



Information about
Colonial Williamsburg
people and programs

Colonial Williamsburg NEWS

Inside...
Using TV for
training 2
Laundry cited
for clean
water 3

Volume 47, No. 13

April 1, 1994

Education division changes announced

Organizational changes and staff reassignments in the education division match individuals' strengths to organizational needs, allocate resources in ways that increase effectiveness and efficiency, and will extend Colonial Williamsburg's message beyond the Historic Area, according to Steve Elliott, vice president for education.

The changes were announced Tuesday, March 29, during a division supervisors meeting.

"We have an excellent staff and we have earned a solid reputation for the good work we do and the interpretations we offer," Elliott said. "At the same time, we have opportunities to improve the cohesiveness and consistency of our presentation of 18th-century life, people and ideas in ways that inspire visitors to continue learning about the American story."

"We effectively present history and excite people when they experience Williamsburg as a natural, living 18th-century community and capital. For this to succeed, we need the best possible staff -- well selected, well trained, highly motivated and empowered -- as teams and individuals with significant

responsibility, authority and accountability."

The changes will "streamline operations by reducing the number of departments and, eventually, by eliminating several administrative and support positions," Elliott said. An outline of the anticipated changes includes:

The general admissions department will evolve into a unit that also emphasizes visitor reception and orientation, the shaping of visitor expectations regarding the Historic Area, and visitor communications at the Visitor Center and throughout the foundation. Production of the Visitor's Companion and DayBook will move to this unit, with **Marilyn Ogden, Betty Wiggins** and **Gary Brumfield** joining the department.

The division is creating an "ambitious agenda" for outreach to educational and general audiences. It includes development of educational materials, electronic teleconferencing and field trips for teachers and students, consumer products and an increased presence on TV and radio. "Clearly, the mission of our current audiovi-

sual -- perhaps more appropriately called 'outreach production' -- department will be turned outward," Elliott said.

Roy Underhill will develop a Colonial Williamsburg-based television series slated for broadcast beginning in 1996. The series is to be shot in the Historic Area using the talent and skill of CW's interpretive staff. He will continue to work with the interpretive education staff to produce a series of internal training videos and to develop improved technique training.

Bill White, director of historic area presentations and tours, will head an ad-hoc team tasked with developing topical programs and interpretive opportunities based on selected story lines. Joining him will be **Robert C. Watson** and others to be announced.

Robert C. Watson, currently director of African-American Interpretation and Presentations, will be given new senior staff responsibilities building on his strengths in West African history, the Diaspora, colonial Ameri-

can history, employee training, materials development for publication and outreach projects. He also will work in an adjunct capacity with the research and interpretive education departments and will develop and direct a summer minority internship program.

Bernetta Wake will be interim leader of African-American interpretation and presentations. During April, Elliott will interview AAIP staff to discuss the program, future direction, leadership and other issues. An announcement about the search for Watson's successor will be made later in the spring.

Doug Smith, currently director of education administration and historic area services, will fill in for White. Smith will continue to have responsibility for the costume design center until later this summer when **Conny Graft** will assume responsibility for the center along with her interpretive education duties. He also will lead a committee to make recommendations about office relo-

See REORGANIZATION on page 2

Focus groups share opinions of CW, Disney

This week the marketing department held the last of a series of focus groups to determine how potential Colonial Williamsburg visitors feel about the proposed "Disney's America" theme park. Participants included people who have been to Colonial Williamsburg and those who had not but who fit the demographic profile of a typical CW visitor. The sessions were in Stamford, Conn., Charlotte, N.C., and Cincinnati, Oh.

According to Randall Foskey, director of admissions marketing, about 70 people participated in the focus groups. While by no means a large sample of potential visitors, information gathered during such sessions helps "confirm or contradict" impressions Colonial Williamsburg may have about particular issues.

In the case of the Disney project, it was clear that participants have heard a good deal about it and have already developed some fairly strong opinions.

"Everyone was pretty positive about Disney," Foskey said. "There was a kind of commonly held belief that Disney is a quality company and that its product is first-rate."

Participants who have been to Colonial Williamsburg felt the same way about it. "The feedback we got about CW was very good," Foskey said. "Almost all who had been here said they would come back."

However, among those who had not been to Colonial Williamsburg, there was some confusion about what the experience would be. "The people in Connecticut had a better idea than those in North Carolina, but that is probably due to the fact we advertise in the Connecticut market," he said. "Still, there was uncertainty about how big Colonial Williamsburg was, the kind of interpretive program here, how long it would take to visit, etc., etc."

