

COLONIAL WILLIAMSBURG NEWS

Volume 5, Number 8

Williamsburg, Virginia

December, 1952

Revised Plan Allows More Flexible Uses Of Vacation Bonus

Employees who are due vacation bonuses under CW's service recognition system have been notified of a new and more flexible method of taking the award.

Under the new system employees may now take the bonus vacation either in time off or in pay, or as a combination of both.

The service award system provides that on the tenth anniversary of employment, a bonus vacation of one extra week is given. In the fifteenth year, the twentieth, and on each fifth year thereafter, a vacation bonus of two weeks is given.

New Plan Explained

Now, under the new plan, the bonus vacation can be taken either in time off with pay, or in equivalent pay, the choice being left to the individual employee. Thus, an employee having two weeks of normal vacation and having earned a bonus vacation of two weeks, may take (a) four weeks time off with pay (b) three weeks time off with pay with an additional one week's pay, or (c) two weeks time off with pay and an additional two week's pay.

This modification of the service recognition award system does not affect normal vacation procedure. Employees due annual vacations starting after one year of service will take them as before—in time off with pay.

CW's Newest Publication Is Book For Children

Youngsters who visit Williamsburg are the audience for Colonial Williamsburg's newest publication, titled "St. George's Day in Williamsburg," which has just been published.

The gaily illustrated little book was written by Posey Hurd, who is famous for her Little Golden Book creations and other juvenile publications. Illustrator was Clem Hurd, her equally famous artist-husband, who is known for his work in several media.

Now that "St. George's Day" has gone on sale here for 50 cents a copy, Doubleday and Company will publish a hardbound edition of the same book for nationwide bookstore distribution. This edition will sell for \$1.25.

"St. George's Day in Williamsburg" is the fanciful story of a little boy's experiences at the annual celebration in honor of St. George, which in the eighteenth century was observed each Spring in Williamsburg and other British communities. The illustrations depict many buildings and scenes familiar to the modern visitor.

I & L Seeks Employee Aid; Convention Data Wanted

Grant Washburn, of the Inn and Lodge, has asked employees for information on special groups planning to meet in Williamsburg. A year-round request, it is of particular importance during the winter months.

Accommodations are available for from 10 to 300 persons.

Such information will be welcome at all times of the year, but only small groups can be handled adequately during the balance of the year, and during April, August, and October, the hotels are generally full.

Those with information on this matter are urged to contact Grant immediately.

Friends:

All of us can look back with a feeling of very real accomplishment on the year which has now nearly run its course. In many ways 1952 was one of Colonial Williamsburg's most successful years. It certainly was one of progress, and one particularly marked by your loyalty, hard work and efficient devotion. I hope it was more than that. I hope it was a year well lived for each of us as individuals in our efforts to become better members of our community, better citizens of our country and in our efforts to draw closer in daily life to the eternal truths of Christianity. Mrs. Chorley and I send to each of you and to every member of your family our very best wishes for a Merry Christmas with the hope that the New Year will bring peace in the world and good will among men. May the spirit of Christmas as symbolized by the birth of Christ prevail throughout the year.

Kenneth Chorley

Central Employment Office To Open In Broadened CW Personnel Program

Shortly after the first of the year a new sign will swing on Duke of Gloucester Street reading "Colonial Williamsburg—Personnel Relations and Employment Office." It will mark the new home of Personnel Relations in the quarters formerly occupied by Colonial Stores (Pender's uptown) and will herald the consolidation of all CW personnel recruiting and personnel selection activities in a central employment office.

The recent management survey pointed out that CW had 20 different places where employees were hired. It was also learned that in some instances employees were being laid off in one part of the organization while at the

same time in another part employees with similar qualifications were needed. In other words, the right hand did not always know what the left was doing. Furthermore, no procedures for exit interviewing were being followed. As a consequence, employees were leaving the organization without CW knowing exactly why they were leaving. Under the new arrangement there will be a single office for recruiting and selecting new employees, and this office also will introduce new techniques through central employment that have been lacking heretofore.

The management survey also backed up the conviction of President Kenneth Chorley and the administrative officers that personnel relations activities should be broadened and assume a more important role in the administration of Colonial Williamsburg.

Personnel Major Investment

In commenting on this broadened role, Mr. Chorley said, "We have a wonderful and unique plant—restored Williamsburg with its complementary facilities, such as hotels, warehouses, shops, theatre and laundry—but our greatest asset and our major investment is in our personnel. It is just good common sense that we should do everything possible to provide conditions of employment which will give the greatest possible satisfaction to every employee of this organization."

"This we have said in our personnel philosophy, and this we shall be continually striving to accomplish."

In order to better carry out its main responsibility — that of representing employees' interests and viewpoints in management — the personnel staff is being enlarged. It will thus be able to provide operating supervisors with better professional advice and better counsel for individual employees.

Dick Talley, as Personnel Relations Director, will continue to supervise the overall function, assisted by Bill Rennolds, assistant director, who will devote major attention to wages, salaries and CW's benefit programs. Lois Harrison and Peggy Martin will continue in their present capacities.

Filler Heads Office

Jim Fuller, until now Director of Training, will head up the consolidated employment office as Director of Employment. His office will recruit and screen all applicants for work in the organization — hotels, restaurants, construction and all the rest of CW's many activities. After an applicant has been interviewed by the employment office, if he or she meets the job specifications, the applicant will then be referred to the supervisor who will make the final decision as to employment. This office will also assist with employee orientation and recreation.

Joining Personnel Relations as assistant Director of Employment, will be Harold O. DeWitt, Industrial Secretary of the Richmond Urban League, who will recruit, interview, and counsel Negro employees, and assist in development of their recreational programs. The need for this addition to the staff has been felt for some time, and the appointment comes in view of the fact that Colonial Williamsburg now has over 600 Negro employees.

