINGTON, who has moved to Gloucester. We also bid a fond farewell to our summer student employees. We have enjoyed having you with us and look forward to your return. Our wishes for a successful school year go with you.

Welcome new employees LESLIE CYRUS, ANGELA ELLIS, CARYN TRICIA GUTIERREZ, NICOLE HOLLOWAY, KAREN PARK, VERA THILE AND MARVIN WHITEHEAD.

Congratulations to FRAN DRDA and AMANDA LEGARE, Hospitality and Courtesy winners for June and to MARY ANN DIXON and PHYLLIS SMITH who were the Hospitality and Courtesy winners for July.

Incentive winners for June were PAT ELEY, LOUISE PETTENGELL, RACHEL ELLIOTT, MARY STEELE AND SHARON BENNETT.

The July sales achievement winners were first place, SHARON BENNETT; second place, RACHEL ELLIOTT; third place, JEANNIE CLARK; fourth place, STACEY LEE; and fifth place, DAWN BLUMENFELD. Congratulations to you all.

Our annual picnic was held on July 28. The food was great and those who attended really enjoyed the food, fellowship and especially the games led by our manager of the Visitor Center, ROB WEIR.

We are happy to report that RAY WOWK continues to improve from his surgery and is at home.

## WILLIAMSBURG INN

**By Elizabeth Parsons**

We think everyone has gotten used to our large linen room. Now we're not only issuing linen and uniforms to housekeeping but to the dining room, kitchen and bellman staffs. JANE WILLIAM, the supervisor of the linen room now has an assistant; the branch off from the linen room where the computer is now, has FELICIA WILSON in charge. DOUGLAS EDWARD, our part-time houseman supervisor has nicknamed the linen room the "trailer" because it is so long.

SHIRLEY HILL has also joined the supervisor's staff. New regular employees in house-keeping are SHERRY THOMPSON, CONNIE WILSON, TAMMY JONES, FRANCH PEREO, MARY BALL, DIANA BROWN, CONNIE DAVIS, CHRISTINE MEAR, SHARON RICE, and SANDRA MASCATO. Happy belated birthday wished to DELORIS WHITE, BRAD COURSEN, and EVON WHITE.

The employees and their families thank BRAD, ELNORA, and CARMINE for hosting the wonderful picnic at New Quarter Park. Everyone had a good time. Until next month, good bye!

## CASCADES

**By Elizabeth Wallace and Ellen Bridgeforth**

It's been a long time since we've told you about the Cascades happenings. Here is a little catching up.

We extend a warm and hearty welcome to our new employees: CRAIG KROONBLAWD, manager; MARY ELLEN MEEHAN, CHRISTINE MAIOLA, assistant managers; TEMPIE HAYES, conference manager; DEBBIE JONES, conference secretary; and ANGIE HEAD, CYNTHIA JOHNSON, KENDALL GARRETT, MICHAEL YOUNG, JOHN CICERO, KARLO HARMON, VALERIE MITCHELL, ANGIE JACKSON, STACY LIPPEN-COTT, CHRISTINE TIMBRELL, CARLTON TYLER, DARREN BAUCUM, JOHN ELLIOTT, KARLA CAMPBELL, JACKIE AR-

MISTEAD, RALPH TERRY, MIKE JONES, PAM SAUDNERS, BRUCE BARTLETT, ROSE OWENS, OCTAVIOUS CKAHAR, ARRONSTEAD RANSDALE, and RANDALL MARTIN.

We are happy to have one of our senior waiters, JACK PATRY, back after a bout of illness and also, JANICE PIGGOTT, our secretary. Good workers aren't missed until they are not here!

Congratulations to the newlyweds DANA SCHMIDT, PRESTON OWENS, JOE PHILLIPS and PHILLIP ARTMAN.

Congratulations to Deborah and her husband, Mark; their new son has arrived—Ross Anthony Howard.

