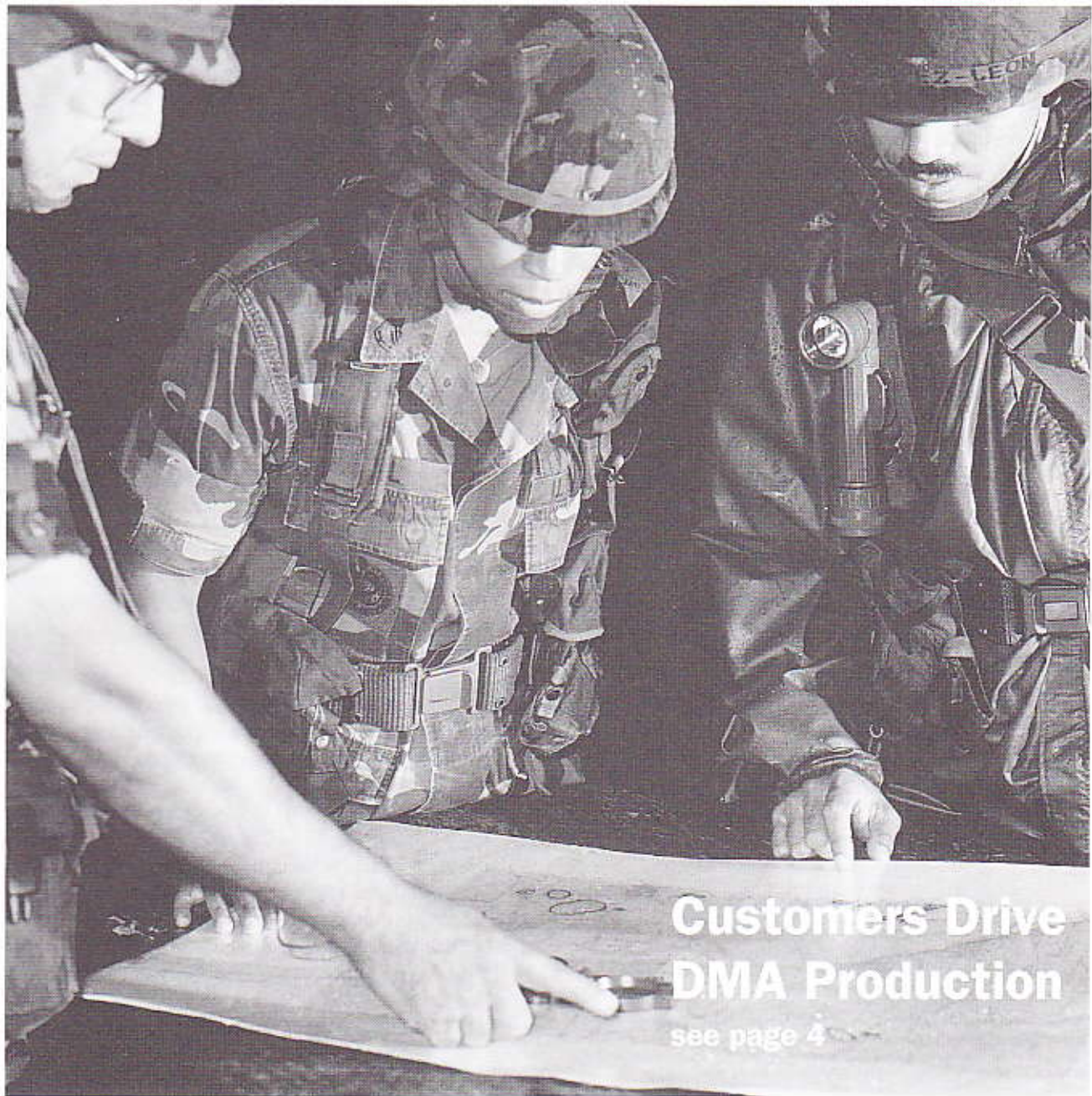


DEFENSE MAPPING AGENCY

# LINK

December 4, 1995



**Customers Drive  
DMA Production**

see page 4

December 4, 1995

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**On the cover**

Soldiers in the field are reaping the benefits of DMA's shift to focusing on customers' needs. Customer Support Teams will play a larger role. Story begins on page 4.