A Former Teacher

A former high school teacher in Big Stone Gap, Mr. DeWitt was with the Virginia State Employment

(Continued on Page 4)

The Season's Greetings



CW Employees Ready For Busy Yuletide

Firing of the Christmas guns on Christmas Eve will herald the formal opening of the Christmas season, but more important to a number of CW employees, it marks the end of preparations for the Yuletide observance.

Behind the scenes have been long hours of work on the part of staffs of every division in the organization, with those not directly effected taking up the slack left by the others. And for some this is a chore that will continue on past the New Year in following through the enlarged entertainment program, and the task of taking down decorations for use another year.

Bearing large loads in the preparation are Louise Fisher, charged with the creation and supervision of both interior and exterior floral designs, and the men from C&M, like Bill Reineke and Frank Jacobs, who shared the complicated job of putting up hundreds of feet of garlands, delivering white lighting, and handling countless other details.

At the Craft House, the Gift Shops, and in the Reservation Office, staffs are only now beginning to show signs of relief. Jack Upshur's Craft crew has practically sold everything but the building, and the hotels are get-

ting ready to put out the "no vacancy" sign.

Still faced with the business of preparing holiday feasts, the kitchen staffs are busy measuring the last "pinch of salt" to complete the chef's best, while service is tuned to the tempo of a packed house. Also on the calendar at the Lodge are the all-important Yule Log ceremonies there.

Chowning's, too, has its Yule Log ritual to "protect the house from ghosties and ghasities and things that go boom in the night," while the King's Arms will be taxed past capacity to meet requests for its service. With the

COLONIAL WILLIAMSBURG

NEWS

Published monthly for and by employees of Colonial Williamsburg, Williamsburg, Virginia.

EDITORIAL BOARD: Dick Talley, Tom McCaskey, Bob Hoke, and Tom Williams.

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News & Comment

SOONER or later, a man, if he is wise, discovers that life is a mixture of good days and bad, victory and defeat, give and take.

He learns that it doesn't pay to be a sensitive soul; that he should let some things go over his head like water off a duck's back. He learns that he who loses his temper usually loses out.

He learns that all men have burnt toast for breakfast now and then, and that he shouldn't take the other fellow's grouch too seriously. He learns that carrying a chip on his shoulder is the easiest way to get into a fight. He learns that the quickest way to become unpopular is to carry tales and gossip about others.

He learns that buck-passing always turns out to be a boomerang, and that it never pays. He comes to realize that the business could run along perfectly well without him. He learns that it doesn't matter so much who gets the credit so long as the business shows a profit. He learns that even the janitor is human and that it doesn't do any harm to smile and say "Good Morning," even if it is raining. He learns that most of the other fellows are as ambitious as he is, that they have brains that are as good or better, and that hard work and not cleverness is the secret of success. He learns to sympathize with the youngster coming into the business, because he remembers how bewildered he was when he first started out.

He learns not to worry when he loses an order, because experience has shown that if he always gives his best, his average will break pretty well. He learns that no man ever got to first base alone, and that it is only through cooperative effort that we move on to better things.

He learns that bosses are no monsters, trying to get the last ounce of work out of him for the least amount of pay, but that they are usually fine men who have succeeded through hard work and who want to do the right thing. He learns that folks are not any harder to get along with in one place than another, and that the "getting along" depends about ninety-eight per cent on his own behavior.

—Wilfred Peterson

Reprinted from "Your PBX," published by the Chesapeake and Potomac Telephone Company of Virginia.

Service Awards



James M. Knight, archaeological engineer, completed 15 years of service with Colonial Williamsburg on December 16. Although he had worked on the project earlier, his present service dates from December 17, 1937, when he was re-employed as a draftsman. He has been in his present position since January, 1940. His work is almost unique, since there are few projects requiring the services of an archaeologist.

Outside the office his chief interest is in growing new and unusual flowers. Married, he now lives with his wife and daughter on South England Street.

Employees Can Help Locate New Sources Of Antique Flooring

Always in the market for 18th century flooring, Architecture, Construction and Maintenance is pondering the possibility that CW's employees might be able to help in their quest to uncover sources of this material by spreading the word around.

C&M's Director Charley Hackett says, that while there is no great immediate need for the flooring there is also the obvious fact that one day there will be no future supply, since some of the colonial structures still remaining will inevitably disappear with each passing year. It is for this reason that C&M is anxious to enlarge its stockpile of flooring for use in future restoration construction and to replace worn boards in the present structures.

The type flooring sought is that used in original 18th century buildings, which would show the actual wear of the more than a century's use. It must be rift or edge-grain pine of any length, but with a minimum width of six inches to conform with standards of the period.

Price Difference Slight

Many CW employees live in surrounding communities where some 18th century homes and buildings, which could be possible sources of benefit, are still standing.

It should be pointed out, however, that the amounts paid for this flooring are not a great deal higher than current lumber prices, and would be of advantage to the owner only when the building is being demolished or when the owner has decided to replace the old with new flooring, anyhow.

Anyone who might have a lead on such a source of flooring may contact Charley Hackett, or Randy Lee in the C&M office, or submit the information through one of the suggestion boxes.

Trustees, Directors Meet; Chart Course For Future

CWI trustees and WRI directors, met here on December 17th and 18th to review Colonial Williamsburg activities during the year and chart the course for 1953 in broad terms.

As in years past, administrative officers attended meetings and participated in discussion of specific matters that were scheduled for Board action. In the docket prepared for the meetings, operating and capital budgets were slated for major attention.

George Washington was a member of the House of Burgesses meeting here for 16 years.