LILLIA BELL, MARY WRIGHT, MARION TYLER, and MARY JOHNSON all celebrated service anniversaries.

Happy birthday wishes to all who had birthdays during the months of June, July and August!

So long, until next time.

## COSTUME SHOP

**By Debbie Frecker**

JACKIE JONES and SUZANNE FOLDS celebrated service anniversaries in September.

We welcome new employee MARGARET PATRICK.

Our customer of the month for August is SARAH SINGLETON!

Good bye and good luck to BETSY PAINTER. Betsy was with us for eight years, most recently in the development of clothing for the African-American program. She will be returning home to be with her family in Massachusetts.

Congratulations to ELSIE LEWIS, our most recent addition to the African-American Special Projects team. Elsie has been with the costume department for 17 years.

The costume department's hospitality and courtesy committee offered a presentation for Colonial Williamsburg's Hospitality and Courtesy Committee on August 18. The presentation included all aspects of the customer-of-the-month criteria, selection and past recipients.

## MUSEUMS

**By Barbara Banks**

Congratulations to PATRICIA HURDLE on her promotion to the new position of Deputy Director, Museums, effective August 1. This change recognizes Pat's considerable administrative and managerial skills and her increased involvement in the daily operation of all museum units in the division and the Office of Archaeological Documentation.

In her role as deputy director, Pat will direct the day-to-day operation and maintenance of the Abby Aldrich Rockefeller Folk Art Center, Bassett Hall, the James Anderson House Archaeological exhibit and supervise support staff assigned to the Office of Archaeological Documentation. Specifically, Pat will oversee budget preparation and personnel functions, including coordination of training activities and drafting related procedures manuals for Bassett Hall, museum monitors stationed at the Anderson House and the Public Hospital, support staff in the Office of Archaeological Documentation, and secretarial and custodial staff at AARFAC. Pat Hurdle will also serve as acting director of the Dewitt Wallace Gallery in Carolyn Weekley's absence.

Congratulations to LUTHER FLORSTEDT, museum monitor, who became a grandfather for the fifth time with the birth of his second granddaughter on July 4.

Happy birthday to BARBARA DEVILLE, museum monitor, September 16.

DON THOMAS thanks his co-workers for the many acts of kindness shown to him and his father on the death of his mother last June.

## KING'S ARMS TAVERN

**By Willie Mae Welch**

How about that KATastrophe? They are the CW Co-ed B League softball champions with a record of 6-1. Congratulations go to KATIE ALLEN, SONYA BANKS, JENNIE GIFFORD, JOHN GRANT, HERB HARRIS, REGGIE HODGES, GLORIA HUNDLEY, JOE "SARGE" LAPASATA, WES MCCULLEN, KEVIN POWERS, TYRONE STRONG, JANE SULENTIC, JEFF WOODY, LAURA BOOTH, KAYLEY HARDEN, KATIE GILLIS, STEPHANIE HATCHER, and DAVID RANDALL. Now we're the new KATastrophe!

Also, congratulations to JOE LAPASATA on being chosen employee of the month! Super job!

The staff wishes SHERON JONES congratulations with the birth of her new son!

Welcome back to RANDY HAUFFE, who has just returned from Advanced Officers Training Camp at Fort Bragg, NC.

Farewell to KIM BAUM, who has relocated to DC with her husband and daughter—we wish you much success.

Belated August happy birthdays go to PAUL FREILING, SHIRREEN NASSIRI, FRANCES HARPER, ANGELO ALSTON, VIOLA PEACE, MAURICE BLACK, MIKE ALLUMS, JACK VINES, KENT MARCUSON, and SHERON JONES.

September birthdays to ROBERT GRASSI, LAURA BOOTH, KEVIN POWERS, PHILLIP FORGIT, TYRONE STRONG, KIM BAUM, BOBBY YOUNG and MATT LOHR and to all other employees with September birthdays! Happy birthday and best wishes!