*Photo by Richard Gonsalves*

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**UP FRONT**

**Old Newsboys' Day helps needy children**

**D**MA volunteers collected \$616.21 for the 1995 Old Newsboy's Day charity drive in St. Louis.

The charity drive generates funds from a special edition *Journal* newspaper sold by volunteers on street corners throughout the metropolitan area. All proceeds from the sales benefit local children's charities.

Last year's effort netted more than \$180,000, awarded to 250 local children's charities. Since it began 39 years ago, the annual fundraising drive has netted more than \$5.5 million.

Charities apply ahead of time for grants from the fund, and the applications are screened by a special panel of judges. Priority is given to charities that request money to meet basic necessities for children, such as food, clothing, diapers, blankets, wheelchairs, therapy equipment, toys and books.

The secret to the annual Old Newsboys campaign's success lies in one word – volunteers. Many DMA volunteers have been collecting for 20 years or more. This year's DMA volunteers included Frank Aufmuth, Priscilla Briggs, Jane Hackett, Dottie Herchert, Dave Klinge, Rick Williams and Virginia Welter.

"Sign me up for next year!" said Hackett as she began counting the money she collected. Hackett is a financial manager for Comptroller. This was her first year to volunteer, but not her last. ■



*DMA volunteers for the 1995 Old Newsboy's Day charity drive clockwise from left, Priscilla Briggs, Dottie Herchert, Frank Aufmuth, Sharon Smith, Jane Hackett, Virginia Welter, and center, Rick Williams.*

photo by Jim Sheppard

— by Sharon Smith

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## BITS AND BYTES

Air Force Maj. Gen. Philip Nuber

In my last column, I mentioned that I would discuss how you could get to know your customers by means of independent study, and I will do that in a future column because I believe that self directed study is a key part of the learning environment we seek to create. But I want now to address something that is of more immediate importance to all of us.

By now I am sure you have heard that the Secretary of Defense has decided that the Defense Mapping Agency should be part of the soon to be formed National Imagery and Mapping Agency (NIMA). An implementation team will be formed very shortly, with the goal of having the NIMA fully operational by Oct. 1, 1996. The director of this new DOD combat support agency will be a three-star general or admiral.

Most importantly, as I have been saying at recent Town Halls and whenever I have met with employees, I want every single man and woman in DMA to understand that this change is not being done because of any failures or shortcomings by DMA. In fact, one of the main reasons that others wanted DMA included in the NIMA is the fact that you have earned a reputation for delivering what the warfighters want, when and where they need it. That is what the



customers think of us, and I can tell you from my own perspective that it is a fact!! This simple but critically important caring about the customer is what the intelligence community wants DMA to bring to and instill in the imagery community.

I was asked by Gen. John Shalikashvili, Chairman of the Joint Chiefs of Staff, to bring you the message in the preceding paragraph and to make sure that you all understood it. I promised him that I would do that – many of you have already heard me speak of this at our Town Hall meetings. And I hope that this column reinforces that idea, as well as what I have said many times before – DMA's people (YOU) are proud professionals who do great work and who care about their customers. DMA is made up of people who can be trusted to deliver, whether in routine operations or in crisis, and I am proud to count myself as one of you. ■

# Production focus shifted to customer in fiscal 1995

**F**iscal 1995 was a transition year for DMA production management. As a result of the reinvention efforts, emphasis shifted from a product-line and production-component focus to a customer focus.



photo by Richard Gonzalez

DMA: customer focus

Production goals for fiscal 1995 were established by line-item managers at the production components with guidance from the headquarters regional managers. Work continued against these goals throughout the year, although the management structure was reconfigured during the fourth quarter to reflect the new concept of the Customer Support Team. Project leaders, team leaders and production line workers from the various DMA sites are currently being assigned to each of the 16 CSTs to work against the fiscal 1996 production goals.