Departmental News

AUDIO-VISUAL

JIM SCHAADT went to the Art Film Festival in New York at Thanksgiving time, and brought back with him a spotless 1951 Pontiac which is now his pride and joy. He drove BETSY and BILL MYERS to New York over a recent week end. There they saw Jean Louis Barrault and his Company of dancers. Betsy and Bill as well as LOUISE and BEV CHANEY, who recently moved into kitchens, have found it difficult getting beds up the narrow stairs. They slept downstairs until a solution was found in getting around the awkward bend in the steps. Louise visited her mother and her dentist in Baltimore recently and lost a bothersome wisdom tooth while there. LOUISE KNOTT went to the Army-Navy game in Philadelphia and sat on the Navy side but rooted for Army! CHRIS GILLESPIE's mother arrived in New York, November 20, none the worse for her experience. Her crossing from England was hindered by a hurricane. After visiting friends in New York and Connecticut the Gillespies came back to Williamsburg after Thanksgiving. JACK WEEKS is here for four days, or so to work with ART SMITH on "Decision at Williamsburg" scheduled for release sometime early next year.

INTERPRETATION

ED ALEXANDER and WALTER HEACOCK will go to Washington at the end of the month for the Historical Convention. We understand that ELEANOR HANDLEY and JEAN McGRATH's apartment has taken on a "new look" with new curtains and slip covers the two girls have been busy making recently. Eleanor will go home to Connecticut for the holidays and Jean is planning to go to Richmond and spend the holidays with her parents. EUGENIA WILLIAMSON will spend some of the Christmas holidays in Portsmouth.

ARCHITECTURAL

The Architect's Office extends their sincere condolences to SINGLETON P. MOOREHEAD, and his wife, on the death of his mother. ALDEN HOPKINS is now settled at the Bracken House. Just in time for Christmas, too. DON and ELLA MAE PARKER proud parents of a new son, born the day after Thanksgiving, are being visited by Don's mother, Mrs. Glennes A. Parker. Mr. Parker will be joining them for Christmas. The Architect's Office has added PATRICK MOORE LATHROP of Richmond to its staff. NANCY LATHROP is also working for Colonial Williamsburg as a hostess. Welcome to you both! GEORGE BENNETT and family will be happy to see Elizabeth Jane who plans to be home for the holidays. LEROY PHILLIPS and family are planning a visit to Northumberland County over the holidays to visit parents and relatives. RALPH BOWERS' cocker Rebel, is the proud father of six. The shock must have been too great since Rebel was among the missing for a week after the blessed event. Ralph will be in Maryland for Christmas visiting his daughter Susan. WILLIAM FRAZER and wife, have now established themselves and belongings in the Ewing Forge. DRUCILLA WARR and her husband Harry, plan to visit their respective parents in Wilmington and Smithfield, North Carolina. ALEDA and ARTHUR HARTMAN will be vacationing for a week with their daughter and parents in Roanoke.

RESEARCH

The Research Department has a globe-trotter! MARY STEPHENSON back from a recent trip to New York the week of Thanksgiving is now off to California to spend Christmas and New Year's. Other members of the department will be at home in Williamsburg for Christmas with the exception of NANCY BURLESON who will go to her home in North Carolina for the holiday and JOHN HEMPHILL who plans to spend the vacation with his family in Baltimore.

MERCHANDISING

The Merchandising Division of Cresap, McCormick and Paget are now making a special survey of all the merchandising activities of Colonial Williamsburg, now under the direction of JOHN A. UPSHUR. Mr. Joseph P. Merriam and Mr. Edward L. Gremse who have been working on this study will be joined by another associate at the end of the year. LENA FENNELL is looking forward to having Eddie Fennell, Jr. of New York City spend Christmas with the family at "Cherry Hall." EDITH and BUD ODELL have spent their vacation at Del Ray, Florida. They will be home in time for the holidays. PAGE FOLK will have Christmas dinner with her sister in Richmond and will spend the week on the Eastern Shore with her brother and his family. CAROLINE COCHRAN will spend a part of the holidays in Ashland with her sister, Mrs. Kimbrough Cox and her husband. The Upshurs are expecting their son Jack, Jr., and their daughter, Petie, home from college this week end for the Christmas holidays. CLARA and GEORGE OLIVER will go to the Eastern Shore to spend Christmas with her parents and later will visit Dr. and Mrs. George Oliver, Jr., and their son in Richmond. VIRGINIA CLEMENTS' sister, Miss Nellie Hurt of Lynchburg spent the Thanksgiving holidays with she and her husband. Mr. and Mrs. William Schwarz of Huntsville, Alabama, have been recent visitors of FRANCES SCHWARZ. ROSALIE and JOHN MINKINS will have Christmas dinner with Mr. and Mrs. Dillard Brown. CATHERINE DORRIER spent last Friday night in Richmond and met for the first time her new niece, Margaret Erskine Dorrier, of Martinsville, Virginia.