For focus group participants who had visited CW, the proposed Disney park won't deter them from another visit. For those who had not been here, however, Disney seemed to be exactly what they were looking for in an historical experience.

There was additional confusion in the groups about de-

See FOCUS GROUPS on page 2



Carter's Grove's new 1930s story line, which runs through mid June, presents seasonal floral arrangements in the great hall and the four rooms that surround it. The dining room, above, was one of the rooms Mollie and Archibald McCrea opened to the public during Garden Week. Photo by Dave Doody

Carter's Grove presents new stories

Three new interpretive story lines are providing Carter's Grove visitors new ways of viewing the mansion. The story lines revisit Mollie and Archibald McCrea's first garden week celebration during the 1930s, the start of World War II, during the early 1940s and a typical holiday season celebration.

The 1930s story line runs from March through mid-June, the 1940s story line runs June to November. The holiday party story line begins in early November. The "Christmas at Carter's Grove" tour returns, as usual, in December.

An orientation video in the stable presents for the first time footage of the McCreas before, during and after the restoration. Produced by Mike Puckett, Mike Durling and Bill Wagner of the

audiovisual department, the program has three endings -- each referring to one of the three story lines. Handouts explaining the current story lines are given to visitors as they leave the stable.

Lawrence Henry, director of museums, says the new story lines continue reinterpretation of the site that began when the site reopened in 1993.

"Last year we eliminated guided tours and allowed people to come in and tour at their own pace with interpreters on hand to interact with them," he said. "By the end of the year, we realized we needed to help make this work."

Cues for the new direction came with the success of the mansion's Christmas interpretation. "We saw again how effective the mansion is at

See CARTER'S GROVE on page 4

Reorganization

Continued from page 1

cations and administrative efficiencies. Other committee members include Bernetta Wake, Arlene Gunther, Gina Goad and Evelyn Black.

In anticipation of his retirement in the fall, Smith's unit and staff will be re-assigned.

Betty Wiggins will move to the visitor reception, admissions sales and services unit where she will oversee DayBook.

Peggy Howells will move to the presentations and tours department. She will continue to work with the Seminar for Historic Administration as well as Elderhostel, Teacher Training Institutes and other educational programs.

Bill Suber will move to presentations and tours where he will assist Bill White, Barney Barnes, John Barrows, Mary Wiseman and Mark Howell in developing historical reenactments, community life, evening programs and period theatre and music.

May Holt and the historic area attendants will join the visitor aide department. Holt will head the unit, reporting to Mike Kipps, director for historic trades. **Daryle Combs** will continue as supervisor, supported by Kay Little. **Jeff Geyer** will return to the Historic Area as an interpreter at the Gunsmith Shop. **Robyn Scouse** will join the interpretive education and support staff and will focus on visitor feedback and program evaluation.

Maxine Brown will move to African-American Interpretations and Presentations and will fill in for Michelle Clawson when she takes maternity leave this summer.

Margie Weiler will join the interpretive education and support staff with responsibility for coordinating youth and family and children's programs. She also will work with the foundation's coordinator of volunteer programs to identify opportunities for volunteer support in the education division. She will continue to serve as a resource and facilitator for the foundation's quality improvement and team-building efforts.

Mark Howell will move to the presentations and tours department where he will work with Barney Barnes and others on program development and presentation. He will continue as an adjunct instructor for the interpretive education department.

Wallace Gusler, currently director of conservation, will return to the Gunsmith Shop as master gunsmith. He will be assisted by team leader **George Suiter**. The Gunsmith Shop will move to a six-day schedule to aid in scheduling. **Ken Schwarz**, who managed the Gunsmith Shop and Anderson Blacksmith Shop, will focus on the Anderson shop.

Focus groups

Continued from page 1

fining "authentic" and "real." Several people said Disney would present an "authentic" experience, while differentiating Colonial Williamsburg as a "real" place.

Foskey said he thinks participants were saying that Disney will do a good job of recreating an historical time whereas Colonial Williamsburg is an actual historic site. Such differentiation can be a strength, he said.

Among other recurring themes was the participants' belief that Colonial Williamsburg needs to appeal better to children and families. "People were saying our current programs for children are good but that we needed more of them," Foskey said.