## HISTORICAL INTERPRETERS

**By Bobbie Sanders**

Well, we know it has been a terribly hot summer—and a very busy one, not only for our visitors, but for many of our co-workers who have been vacationing also.

We've had the pleasure of working with four delightful interns this summer. They are JENNIFER BRYAN, CAROLINE KUNKEL, MONICA MCCONNAGHY and SUSANNE OLSON. They have been working at the Wythe, Wetherburn and Carter's Grove.

BETTYE JEAN LENDRIM took her Core Curriculum at MESDA recently and enjoyed it thoroughly. Then she prepared for son, Roberts wedding on August 13. Sounds like a pretty busy schedule to me!

July 7 was farewell day at the Palace for MARY HELMS who retired after 13 1/2 years as a hostess/interpreter in the buildings. Her co-workers honored her with a cake, party, food and flowers. We wish her much happiness in her retirement and hope she will come by to see us often.

SUE FRILLICI has joined her husband, Vince, in a move to Apache Junction, Arizona (near Phoenix) where he has accepted a

position as principal of Gold Canyon Elementary School. Sue and children are looking forward to a different kind of scenery as well as climate. Good luck to all.

The combined Palace/Carter's Grove Academy class of 1987 held a "Christmas-in-July" party at JIM MACDONALD'S house. They even exchanged gifts and had such a good time, they are planning a Chinese New Year party in September. This group really has a good time together.

Congratulations to JEANINE KELLEY on the birth of her new baby boy.

HILARY HICKS has now departed for Cooperstown, New York. Her last day was at the Capitol when the air conditioning and all electricity was off for 4 1/2 hours. We gave her a proper sendoff with lunch by candlelight and an exciting day to remember. Good luck, Hilary!

Our condolences to DAVID DESIMONE on the death of his father, to JUDY KRISTOFFERSEN on the death of her grandmother and RUTH RABALAIS on the death of her aunt.

We are happy to have DORIS THUMM back after her injury.

We certainly hope this fall will bring more pleasant weather for everyone. See you then!

## A GOOD PLACE TO EAT

**By Ginger Turner**

This has been a busy month for the gang at A Good Place To Eat. We had a "perfect" softball season, with an 0-7 record. Congratulations to all the employees and spouses who made the games so much fun.

We also have a new assistant manager on board, JIM COOK, graduate of Johnson and Wales College. Jim comes to us from the manager training program, and we look forward to working with him.

A big hello to our new hires, including SHANNON SIDEHAMER, BRIAN BAILEY, ANNE TUCKER, TONY SMITH, SYKIMA LEE, ARTHA PRETLOW, WARDRENA CYPRESS, MAGNUS JOHNSON, SHAWNE HOGGE, GOLDEN CARTER, JULIE STONE, AMY ETHERIDGE and RENATA DODSON.

Summer birthday cheers go to Liz, Debbie, Chad, Carl, Glenn, Fannie, Jimmy, Anne, Russ and Garry.

## CHOWNINGS

**By Cindy Bowser**

We will soon be bidding a fond farewell to assistant manager SCOTT COELLN, who is going into banquet sales at the Lodge. His replacement has not yet been named at this writing.

Also leaving us is garden waiter MARK RYAN, who graduated last year from college and will start his business career selling copiers.

And, a big congratulations goes to pantry person ETHEL HOLLOWAY, who is retiring after 20 years with Colonial Williamsburg. The kitchen is not going to seem the same without her.

Yes, we do have some new employees and they are very welcome, especially since they are utility workers, the real backbone of the tavern. LONG T. SON, SAVATH CHIM, SAMUON CHIN, CHEM CHHOM V., and PONG SYANY.

## ARCHITECTURE AND ENGINEERING

**By Phil McCormick**

MARK KIRK, while technically no longer a member of the A & E team, is a close associate with his July 5 promotion to construction manager in the C.M. department. Farewells were expressed at a luncheon at the Backfin Restaurant. Interviews continue for an architect to fill his vacated position.