HOSTESS

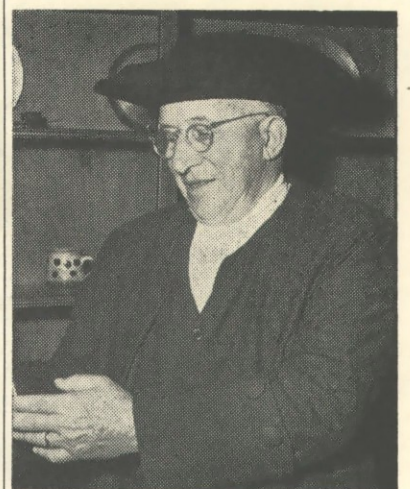
"There is a song in the air, a star in the sky"—Christmas is the all absorbing topic. Much visiting and many guests will be in order for the hostesses at that time, but MARY DANIEL is ahead of time as she is visiting her son George in Greenville, S. C. Her daughters Margaret from Washington, and Catherine and family from Connecticut will be her holiday guests here. NOUVELLE GREEN also had a pre-holiday visit with her daughter, Betsy, and family in Schenectady, N. Y. LILY NELSON plans to share Santa with son Phillip and family in Warrenton. Mary Winston Jones, now studying in Michigan, will spend part of her vacation with her mother. KATHERINE JONES. FANNY LOU STRYKER and husband will join their daughter, Evelyn and family in New York. The new granddaughter is the chief attraction. We are glad to report that MARY BROOCKS is at home after a trip to the hospital in Richmond. Our sympathy goes to MINNIE PATE, while her husband is in the hospital in Richmond. RUBY STEELE will visit her daughter Betty in Martinsville and then spend the winter with her son Brock in Winter Park, Fla. MILDRED ADOLPH and ANGIE KOCH were in Norfolk recently. Wedding bells will ring for MARTHA RAY and DALE CARTER. Martha's wedding will take place during the holidays, while Dale will be married in the spring. BARBARA and MARY LEWIS BROWN are proud of their father's literary contribution. His book *Catch The Brass Ring* is now being readied for release.

CRAFTS

PARKER CRUTCHFIELD and his family have recently moved to an apartment in Magruder Heights. JOHN ALLGOOD and family plan a trip to Mrs. Allgood's home in South Carolina over the holidays. EDMONIA JACKSON's Christmas vacation plan is still indefinite. Congratulations go to GUS KLAPPER for his "best performance" award in "The Colonial Printer." Gus was presented the award by ED ALEXANDER at the first showing of the film on December 5. The award is a small statue of a colonial printer holding his inking stocks and was carved by Dr. Carl Roseburg, of the Fine Arts Department of the College of William and Mary.

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Meet The Staff



In less than a year, Ashley Norwood has become a familiar CW figure in his post of guardsman at the Gaol and Magazine, and as a contributor to CW News columns.

Like other employees, Ashley was a tourist to Williamsburg who found himself unable to resist its atmosphere. Formerly the owner and operator of a chain of service stations in Miami, he first came to Williamsburg eight years ago. When he decided to retire, he came back.

A man who likes to meet people, he was restive in retirement and intrigued by Colonial Williamsburg, he couldn't resist the opportunity to become a part of it. As a guardsman he has satisfied his desires, but he readily admits that before coming to the Magazine last February "I didn't know anything about guns, past or present."

Ashley lives with his wife and two daughters on Route 60 between Williamsburg and Poano, where they operate the Poplarcrest Tourist Home. He is an active member of the Mount Vernon Methodist Church, where both he and his wife are soloists in the choir. Mrs. Norwood is a former soloist with the Philadelphia Symphony.

Suggestion Awards

Mary Hilton (Curator's), \$10. That alterations be made in the heating arrangements at the Wythe House.

J. Neville McArthur (Exhib. Bldgs.), \$10. That lead-in signs be placed on edge of town to direct visitors to Chamber of Commerce and Reception Center.

Ilda Bernard (Exhib. Bldg.), \$10. That a container for cigarette disposal be placed outside Raleigh Tavern.

Joseph D. Owen, Jr. (Exhib. Bldgs.), \$10. That changes be made on the lock at the exit door of Raleigh Tavern.

Fannie Stryker (Exhib. Bldgs.), \$10. That signs be placed at basement of Brush-Everard House.

Ruth Woody (Exhib. Bldgs.), \$5. That a more conspicuous sign be placed at the steps to the basement of the Wythe House.

Mary Rosseau (I and L), \$20. That the Williamsburg Inn and Lodge be shown on Chamber of Commerce maps.

Eliza Johnson (I and L), \$10. That additional lighting be provided at hall of Williamsburg Inn.

Proud Parents

BORN:

To William T. Temple (C. and M.) Son, Malcolm Thomas Temple, November 18.

To John Lee (Curator's) Son, Ezekial Leon, November 19.

To Donald H. Parker (Architectural) Son, Sheldon Kendrew, November 28.

Busses Are Operating On Winter Schedule

Colonial Williamsburg's busses which make a circuit of the restored area are operating on the Winter schedule now. The first trip leaves the Reception Center at 9:45 a. m., proceeding to the Capitol, Raleigh Tavern, Paradise House and Museum, and then returning to the Reception Center.

Beginning at 10 a. m., the bus leaves the Reception Center at twenty-minute intervals and travels the full route. The last trip of the day leaves at 5:20 p. m.

Departmental News

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PUBLICATIONS

PARKE ROUSE reports a successful trip to New York. He was especially interested by the day spent at General Drafting Company at Convent Station, New Jersey, conferring with Mr. Richard Scully on the new **Guidebook** map. A copy of the **Guidebook** and one of **Colonial Williamsburg: Its Buildings and Gardens** are being transcribed into Braille by The Lighthouse, The New York Association for the Blind, to be presented to The Library of Congress, Division for the Blind. The Library of Congress will circulate these books among different organizations and libraries for the blind. The Christmas Book Sale in the Goodwin Building basement is doing a rushing business. BEV CHANEY and MARLENE BUTLER rush about adding figures, counting books and souvenirs, and muttering about sales, customers and kindred subjects. BEV and LOUISE CHANEY spent Thanksgiving in Baltimore. JANE HUBBARD is wearing an engagement ring but has made no definite announcement except that the big event won't take place until after Easter. "BLACKIE" BLACKWELL is receiving quite a lot of razzing from the Accounting Department personnel who apparently had been expecting the engagement all along.