Diner's Club introduces new training tool in Historic Area

An experimental program in the colonial taverns could have a big impact on visitors' dining experiences and the way in which historic area employees are trained.

"The Eighteenth-Century Diner's Club" was introduced in March as a means of enhancing the colonial atmosphere and educational value of the taverns, bringing together interpreters from different areas, and building costumed employees' skills in 18th-century language and dining.

During the three-month experiment, costumed employees are encouraged to eat lunch at Shields, King's Arms or Chowning's, where they receive a 40 percent meal discount. The only requirements are that they look, speak and act in an 18th-century manner.

To help them develop these skills, costumed employees have access to a medium that has been little used for interpreter training — TV.

A 20-minute training video was produced by the department of interpretive development. According to Roy Underhill, director, the 18th-century dining tape is the first of what is expected to be a long series of interpretive training videos.

Among other topics under consideration for video treatment are: An Introduction to 18th-Century Department; Attentive Interpretation - Customer Service and Managing Disruptions; The Gunpowder Incident; and The Elements of Interest - Seven Attributes of Interesting and Effective Interpretation.

"Until now, video has been limited

primarily to taping lectures and critiquing programs," Underhill said. "I think it is apparent to all that video is a relatively inexpensive and relentlessly effective means of communication. It is the 'first language' of our younger audience and our younger interpreters. I'm very enthusiastic about its potential."

The 18th-century dining video is a good example of an effective program done quickly and inexpensively. Shooting and editing the program took about two weeks on borrowed equipment. Research and on-screen presentations were done by Elyn Cameron, manager of historic food programs; Cathy Hellier of the research division and Kate McBride of the historic build-

ings department.

Additional assistance came from Margie Weiler, the audiovisual library staff and 40 Historic Area employees who appear in vignettes throughout the program.

The program is accompanied by a pocket-size booklet that repeats the information from the video.

"After 15 years in front of the camera, it's good to have a chance to work behind it," Underhill said. "I enjoyed it and I think the people who participated had a good time."

Thirty copies of the program are circulating among Historic Area departments. Costumed employees who need help getting access to the program should call 7126.



These Historic Area employees were among the first to try out their 18th-century Diner's Club cards for lunch at King's Arms Tavern last week. When asked to rate the program and the meal, they proclaimed a loud "Huzzah!" They are, from left: Larry Earl, Tim Russell, Garland Wood and Noel Poirier.

Photo by Patrick Saylor

Conference recognizes employees' diversity

Colonial Williamsburg is comprised of a diverse group of employees. A small group of them got together March 16 to begin laying out a foundation policy that recognizes and takes advantage of employee attributes. Thirty employees from all areas of the foundation participated in a diversity conference that day at the Williamsburg Lodge.

During the conference, participants learned to view diversity at Colonial Williamsburg by discussing the differences each employee brings to the foundation. They discussed the roles of diversity steering committees, advocacy groups, managers and employees in CW's diversity initiative. They drafted themes and strategies that will be included in a mission statement for the foundation.

The day began with an introduction by Kathy Whitehead, vice president for human resources. President Bob Wilburn also spoke to the group, sharing his views about diversity. Discussions and programs followed as participants broke into groups to review issues shared by women, African-Ameri-



Lou Powers, standing, of the historical research department, outlines her group's responses to two statements about differences, during a diversity conference March 16. The exercise was designed to help participants recognize diversity and issues of concern for various employee groups.

Photo by Patrick Saylor

cans, white males, long-service employees, costumed and uniformed employees and new employees.

"So many of the issues were the same when it came to respect, recogni-

tion and trust," said Pam Reiss, CW's affirmative action officer and one of the workshop facilitators. "A lot of needs were identified, not just in-

See DIVERSITY on page 4

Exhibit features 19th-century soldier's quilt

Late in the 19th century, a middle-aged soldier crafted an exceptional pieced table cover. Colonial Williamsburg presents the recently-acquired work for the first time, along with eight bedcovers from its permanent collection, in "Textile Selections from the Abby Aldrich Rockefeller Folk Art Center," April 4 - Sept. 4.

The table cover, acquired in 1993, is a wool patchwork of tiny colored, diamond-shaped wool swatches reminiscent of gameboard designs. The soldier, Jewett Washington Curtis (1847-1927) was born in Montpelier, Vt. As a youth, he was a drummer in Company K of the New York Infantry's 104th Regiment.