There is good news of Mark and Pat's son David's recovery from cardiac surgery on August 5. He is now progressing nicely at home.

WILL WILLIAM attended the thirty-sixth Attingham Summer School on the British Country House, July 8-26 in England. The program was held at three college centers: West Dean, in Sussex, Nottingham University, at the Nightingale Hall of Residence, and at the College of Ripon and York, St. John, at York. About 25 country houses were studied in lectures, seminars, and tours. In addition to the joy of his sketches, we were treated to a slide show of Will's Great Britain visit.

BUZZ CROSBY, TIM HUDGINS, and KERRY LANKFORD, our three summer interns, are now back at school with diverse experience in the day-to-day world of architecture, engineering, and landscaping. An appreciation/farewell luncheon for them was held August 12 at the Lodge.

## Sorry, we goofed. . .

Our July/August issue of the *CW News* was our biggest yet—28 pages! Unfortunately, we made a few mistakes. On page 21, the Haiku, "Windows," by Donald Kline, should have read:

I look into eyes

That are windows of your self,

Fascinating depths!

And, again, his limerick, "Bike Hike," on page 26 should have read:

As a boy scout, the Duke of Gloucester

Signed up on a local troop roucester,

Took a girl for a hike

On the back of his bike,

And pedaled so fast that he loucester.

In Mildred Arthur's short story "Anniversary Gift," on page 20, the last line should have read: "Better than being beautiful, she thought, was being treated as if you were beautiful."

And, finally, on page 18, the call letters for AM 740 are WMBG.



**DRIED FLOWER ARRANGING** will be the topic of one of the flower workshops this fall. Martha Marquardt shows how it's done.

Pat Saylor

## You can learn the 'tricks of the trade' from our floral experts

Colonial Williamsburg is known far and wide for a variety of things, not the least of which are the beautiful floral creations by Libbey Oliver and her talented partners in the flower section. You can learn some of their secrets this fall during a series of special workshops.

The series will kick off October 24 with a workshop on making 18th-century floral arrangements using dried materials. On November 8 there will be a workshop on Christmas table decorations. On November 15 and 16 there will be workshops on making 18th-century Christmas wreaths. All workshops are from 9 a.m. to 3 p.m.

The cost for each workshop is \$32. This price includes lunch, a lecture, instruction and materials. (You'll be able to take your creation home!) Reservations can be made after September 5 by calling Eugenia Corrigan at 220-7209 (ext. 7209). Call now, because these workshops fill up fast!

## Second History Forum will explore struggles behind ratification

By Evelyn Cassidy

Struggles to ratify the U.S. Constitution 200 years ago and to adopt the Bill of Rights three years later are the focus of the second annual History Forum October 27-29. "The Constitution Makers: The Federal Edifice," follows the first forum on the ideas and events that led to the creation of the document.

Pauline Maier, professor of history at the Massachusetts Institute of Technology, will be keynote speaker. Also on the program are Richard Beeman, director of the Center for Early American Studies at the University of Pennsylvania, speaking on the conflicts over ratification; Walter Berns, professional lecturer at Georgetown University, on the Bill of Rights; and Christopher Collier, professor of history at the University of Connecticut, on the 1787 Philadelphia convention that drafted the Constitution.

Registration is limited. The \$180 fee covers forum sessions in the Hennis Auditorium of the Dewitt Wallace Decorative Arts Gallery, tours, four-day passes to Historic Area attractions, two receptions and a luncheon. If you'd like more information contact the registrar, Colonial Williamsburg History Forum; Post Office Box C; Williamsburg, VA 23187. Or, call 220-7255.

## Deadline is Sept. 16

# Sign up for hotel, restaurant classes

Are you interested in a career in the growing hospitality industry? Look no further. Colonial Williamsburg Hotel Properties, Inc. (CWHPI) is continuing to offer food and beverage management and hotel management courses, sponsored by the Educational Institute of the American Hotel and Motel Association.