OFFICE SERVICES

Wedding bells rang out Saturday, November 29, at the Williamsburg Presbyterian Church for MAYLON McGEHEE who, at the hour of four, was united in marriage to George Hamilton of North Carolina. After a reception at the McGehee home the newlyweds embarked on their honeymoon tour of the Shenandoah Valley. They now make their new home in Williamsburg. The bells will peel again on Saturday, December 20, for JOAN POOLE who will be married in the Chapel at the Naval Mine Warfare Base to William Mladek, a U. S. Marine. Following a trip to New York and New Jersey, the young couple will make their home at the Naval Mine Depot in Yorktown. UTHA CONRAD is leaving December 23 to spend the Christmas holidays with her family in Dry Ridge, Kentucky. Other holiday travelers are DENISE BURKE to Westchester, Penna., and PHYLLIS KEEL to Long Island, New York, and points north. DIANA HALL and her mother, EMILY HALL, plan to be in Lynchburg to welcome in the New Year. Sally Mapel made a surprise visit recently to see us. Sally and Don are now living in Cambridge, Massachusetts, where Don is doing graduate work at Harvard. Sally spent the Thanksgiving week end with her mother.

INN & LODGE

We would like to welcome SHIRLEY BAILEY to our organization. She will assume the duties of Housekeeper for the Williamsburg Lodge. DENTON GUSTAFSON has resigned as Assistant Manager of the Inn and Lodge. He has accepted a position in California. MARGARET BURGESS was honored at a miscellaneous shower December 10 by JEANNE COGLE at her home on Mosby Drive. The employees of the Inn and Lodge gave a shower party for MARGARET on December 16 in the Lodge Ballroom. GOLDIE and SAM THOMAS went to Harrisburg, Pennsylvania for their honeymoon. CLARK KERN spent his vacation in Front Royal, Virginia visiting his sister. FRANCES BURNS spent a very enjoyable week end with her sister in Washington, D. C. ELSIE EVANS is looking forward to her two week Christmas vacation. LORRAINE FORD expects to have her children spend Christmas with her in Williamsburg. MARY ROSSEAU attended the Greeter Chapter Dinner in Richmond this past week end. ETHEL MINOR returned from her vacation which included a visit to New York. ELIZABETH JENKINS and CARRIE PITT have returned with reports of restful vacations. And IRENE STREET and VIRGINIA FRAZIER have been out sick recently. PERRY WHITING, a former cook at Chowning's, sends greetings adding that he will miss being here for the holidays. He is now serving with the Army. Chef MACK WILLIAMS is back at his post in the kitchen after an operation at Bell's hospital. DOROTHY JEFFERSON and SHIRLEY PIGGOTT are enjoying vacations this month. GEORGE HARPER is back from a vacation spent with his family in Driver. EMMA LOCKLEY recently visited her sister in Baltimore. ELIZABETH PARILLA attended the Virginia State-A&T football game in Greensboro while on her vacation. ALMA and THOMAS WALLACE had their family together for the first time in four years over the Thanksgiving week end. The reunion included her daughter and new sons-in-law.

C & M

Although the "Pin Tails," C & M's No. 2 bowling team is the cellar team in the Bowling League, they recently won 2 of 3 games from the league leaders, Accounting's "Eradicators." These wins enabled C & M's No. 1 unit, the "Destructors," to tie the "Eradicators" for the first half league lead. TOM RUSSELL recently attended the Army-Navy game in Philadelphia and the Washington Redskins-Cleveland Browns game in Washington, D. C. In his spare time TOM is coaching the Walsingham Academy basketball team and has had two victories so far. We are glad to welcome RICHARD AUSTIN, new assistant to AUGIE BLOCKSTON to the staff. TOMMY BRUMMER made a quick trip to New York to see Maurice Evans and Jose Limon in a mystery drama and dance concert, respectively. In Landscape CLYDE WALLACE, CLIFTON CONYERS, PLATO MARROW, EARL DIXON, HOWARD BRINDLE, RICHARD JONES, and HERBERT ARMISTEAD are now on vacation. R. H. STEWART spent most of his vacation hunting, and was fortunate enough to come home with a deer. We also welcome TERRY DEWS to the staff this month. CALVIN ATKINS and LEMCO TAYLOR have left the golf course and joined the garden crews for the winter.

RECEPTION CENTER

BILL TRUPELL plans to spend the holidays with his family in Georgia, while NANCY CHILDS also will be in Georgia visiting her fiancé; Laton Zimmer, in school there. JOHN and SIS FOX have planned to visit Florida this month, too. MARY SPEIGHT made a recent visit to Norfolk, and BETTY TOLER plans to spend her holiday in that city with friends. DEAN ROBERTS has a trip to his home in Maine planned over the holidays.

GAOL—GUARDHOUSE

JOHN N. YOUNG is with his family vacationing in Florida. Meanwhile DUDLEY WILKINS and his corps of guardsmen are busy readying for their participation in the Christmas activities, and the annual firing of the Christmas Guns. ASHLEY NORWOOD and his wife are to be soloists in a program planned at the Methodist Church in Toano. CLARENCE AMMONS will spend Christmas with his family. They are from Mascot, Va. VERNON WARD has moved into the BERT PARKS house. Recently overheard at the Guardhouse: "Yes, mamma I know it is an hour-glass, but how do you know when it is five o'clock?"

Milestones

The following employees have accrued years of service with Colonial Williamsburg as indicated below during November 1952:

FIVE YEARS

Division of Interpretation — Florence Taylor, Exhibition Buildings.

Division of Architecture, Construction and Maintenance—Simon Morning, C and M.

Division of Visitor Accommodations — John T. Minkins, Sr., Chowning's Tavern.

Division of Corporate Relations

—Lois C. Harrison, Personnel Relations.