He probably completed the table

cover about 1890 while living in New York state, Alaska or Washington state after rejoining the Army as a sergeant and career soldier.

Three of the exhibition's eight bedcovers will be on view for the first time. One is a mid 19th-century blue and white double cloth coverlet featuring a small bust portrait of Zachary

See TEXTILES on page 4

Laundry scores on environment



KEEPING IT CLEAN — New chemical storage racks with a computer-controlled dispensing system contributed to the Laundry's gold award from the Hampton Roads Sanitation District.

Photo by Jim Bradley

The Colonial Williamsburg Laundry won a gold award for pretreatment excellence from the Hampton Roads Sanitation District. The award recognizes the Laundry's outstanding environmental compliance record during 1993.

HRSD cited the Laundry's spotless performance — no violations, no citations — and detailed record-keeping as contributing factors in winning the award.

Chuck Trader, general manager of the Laundry, gave credit to the Laundry employees and their careful use and storage of laundry and dry cleaning chemicals. "Three principles are the key to this award," Trader said. "Good chemical storage design is essential. We also have tremendous attention to detail by maintenance personnel and conscientious and meticulous chemical use by the Laundry staff."

Business Council signs through '98

The Business Council has agreed to a three-year extension of its agreement to hold its twice-annual meetings at Colonial Williamsburg. The agreement keeps the group's meetings here through 1998.

The council is comprised of chief executive officers of the nation's largest corporations. It began meeting at the Williamsburg Inn for the first time last year. Before that, the Business Council met at the Homestead for the past three decades.

Jim Miles, executive vice president of Colonial Williamsburg Hotel Properties, Inc., credited the conference sales and services staffs with the renewal. "It was the terrific job by our staff during the first two meetings that impressed the group."

Hotel sales telemarketing test results promising

The hotel sales department is testing telemarketing as a sales tool during the next 90 days. If results warrant, telemarketing could become a permanent part of hotel sales.

Since mid-February, Kendra Markey has been calling past accounts and conference prospects, pitching the benefits of holding corporate or association meetings at Colonial Williamsburg.

She has enjoyed some success. "Right now, there are a dozen conference proposals under consideration as a result of my calls," Markey said. "One has definitely booked. And it's all new business."

Gary Brown, director of hotel sales, is pleased with the interim results. "Initial results are promising," he said. "I'm optimistic the proposals we've made based on Kendra's work and the resulting tentative bookings will become definite conference business."

Markey makes about 200 telephone

calls a week. They are "cold calls" — sales jargon for unsolicited sales pitches. Cold calls can be the most difficult sales technique. Colonial Williamsburg's national reputation makes cold calling somewhat easier.

"Almost everyone I call knows about Colonial Williamsburg," Markey said, "but they're not always aware of our status as a meeting and conference destination."

She begins with skeletal information about the company or association: past meetings held in Virginia, numbers of people attending, etc. Armed with basic data, she talks to company executives and association directors, fishing for more information until she can construct a corporate profile of the organization.

From that profile, Kendra determines whether or not the organization's needs are compatible with Colonial Williamsburg's conference

facilities and services. If so, a sales manager takes over to prepare a detailed proposal addressing the group's specific needs.

Markey also determines whether the group has a meeting scheduled without a contracted location. Then she compares the group's meeting dates with available dates and function space at Colonial Williamsburg. If CW can handle the meeting, Markey sends a follow-up letter and a Colonial Williamsburg conference information kit. Markey mails about 40 information kits each week to prospective clients.

Markey is not new to telemarketing. Before graduation from Central Michigan University, she completed a 30-week internship at the PGA National Resort and Spa in Palm Beach Gardens, Fla., where she helped develop and implement a telemarketing plan.

She finds telemarketing rewarding personally. "I enjoy selling the prop-



Kendra Markey

erty," she said. "It's exciting personally to break some new sales ground and then see the fruits of your labor materialize."

April tavern schedule starts today

Colonial Williamsburg's operating taverns begin a full schedule today. All four taverns operate during the Easter weekend.

During April, three taverns are open seven days a week.

- Josiah Chowning's Tavern is open daily for lunch and dinner.
- King's Arms Tavern serves lunch and dinner daily, except Tuesdays

when the tavern opens for dinner only.

■ Shields Tavern also serves dinner only Wednesdays, lunch and dinner the rest of the week. Shields also serves breakfast Thursday through Tuesday.