You may take the courses separately, or as a series of five courses in either of two areas—food and beverage management or hotel management—leading to an industry-recognized certificate of specialization. Each course runs for ten weeks.

If you'd like more information, please contact Peg Monahan at ext. 7115. Call ext. 7115 or 7119 by September 16 to enroll in the following fall courses:

### Food and Beverage Management

**(465) Food and Beverage Controls** - This course is intended for restaurant managers, assistant managers, food cost controllers and store room supervisors. It covers the control of foods, beverages, labor and sales income. **Thursdays, 9:30 a.m. to noon, October 6 - December 15.**

**(243) Basic Sanitation** - This course is mandatory for all food and beverage supervisors. It covers FDA and state sanitation codes and shows how to effectively manage a food and beverage sanitation program. **Tuesdays, 6:30 p.m. to 9:30 p.m., October 4 - December 13.**

### Hotel Management

**(332) Front Office Procedures** - This course is intended for all hotel front office and related employees, and shows how front office activities and functions affect other departments and the guest. **Tuesdays, 6:30 p.m. to 9:30 p.m., October 4 - December 13.**

**(468) Hospitality Industry Computer System** - This course is intended for hotel managers, resident managers, front office managers and attendants, food and beverage managers, assistant managers, accounting, hotel sales, conference service and reservation office employees. The course demonstrates how to improve a property's efficiency through the use of computers. **Thursdays, 4:00 p.m. to 6:30 p.m., October 6 - December 15.**

## Wellness and Recreation

### Health Topic:

# The straight scoop about drug abuse

By Sharon Randall

This month Colonial Williamsburg's Fitness Program, in conjunction with the Employee Assistance Program (EAP), will provide you with information on Drug Abuse Awareness through the Health Topic bulletin boards.

In the 1960's and 1970's, many Americans passively or, even worse, actively approved the use of drugs. This misguided attitude caused many people to ignore important health information about the dangers of excessive drug use. Today we know that there are many serious and long-lasting mental and physical effects of excessive drug use. Below is a list of the more popular drugs used and the health problems associated with each one:

### Alcohol

- To varying degrees, alcohol affects us all—man, woman, child or unborn. Physically, it depletes the body's supply of vitamins A, B, and C, as well as calcium, magnesium and zinc. In extreme amounts, alcohol damages the heart and liver, destroys brain cells, erodes the lining of the stomach and interferes with vitamin and mineral absorption.
- The disease of alcoholism is a powerful addiction. Alcohol becomes part of the body chemistry, and takes control of your behavior and thinking. It is neither a character weakness nor a moral shortcoming.

### Marijuana

- If you're one of the many people who believe marijuana is a relatively harmless substance that went out of style in the 1960's, you've been misinformed. Nearly 25 percent of all Americans have experimented with marijuana, and it is estimated that as many as 20 million Americans smoke pot regularly.
- Marijuana can lead to severe physical and emotional damage. The immediate effects of marijuana smoking are short-term euphoria, mental confusion, memory loss, decreased reaction time, and impaired vision. Also, marijuana increases heart rate

by as much as 50 percent and appears to impair the immune system—making it easier to catch infections. Marijuana has been known to be even more damaging to the lungs than cigarette smoke, increasing your risk of lung diseases

### Cocaine

- Cocaine was once believed to be a "medicinal tonic." We now know cocaine is really a medical nightmare. The truth is, cocaine kills. Learning the facts about cocaine and where to find help if you have a cocaine problem may prevent you or someone you love from becoming the next cocaine fatality.
- Cocaine is a powerful stimulant that acts on the central nervous system. Within seconds of using cocaine, heart-rate, respiration, and blood pressure increase. This sudden overstimulation can cause cardiac arrest, respiratory failure, brain seizures, and death. There is no such thing as "safe" amounts of cocaine. Even first-time users are at risk for these potentially fatal side effects.