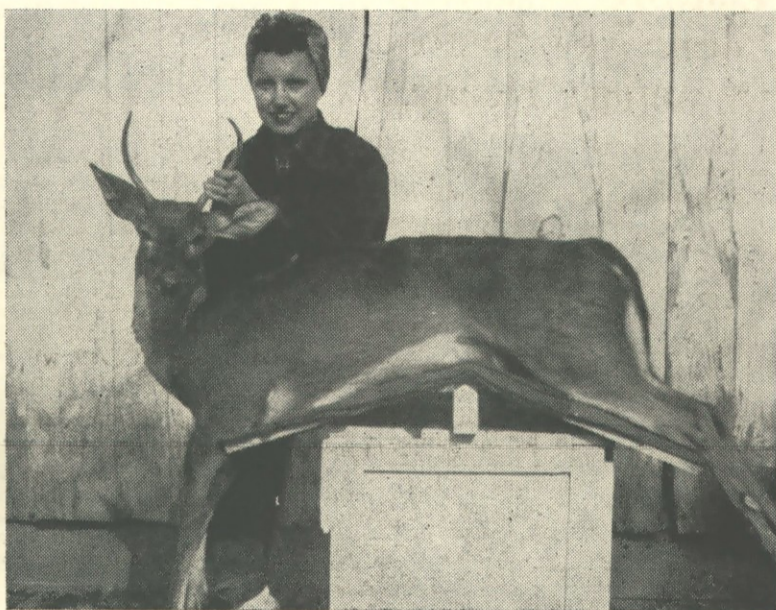
ONE YEAR

Division of Architecture, Construction and Maintenance—Amos I. Driver, C and M.

Division of Visitor Accommodations—Jeremiah Harper, Lodge Catering; Arthur Hartman, Chowning's Tavern; James Hundley, Inn Housekeeping; Elizabeth Peyser, Lodge Housekeeping; Margaret Leavitt, Gift Shops; Bessie R. White, Accounting.



THE PRESIDENT'S CUP, and prizes, are awarded by Kenneth Chorley in his office to winners and runners-up in the annual golf tournament played recently. They are (left to right) Harold Sparks, who was runner-up in the 36-hole men's finals to Charley Hackett; Mildred Lanier, winner of the 18-hole women's finals, over Barbara Dearstyne; President Chorley; Charley Hackett; and Barbara Dearstyne. Both winners represent C&M.



DEAR MISS BUTLER, and friend after their hunting trip.

Marlene Brings Home The Venison, Proving A Miss Is As Good As A Man

Marlene Butler, secretary to Merchandising's Bev Chaney, has proved to be somewhat the Annie Oakley by nailing her first deer.

Hunting with a companion recently in Charles City County, Marlene, sporting a 20 gauge double barreled shotgun, dropped her two-point beauty with two shots. The companion came back empty-handed.

In describing her artillery prowess, Marlene says modestly she doesn't know how good she is, "but I usually hit what I am shooting at." And the truth of this statement is evidenced by the two hits in the hide of the deer, and no one else pulled a trigger.

This was the first time she has ever ventured into the larger game field, although she has done quite a bit of squirrel hunting, and she "can't understand why some hunters go years before they shoot their first deer."

Proud as punch of her accomplishment, she decided to forego having the head mounted for the trophy room. It only had two points. Next time, she plans to bag one with ten or twelve points.

And, says Marlene, it is an aid to the daily budget. It was a plentiful addition to the family food locker.

Dick Showman Takes Post At Sturbridge

Dick Showman, assistant director of Interpretation, announced that he will leave this month to join the staff of Old Sturbridge Village, a colonial development in Sturbridge, Mass., very similar to the project here.

As Director of Education and Public Relations at Sturbridge, Dick will have a chance to work with them from a period of their development similar to the stage of CW some 15 years ago. It will be different, he says, though, because Sturbridge is not authentically reproduced and is presented as a museum rather than on the living principle followed here. It represents a composite of 18th and early 19th century New England rather than of a particular town.

Coming to Colonial Williamsburg following the war Dick has been an integral part of the post-war expansion of the organization. It was under his guidance that the Reception Center was developed, and he was instrumental in developing the exhibition building interpretation program. He was also coordinator of the film, "Williamsburg Restored."

New Masonry For Porch At Chowning's Is Studied

CW's architects are working out details of the new masonry floor for the porch at Chowning's Tavern, Mario Campioli reports. On the basis of archaeology, flag stones cannot be used, but cut stone slabs and cut stone steps may be used and will work out satisfactorily with existing conditions.

2 CWers Find Melons For Dying Boy

Two Inn and Lodge employees and a Toano resident recently found themselves key figures in an unusual mission of mercy—their object being the location of watermelon to satisfy a last wish of a youngster dying of nephritis in a Richmond hospital.

Complicated by its unseasonableness the request of six-year-old Shelton Hobson was made doubly difficult to satisfy because it was made on Thanksgiving Day, when all food dealers were closed for the holiday. Strange, too, is the fact that watermelon is actually beneficial in the treatment of the dread kidney disease.

After a survey of Richmond hotels proved futile, Mr. Ellsworth Owens, manager of a frozen food plant, contacted Forrest Griffin, purchasing steward at the Inn, hoping he might have stocked

frozen melons for guests of the hotel.

One Survives Experiment

Forest could not come up with any of the frozen variety, but he did recall Mr. Stewart Taylor's statement this summer that he would try to store some watermelons in straw at his farm in Toano for Christmas, "just to see if it would work." This looked like a blind alley when Mrs. Taylor said she had no knowledge of the experiment, but later that evening Mr. Taylor turned up with "the only one of three that survived the experiment."