■ Christiana Campbell's Tavern operates Tuesday through Sunday and is closed Mondays.

Inn Tennis Center opens today

The Tennis Center at the Williamsburg Inn opens April 1 for the season. The complex is open daily, 8 a.m. to dusk.

The tennis facility sports eight courts — six Har-Tru fast drying clay courts and two all-weather hard surface courts.

Daily court fees are \$18 for singles play, \$24 for doubles matches. The fees guarantee a minimum of one hour's play, more if

no other players are waiting.

Lessons are available for \$20 per half hour. Instructors are Hoy Correll, tennis center manager, and teaching pro Steve Haynie.

Tennis apparel is available at the Tennis Shop; however, the shop does not sell equipment.

Annual memberships are available to local residents. Colonial Williamsburg employee memberships are discounted 50 percent.



Military tournament and Golf Digest Schools inaugurated



TRAINING FOR THE ASSAULT — Competitors enjoy a practice round prior to the start of the inaugural Military Invitational tournament at the Golden Horseshoe golf courses. Sixty-four two-man teams competed in the sold out tournament.



THE CHARTER CLASS — Participants in the first Golf Digest School reported to class Saturday morning at the Green Course practice range. The first class received three days of instruction and first-class accommodations at the Williamsburg Inn.

Volunteer coordinator named

Vernell M. Sutherland has been hired as coordinator of volunteer programs, a new position at Colonial Williamsburg. She is responsible for recommending and implementing activities supporting current volunteer programs and increasing the number of volunteers working at Colonial Williamsburg.

Sutherland worked since 1992 in the human resources division, where she conducted a research project involving volunteer and academic programs. In the new position, she reports to Norm Beatty, vice president for community and government relations in the external affairs division. The new position is part-time but could become full-time depending on developments.

"Vernell brings a wide range of skills and experience to our task of creating our first foundation-wide volunteer program," he said. "We are fortun-

nate to attract her and we are excited about the possibilities of bringing new help and talent to the work of the organization, to say nothing of what the program will do for our community relations efforts."

Sutherland has an undergraduate degree from Pacific Lutheran University, a masters degree in education from the University of Hawaii, and a doctorate in social psychology from Boston University. She will receive a masters degree in business administration this spring from the College of William and Mary and is a candidate for a law degree next spring. She and her husband, Duncan, are Raleigh Tavern Society members.

Employees and others in the community with questions about the volunteer program should call Sutherland at 7174.

NEWSBRIEFS

A clarification...

The Palace Kitchen and Wheelwright's Shop are not expected to be open until the Palace opens, tentatively April 23.

New reservation process for Bassett Hall tours

Beginning Monday, April 4, Bassett Hall tour reservations can be made at the Visitor Center, the Merchant Square ticket office, the Greenhow Lumber House Ticket office and Carter's Grove reception center — but not at Bassett Hall. The change utilizes the new computerized ticketing system and will reduce the phone calls to the Bassett Hall reception desk, which have inconvenienced visitors. Tours begin on the quarter hour, 9 a.m. to 4.45 daily.

Buses to be rerouted

Colonial Williamsburg buses will be rerouted beginning Monday, April 4, to make way for construction on North Henry Street. The change will not affect the bus stops; just the way the buses get there.

North Henry Street will be closed from Lafayette Street to Prince George Street. Depending on traffic, CW buses will turn left or right on Prince George Street after stopping at Merchants Square. From there they will proceed to Stop 9 near the Governor's Palace. For more information, call Bill Maurer at 7381.

Volunteer gala planned

The Greater Williamsburg Association of Volunteer Administrators is sponsoring its second Volunteer Appreciation Gala Wednesday, April 13, from 4.30 to 7 p.m. at Trinkle Hall on the College of William and Mary campus.

The event will feature live entertainment, light refreshments and door prizes valued from \$50 to \$500.

Colonial Williamsburg staff who have volunteers in their departments are encouraged to send a list of those people to Vernell Sutherland, coordinator of volunteer programs, by Friday, April 8. Please include a department charge number to cover the cost — \$1 per volunteer.

Sutherland will compile a list of volunteers, who will be sent invitations. For more information, call her 7174.

Minority internships

Colonial Williamsburg is again offering a paid minority internship this summer. Employees' sons and daughters who are enrolled in a museum studies or related program are invited to apply. For more information, call Peggy Howells at 7211.