### Prescription or over-the-counter drugs

- Legal, easily obtainable prescription drugs are often abused. Many people convince themselves that drugs obtained from a physician cannot cause them any serious harm. Valium and Librium are the prescription drugs most commonly abused.

For additional information concerning the above, look for the Health Topic bulletin boards during the month of September at:

- The Williamsburg Inn (employee's lounge)
- The Williamsburg Lodge (employee's lounge)
- Carter's Grove (employee's breakroom)
- Facilities and Property Management (FSO breakroom)

Or, contact me, Sharon Randall, at extension 7021 (220-7021) or 7EAP (220-7327). All help is confidential!



**THE COLONIAL BANKERS** were winners of tournament and regular season play in the Coed 'A' league. They are: back row, from left - J.P. Parrott, Henry Bond, Cheryl Sparks, Eddie Jackson, Thomas Jackson, Rusty Brown, Tom Smith, John Parrott. Front row, from left - Kelly Wiggins, Pamela Partin, Carolyn Brown, Jean Ferguson and Cathy Stewart.



**KATASTROPHE** finished in first place in regular season play in the Coed 'B' league. They are: back row, from left - Gloria Hundley, Jeff Wooddy, Herb Harris, Rick Newton, David Randall and Tyrone Strong. Front row, from left - John Grant, Joe Lapasata, Katie Gillis, Kevin Powers and Wes McCullen.

## Softball league competition was 'hot as the winds of Araby'

By Carl Lounsbury

If you went to your local drug store this summer you may have noticed a run on bandages, iodine, heating pads, soothing ointments, smelling salts, and other pain relievers. No, there were no local disasters or calamities; just the usual results of another competitive season of the Colonial Williamsburg Softball Program.

This year more than 250 men and women braved the rough savannah plain of the Whaley Field, where temperatures hovered in the mid-90's throughout the entire summer, to test their muscles, coordination, stamina, and pride in America's noble pastime. Once svelte athletes (out to prove that five, ten, or twenty years of inactivity made no difference in their prowess) soon found their fielding finesse fluctuating, that hitting homers was harder, and their ability to run rounders was retarded.

Although weather conditions were less than ideal and the competition as hot as the winds of Araby, most participants maintained a cool equanimity. After all, the name of the game is fun and good sportsmanship. This year was no exception.

In the torrid Men's League, where few prisoners were taken, the five teams had many

close and exciting scrapes. Representing employees from Campbell's, King's Arms, Chownings, Cascades, and Landscape, these burly ballplayers fought the good fight, hit the low inside curve, and fielded everything that moved.

At the end of the season when the dust settled, Campbell's won first place in the standings, followed closely by King's Arms and Landscape. Chownings and Cascades fought hard to ward off the fate which befell the Baltimore Orioles this year. Rumor has it that the Baltimore birds may try their wings here next summer.

Because of the fine response of employees and the addition of new teams, Coed Softball was divided into two separate leagues. This was done in part to encourage those who have not played in the last few decades or in their life to come out and give the game a try in a more relaxed atmosphere of recreational adventure.

In the more competitive of the coed leagues, the perennial favorite, Colonial Bankers, once again dominated play. Well back in the pack, but fighting hard for the honorable position of runner-up were teams from the Lodge and Architecture & Engineering. Also giving it their all were a team of assorted athletes named No Name Collections, and the Inn's favorite, Mixed Nuts.

Where talent and strategy were cast to the winners the second coed league was dominated by a young, enthusiastic crowd from King's Arms. Breathing down their necks were the D. C. Players, followed by the big guns in Security, aka 2600 Club. The aging and egregious Composite Order captured its accustomed position near the bottom of the standing. Coasting to last place in the win column but not in heart and endeavor was a new team (one to be reckoned with in the coming decades) from A Good Place to Eat.