Then Emanuel Pierce, a waiter at the Inn, who had overheard talk of the dying boy's desire for watermelon, managed to produce a second. As he explains it, several weeks ago he found two in

the melon patch on his farm that had been covered over with grass, and had taken them back to the house where he deposited them in the barn. "I hadn't even thought about using them," he relates. "I guess it must have been the grass covering them that protected them since the summer."

Still Another Hurdle

Forest says the real problem came in trying to get the melons back to Richmond. "I couldn't locate Mr. Owens, and I didn't know which hospital to send them to, so I just had to save them until morning and hope they got there in time."

Picked up early the next morning they were delivered to Dr. Mary Skaropa, resident physician at Medical College of Virginia just a few hours before the youth died.

Central Job Office To Mark Broadened Personnel Program

(Continued from Page 1)
ment Services for 10 years before becoming associated with the Urban League. He received his B. S. degree from Virginia State College in 1936, did graduate work in personnel management at Columbia University and has studied at Richmond Professional Institute.

Before the central employment office begins functioning, a detailed memorandum will be placed in the hands of all supervisors for information and guidance. The memorandum will outline exactly how the office will function, how supervisors should make known to this office their personnel requirements and just what service supervisors can expect from the central employment office.

A statement of the functions of Personnel Relations and its relationship to the other parts of CW, recently approved by the administrative officers, points out that successful personnel relations administration depends not only on providing specialized assistance through a Personnel Relations organization, but also on a clear understanding of the role of such an organization by supervisors in relation to the overall organization.

The personnel responsibilities of supervisors are an integral part of their supervisory function, the statement says. "Their responsibility for successful operation necessarily includes the proper application of personnel relations policies. This responsibility for personnel relations administration cannot be shifted to the Personnel Relations organization. The Personnel Relations organization can be of best service when it takes the initiative in developing, proposing, reviewing and analyzing in broad matters, and in specific instances to advising, guiding, explaining, discussing, and recommending. The Director of Personnel Relations does have authority, however, to request review of any proposed action affecting personnel relations or an individual employee if it seems unwise, inconsistent with established policy or contrary to the best interests of Colonial Williamsburg."

On the other hand, the statement makes clear, all supervisors have responsibility for the effective application of personnel relations policies. They are expected to keep the Personnel Relations organization fully informed of developments and problems and to seek the advice and counsel of Personnel Relations before, rather than after, taking action in any significant employee relations area.

Three Categories Listed

The specialized assistance that Personnel Relations is expected to render CW falls into three broad categories as outlined in the statement:

1. Counseling and advising the administrative officers on the full range of personnel matters with the objective of maintaining a well balanced personnel relations program at Colonial Williamsburg that is in keeping with the best prevailing practices.
2. Coordinating the personnel relations program, policies and procedures in all segments of Colonial Williamsburg by frequent contacts with administrative officers, operating officers, supervisors and employee groups.
3. Administering directly certain service activities such as those having to do with employment, personnel records, plans for employee security, training, employee communications and certain aspects of wage and salary administration.

The Capitol end of Williamsburg was the business end, especially that section around the Raleigh Tavern.



VOICE TO BE HEARD on this recording, says Jimmy Fuller, will be that of Barbara Harris, telling the judges what she has to say when "I Speak For Democracy." Barbara and her father, Roosevelt Harris, give it a final check before it is sent to contest headquarters in Bristol. Jimmy, from Personnel, is a vice-president of the sponsoring Jaycees.

Barbara Harris Wins Local Round In Voice Of Democracy Competition

Barbara Harris, daughter of C&M's Roosevelt Harris, has been selected to represent the City of Williamsburg in the State finals of the annual "Voice of Democracy" contest held this month in Bristol.

Speaking on the general topic: "I Speak For Democracy," Barbara, a junior at Bruton Heights High School, was chosen from three finalists representing the Williamsburg high schools at Matthew Whaley November 23. Her theme was the development and benefits of democratic government.

Other finalists were Miss Joyce Dowdell of Matthew Whaley, daughter of Dr. and Mrs. R. O. Dowdell; and Miss Drury Price, of Walsingham Academy, daughter of Mr. and Mrs. Myron H. Price.

Now in its sixth year, the contest is a broadcast, script writing and speaking competition which gives American youth an opportunity to examine seriously the virtues of living under a democratic system of government. It is sponsored locally by the Jaycees in conjunction with the National As-

sociation of Radio and Television Broadcasters and the Radio and Television Manufacturers Association.

Wins Table Model Radio

As winner of the local contest Barbara was awarded a table model radio by the Jaycees. If she should win the State contest she would have her choice of a radio-console or a television set, and if a winner of the national contest she would receive a \$500 scholarship, a radio or TV set, plus a tour of Washington.

In addition to the Washington tour, winners will participate in the annual Democracy Workshop sponsored by Colonial Williamsburg.

Last year's local representative, Gray Bromleigh, went on to win the State contest, but failed to attain one of the four national honors.

Judges in the contest this year were Parke Rouse, Jr., Rev. Thomas Pugh, and Mrs. J. Randolph Ruffin. The speeches in Matthew Whaley Auditorium were attended by the Matthew Whaley student body and the school classes which the other finalists represented.

Moderators Named To Lead Discussions

Moderators to guide discussions by key young people from all parts of the nation during CW's 1953 Democracy Workshop have been announced.

The moderators will be Miss Dorothy Gordon, of the New York Times; T. V. Smith, Director of the Maxwell School of Citizenship at Syracuse University, and Philip Coombs, Director of Research for the Ford Fund for the Advancement of Education.

The Democracy Workshop, scheduled on the week end of February 13-15, brings together the four national finalists in the Voice of Democracy Contest and State winners of the contest from most of the States and territories for roundtable discussions of the problems and responsibilities which confront the younger generation today.