Toastmasters clean up

Two of Colonial Williamsburg's own cleaned up during a recent Toastmasters International competition. Margie Weiler won first place in the table topics contest; Penny Carroll took the blue ribbon in the international speech competition.

Weiler and Carroll, members of the Town Criers, will represent the club in the Area 12 contest Thursday, April 14, at the Personnel Training Buildings. The meet begins with a social gathering at 6:30 p.m. The contest begins at 7 p.m.

All employees are welcome to support Colonial Williamsburg's Toastmasters as they compete against members from three other area clubs.

Slim down for spring

Get rid of those extra winter pounds and inches by joining a Weight Watchers At-Work program with employees from the College of William and Mary. At least 20 participants are needed to start the program. The class will meet Mondays at noon. The cost is \$66 for six weeks. Interested employees should call Jacqueline Smith at the college, 221-3157, as soon as possible.

Carter's Grove

Continued from page 2

Christmas time with all the objects displayed there," Henry said. "The display helps the visitors find a story line to follow. It occurred to me that we should be using the same technique to tell other stories throughout the year."

In the early 1930s story line visitors see floral arrangements in the great hall and the four rooms surrounding it, just as they might have appeared when the McCreas opened the house during Garden Week. Elegant refreshments and a large bouquet adorn the dining room; the kitchen is presented as though garden club members are busily preparing additional flowers for viewing.

An upstairs bedroom, once closed to the public, is portrayed as Mollie's mother's room, the final mansion room to be restored. It is filled with saw-horses, paint cans, fabric swatches and interior design magazines. The story continues in the smoking room, which features landscape drawings that were

never acted on because of cost concerns during the Depression.

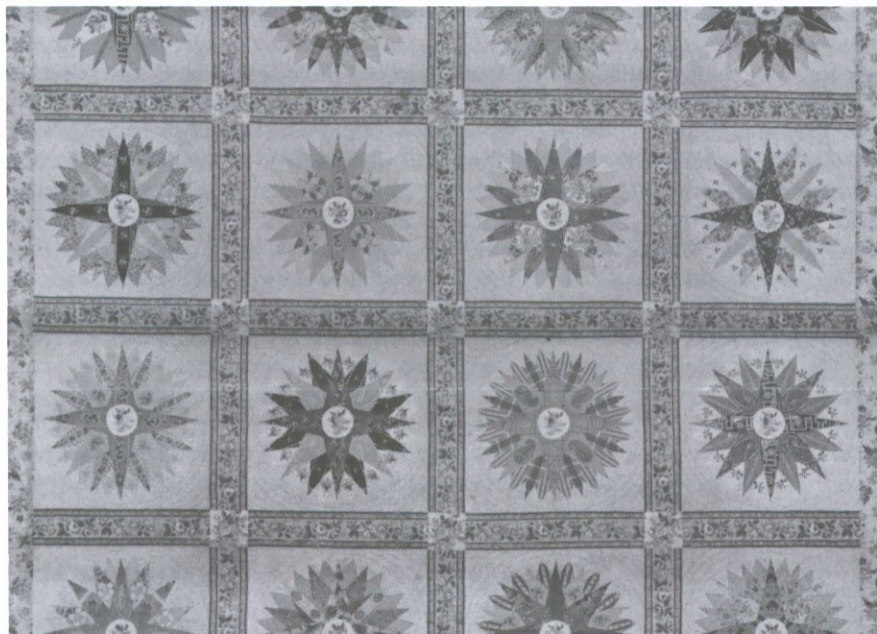
In mid June, the early 1940s story line begins. The smoking room will feature blackout curtains and Franklin D. Roosevelt's photograph to highlight the World War II period. "Other objects will tell the story of how life was lived at Carter's Grove during the early years of the war when people were frightened about air raids and even more frightened about submarines coming up the James," Henry said.

One room will be decorated as though Mollie was entertaining one of the area's military officers and his wife over lunch. Another will show how she moved from her lavishly decorated bedroom to a smaller room to conserve fuel. The servant's bedroom on the second floor will be vacant, illustrating how some domestics left service positions for better-paying factory jobs after the war began.

Country Road reopens with detour

The Country Road from Carter's Grove to the Historic Area has been reopened with a temporary detour a quarter of a mile from Carter's Grove. The detour bypasses con-

struction of a bridge over a new Kingsmill golf course. The bridge is to be finished June 1. The road will resume its normal course at that time.