## Mark your calendar now for Battle of the Stars Saturday, October 8

On Saturday, October 8, Walsingham Academy will be the sight of the **fifth annual Battle of the Stars!** The Battle is a semi-serious athletic competition between local employers — similar to the "Battle of the Network Stars" on TV. It is staged to raise money for Big Brothers/Big Sisters, a United Way agency.

Fourteen employees from Colonial Williamsburg will compete against teams from Anheuser-Busch, BASF, Williamsburg Community Hospital, Berkeley Realty, Howmet and others; not only for the Battle championship, but also for the Sportsmanship Award. (We have a lot of fun, and we won the Sportsmanship Award twice out of the three years it has been awarded!)

There will be door prizes, music and food! We'll be participating in volleyball, tennis, track, tug-of-war, water balloon toss, an obstacle course and much more!

Come on out and cheer for our team! Support Big Brothers/Big Sisters and have a great day — everybody wins!



**GOING FOR A STRIKE** is Patty McIntyre of Archives and Records.

Heidi Moore

## A strike doesn't always mean you're out...

By Sue Houser

Fifty-one teams of employees participated in Colonial Williamsburg's Summer Fun Night Bowling Tournament at Williamsburg Bowl on August 23. The following areas were represented by at least one team: Security & Safety, Archives & Records, Human Resources, Inn, Archaeology, Controller/General Accounting, Club House Grill, Conservation, Reservations, Historic Area Stores, Media Relations, HPI Administration, Costume Department, Historic Trades, Information Systems, Governor's Inn, Office Services, Campbell's, Cafeteria, Multilith, Bus Operations, Mechanical Maintenance (MOM), King's Arms, Carter's Grove, Architecture & Engineering, Motor House Maintenance, Gift Shops, and Historical Interpreters.

Employees came in, bowled, and set new highs—Susan Close bowled her high of 120 and Bill Houk bowled a 253. (They didn't bowl against each other—this was for fun!)

Each employee received a memento of the occasion—a wooden bowling pin which expressed the philosophy of the event:

What I like is a strike.  
What I care for is a spare.  
You hear a mutter I'm in the gutter.  
I'll make it right another night!

The Bowling Fun Night is a tradition of many years standing, and participation is growing. Join us next August - in this case a "Strike" doesn't mean you're out!

## Join us in December for a Christmas tradition: The Nutcracker Suite

One of the traditions of the Christmas season is watching the "Nutcracker Suite." A trip to the Kennedy Center is planned for Friday, December 9 to see the Joffrey Ballet perform Tchaikovsky's magical masterpiece.

The cost is just \$65 per person. This includes the theatre tickets and bus fare. Retirees, employees, spouses and their guests may participate. Payment by check made out to Colonial Williamsburg Foundation is requested.

We will be leaving Williamsburg at 1 p.m. and will return approximately 13 hours later. The bus should arrive in Washington around 4 p.m. The ballet begins at 8 p.m. You'll have approximately four hours to do what you want before the ballet begins.

There are a couple of places to eat at the Kennedy Center. Depending upon your choice, you can eat in a cafeteria or in a restaurant at the Center (we have a copy of the restaurant menu if you'd like to know what is offered), or somewhere else in the area.

If you'd like to join this trip, call Sue Houser at ext. 7029 (220-7029). Share this enjoyable experience with us! You'll have a great time at the "Nutcracker!"

## You can manage stress! Learn how during special wellness class

Stress is a fact of life and some stress can be good for you. It inspires you to better meet life's challenges. Muscles tighten, blood pressure rises, the heart speeds up, and extra adrenaline rushes through your system—an age-old survival response. Its purpose is to give you the extra strength you need to fight off "danger" or to flee from it.

Much stress can harm your physical and mental well-being. Last year, the cost of stress in the workplace was over \$150 billion. Nearly one out of seven occupational disease claims were stress-related. The American Heart Association reports that 70 to 80 percent of all ailments that sent people to doctors had some connection to stress.