To Hold Discussion

The Workshop week end here precedes the prize-winning week in Washington for the four national winners. While here, the national winners along with the State winners will participate in

two roundtable discussions, take part in a special program in the House of Burgesses chamber of the Capitol, tour the area where Washington, Jefferson, Patrick Henry and others made history, and be entertained at a special banquet and other events.

The three moderators named today for the roundtables will lead the discussions on the topic "Freedom of Expression: Is George Mason Right?" Miss Gordon, who served as one of the moderators for the 1952 Democracy Workshop, is a pioneer in radio and stage programs for children and developed the New York Times Youth Forums. Professor Smith served as one of the panel of guest authorities at the 1952 Workshop. A former Congressman from Illinois, he was a member of the U. S. Educational Missions to Germany and Japan and was active in the development of the University of Chicago Round Table of the Air. Mr. Coombs is a former professor at Amherst and Williams Colleges.

CW Employees Busy Making Preparations For Yule Celebration

(Continued from Page 1)
many events scheduled by community organizations, there is a more than fine program for visitors and residents. In addition to the Yule Log at the Lodge and Chowning's, and the firing of the Christmas Guns, the calendar includes:

22, Monday — White Lighting Begins, Restored Area, 5 p. m.; Caroling in Streets with Peninsula Chorus; Meet at Wren Building, 8-9:30 p. m.

23, Tuesday — Christmas Candlelight Concert, Governor's Palace, 8:45 p. m.

24, Wednesday — Firing of Christmas Guns, Market Square Green, 4:30 p. m.; Yule Log Ceremony (Hotel Guests) Williamsburg Lodge, 5 p. m.; Yule Log Ceremony (Public) Chowning's Yard, 5 p. m.; Community Christmas Tree, Market Square Green, 6 p. m.; String Trio, East Lounge, Williamsburg Inn, 8-9 p. m.; Community Carol Singing with Dennis Cogle, Chowning's Tavern, 8-10 p. m.; Midnight Service, Bruton Parish Church.

25, Thursday — Open House, Raleigh Tavern, 4-7 p. m.; Informal Piano Concert, East Lounge, Williamsburg Inn, 8-10 p. m.

26, Friday — Palace Open by Candlelight, Palace, 7-10 p. m.

27, Saturday — Square Dance, Lodge Ballroom, 8-11 p. m.; Capitol Open by Candlelight with music by trio, Capital, 8-10 p. m.

28, Sunday — Concert of Carols and Spirituals by Inn Quintet, Lodge Ballroom, 8 p. m.

29, Monday — Christmas Decorations, an illustrated lecture by Mrs. Fisher, Reception Center, 8:15 p. m.

30, Tuesday — Candlelight Concert, Governor's Palace; Palace Open 8 p. m., Concert 8:45 p. m. Community singing with Dennis Cogle at Chowning's Tavern, 8-10 p. m.

31, Wednesday — Special Midnight show at Williamsburg Theatre.

Jan. 1, Thursday — Special New Year's Dinner, Williamsburg Lodge; Burning of Trees and Fireworks Display.



JOHN H. CASPERMAN, of the Edward K. Perry Co., of Boston touches up a blemish in the Chinese wallpaper in the Palace Supper Room.

Wallpaper At Palace Undergoes Treatment

Retouching and preserving the original Chinese wallpaper in the Supper Room was but one of the problems confronting painters who recently refurbished the interior walls in three rooms at the Palace.

In addition to the intricate work done on this and the leather wall covering in the Upper Middle Room by specialists from the Edward K. Perry Co. of Boston, which did the original painting on the present building in 1933-34, C&M's paint crews went to work simultaneously on the walls and ceilings of the Ballroom and Supper Room.

While crowds of visitors watched, the painters performed the delicate task of removing, dismantling and cleaning the glass chandeliers. Both floors and furnishings had to be carefully protected during the operation, with the Curator's staff cooperating in moving furniture and the hostesses carrying on their usual efficient interpretation work.

It was the first time in some seven years that any such work on the walls in these rooms had been done, and marks the first time since the original installation that special preservative techniques have been applied in keeping this 18th century wallpaper in its original condition.

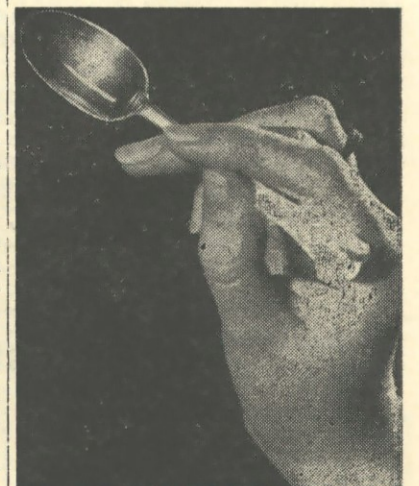
Before the retouching, which consisted of blending the background colors, the Perry specialists applied a coating of lacquer to the paper to protect the original workmanship and to facilitate cleaning.

Dearstyne Photo Accepted For Art Salon Exhibition

Barbara Dearstyne has received word that a photographic print of hers entitled "Press Rehearsal" which she submitted recently to the Springfield International Salon of Photography has been accepted for exhibition.

The print will be hung in the annual salon exhibition which will be held from January 4-25 in the Walter Vincent Smith Art Museum in Springfield, Mass.

All of us wish to extend our deepest sympathies to the family and friends of Roy Harris, night houseman at the Lodge, who died suddenly November 25.



PRESENTED TO CW by Mrs. George P. Coleman, this spoon was found on the site of the first theater here some 20 years ago by Mrs. Coleman and her late husband. It was made by an early American craftsman about 1730. It is initialed "V. N." Mr. Coleman was a trustee of CW. The spoon was found during excavations of the site.