Textile conservator Loreen Finkelstein and conservation technician Ladora Jackson have spent hundreds of hours preparing bedcovers, like this "Mariner's Compass" pieced and appliqued quilt, for display in the exhibit, "Textile Selections from the Permanent Collection of the Abby Aldrich Rockefeller Folk Art Center."

Textiles

Continued from page 2

Taylor in a repeating pattern. Woven into its borders is Taylor's nickname and campaign slogan, "Rough and Ready."

A large mid 19th-century quilt pieced in the "Mariner's Compass" pattern also makes its debut. The quilt, with a pattern resembling starbursts,

was a 1972 gift from Robert W. Pitt. The third bedcover is an early 20th-century wool and cotton Amish quilt in the "Drunkard's Path" pattern, a name that derives from its twisting, curving lines.

The Abby Aldrich Rockefeller Folk Art Center is open daily from 10 a.m. to 6 p.m.

Diversity

Continued from page 2

creased awareness, but the need for training in effective communication and constructive feedback, to name a couple."

"It was very well balanced, with a lot of diverse interests represented," said Karen Grigsby of the Williamsburg Inn. "When people started talking about how they feel in different situations, I realized that there are a lot of similarities between groups."

"I thought the most stimulating part was working with employees from other departments who I would never meet otherwise," said Lou Powers of the historic research department. "It gives me great hope and optimism that so many types of people and points of view were included. It was very progressive."

The foundation's diversity initiative shouldn't divert attention from other foundation-wide concerns like History

Initiatives. "It won't be as though we're rolling out a whole new program on top of everything else," Reiss said. "I think it dovetails with a lot of efforts that are already under way."

"I think it was wonderful to see that Colonial Williamsburg is recognizing its diversity and realizing employees' different backgrounds, whether they be ethnic or religious or whatever," Melissa Moses of the Woodlands, said. "This is not an issue that will be pushed aside. I'm confident that slowly but surely, there will be change and we'll all work together."

Grigsby agreed. "It was well done in terms of helping people understand diversity," she said. "I'm not sure you could leave with an appreciation of all the differences after just one day, but it was a good start. I felt really fortunate because we were like the pioneers, helping set the course for the rest of the foundation."

THE MARKETPLACE

For Sale: Just reconditioned silver trumpet with new case, \$250. Sears exercise cycle, \$50. Call Phyllis at 7968.

For Sale: Antique dough box side table with detachable top, 2' 7" L x 2' 1" H x 1' 4" W, \$185. Antique optometrist's eyeglass display cabinet with glass front and sides, 2' 3" L x 2' 9" H x 1' 1" W, \$75. Crystal decanter and six wine glasses, \$35. Call 220-1598 and leave message if interested.

For Sale: Reproduction Roman Gallic-Imperial type G helmet, \$285. Five-drawer wood vanity, 46" L x 28" H x 18" D, with 40" diameter mirror and arm chair, \$60. Wall mirror, about 25" H x 32" L, \$10. Book of Popular Science, ten-volume set plus annuals, great for elementary school kids, \$20. Century "infant love" child car seat, \$10. Infant high chair, \$5. Call 220-6671 after 5 p.m.

For Sale: Buckstove with twin blowers, 36" W x 26" H x 24" D. Excellent condition. Fits most fireplaces. Cost \$2,100, will sell for \$800. Please call Cheryl at 229-0268, if not in leave message.

For Sale: Boy's suit, size 4 regular, \$15. Two girls' dresses, size 12 and 14, practically new, \$15 for the size 12 and \$20 for the size 14. Children's dressy shoes, various sizes at \$7/pair, excellent condition. Call Sandy at 7735 or 229-2713 evenings.

For Sale: 1991 Ford Escort GT. Cayman Green, 13,216 original miles, AM/FM cassette, AC, cruise control, fog lights, rear defogger, heater, five-speed overdrive, sun-moon and tilt roof, front and rear spoilers, tilt down rear seats, most extras never or seldom used, superb condition. Asking \$7550 or best offer.

Wanted: Ads for the Marketplace. Ads are free for Colonial Williamsburg employees only. Submit ads in writing to Kim Cenova, GBO-132, in person or by interoffice mail. Or, FAX them to 7702. Include your name and work unit; these are not included in the ad unless requested. Ads run for one week and must be renewed in writing, no phone calls, please. Ads are repeated as space allows. Ads and renewals must be received by 5 p.m. Friday.