**You can manage stress!** Colonial Williamsburg, via the Education Office of Williamsburg Community Hospital, is offering a four-week, eight-hour class on Stress Management. The class focus will be on practical applications of defining, recognizing and controlling stressful situations. The class is scheduled for Wednesday nights, October 5, 12, 19 and 26, from 6:30 to 8:30. The cost for employees will be \$20 (Colonial Williamsburg will be paying the remaining \$25 balance per employee.) Payment by check made out to Colonial Williamsburg Foundation is requested.

If you're interested in registering for this class or have any questions, please call Sue Houser at ext. 7029 (220-7029).



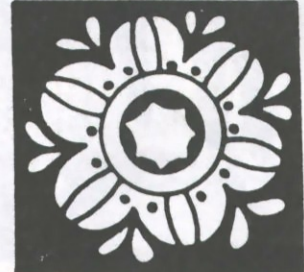
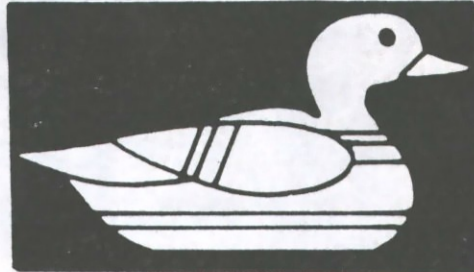
## Join us for a walk in the park Sept. 24

Imagine the cool breeze blowing through the leaves...listen to the squirrels as they chatter...focus on stretching those muscles and breathing easily...On Saturday, September 24 at 8 a.m., employees, retirees, family members and friends are invited to share in the joys of walking in Newport News Park.

Colonial Williamsburg's Walking Club is sponsoring this group walk at Shelter 14 in Picnic Area

#3 until 10 a.m. Bring something for your breakfast and talk with fellow walking enthusiasts. This is a great way to exercise and relax at the same time. Also, we'd like to hear your suggestions or ideas for future Walking Club activities.

If you need information or have any questions, please call Sue Houser at extension 7029 (220-7029).



## Hobby and Craft Show

Saturday and Sunday

November 19 and 20

Application

Reservations are accepted until **November 1, 1988** or until space is filled. Setup begins at 8 a.m. and ends at 10 a.m. Show is 10 a.m. to 4 p.m. **both days.**

Name \_\_\_\_\_  
 Department/Division \_\_\_\_\_ Work phone \_\_\_\_\_  
 Full description of items to be displayed: \_\_\_\_\_

Check one:  
 I plan to exhibit under the status of professional because my craft is a full-time/part-time profession.  
 I plan to exhibit under the status of an amateur because my craft is a pastime only.

Check those which apply:  
 I will be exhibiting.  
 I will be exhibiting and selling.  
 I will be exhibiting and demonstrating.  
 I will need to be close to an electrical outlet.  
 I will need a 3'x6' draped (gold) table.  
 I would like to share a 3'x6' table.  
 I will need one side of a 4'x6' tent-style A-frame.  
 I will need two sides of a 4'x6' tent-style A-frame which will be side by side to extend to a length of 12'.

A-frames should be used for hangings large items such as paintings, quilts, photography, rugs, etc. **You will need to supply your own "S-hooks"**

Special requirements:

How would you best describe your craft?  
 Paintings and Drawings  
 Photography  
 Ceramics and Pottery  
 Needlework such as cross-stitch, knitting, crocheting, crewel, and candlewicking  
 Woodworking such as cabinets, tables, wooden figures  
 Crafts such as woven baskets, papercutting, straw wreaths, dried or silk flower arrangements, batik, jewelry, etc.  
 I would like to be open to exhibit before the Talent Show.

Please return the completed application to **Carol Grazier**, Conservation department, William Byrd III Stable. If you have any questions, call Carol at ext. 7080.

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