The Digital Production System was still in a ramp-up mode in fiscal 1995, with many system problems contributing to delays in the extraction and finishing arenas. There were, however, some notable production successes. Geopositioning completion exceeded the program by more than 50 percent. The Hydro Excellence Program closed out the year with a total of

631 Harbor and Approach, Coastal and General charts completed – 101 percent of the fiscal 1995 goal and more than twice the number completed in fiscal 1994. The Point Targets program posted 16,780 completions across five product lines – 30 percent more than the level projected at the beginning of fiscal 1995.

Fiscal 1995 was the first year of production for Digital Nautical Charts, with five CD-ROM products and 31 supporting libraries completed. Another new product was a CD-ROM for worldwide geographic names data.

## Looking ahead

Production goals for fiscal 1996 are still being refined by the CSTs working with their customers to identify and prioritize mission-critical products. Major projects already underway include former Yugoslavia production for the U.S. European Command Support Team, South West Asia production for the U.S. Central Command Support Team and Digital Nautical Chart production managed by the Navy Support Team.

Several new products are included in the fiscal 1996 production plan. Products in the

FY96 Production by Responsible Customer Support Team



Vector Product Format scheduled for debut are Vector Smart Map Level 0 (1:1,000,000 scale), Vector Smart Map Level 2 (1:50,000 scale) and Urban Vector Smart Map (cities). Vector Interim Terrain Data was added to the

*continued on page 10*

## Bold plan would restructure admin field

A reengineering team has asked the DMA Director to concur with a plan that, if fully implemented, will restructure the core of DMA's administrative field and quite possibly put the agency on the front edge of administrative reengineering.

The seven-member Administrative Support Reengineering Team briefed Air Force Maj. Gen. Philip W. Nuber and members of the Executive Board Nov. 6. Endorsing the plan in part, Nuber requested more information and time to accommodate projected plans to incorporate DMA into a new agency.

"You've proposed things that are fundamentally different than ever seen [in DMA] before," General Nuber said. He said their movement is on track and called the effort one of the most difficult and emotional processes DMA has attempted to address — but one that has his full commitment.

The team reported that many job descriptions that are similar, yet have different titles and series all within the administrative field, exist in DMA. Their plan calls for the creation of four new career profiles that will absorb the 16 job titles within the six administrative grade series, affecting about 495 positions.

To complement the career profiles, the team recommended Pay Banding throughout the administrative field. Pay Banding groups occupational series and grades into a range level, replacing the current 10-step within grade pay structure. The team cited the Navy's recent successes at China Lake, Calif., a test project for the Office of Personnel Management.

The team also recommended job rotation and the development of an Administrative Support Review Board. Under the plan, the board would monitor the process of filling administrative vacancies, organize focus group meetings, job rotations, mediate all administrative support performance reviews before formal protest and establish a best practices administrative electronic handbook.

The team also recommended that the administrative work force assume such other

duties as equipment custodian and the office troubleshooter for software problems. The plan reported that the agency could save \$765,000 per year if they assumed equipment custodial duties. Members also recommended that administrative personnel be assigned to the new Customer Help Desk to enter data and respond to general questions.

General Nuber tasked the group to brief the work force and report the feedback to him. He also instructed them to coordinate with other organizational elements for "buy in" to their plan. He said he was very interested in getting other comments to their plan.

In developing the plan, team members surveyed DMA management, the work force, private industry and government agencies like Central Imagery Office, Central Intelligence Agency and the Defense Investigative Agency. They discovered that these private industry and government agencies have embraced reengineering efforts throughout their organization — except for the administrative fields.

As DMA moves forward in its administrative reengineering effort, it may prove to be a model for other agencies. Team members said they already have received outside inquiries about the team's progress.

The team includes Terri Higgins, Pamela Battle, Karen Blakey, Ava Bradshaw, Cathy Clever, Debra Tolcou and Lynn Volkerding. Their efforts got underway the second week of August when they began to define the process necessary to support the new DMA and improve the efficiency and effectiveness of administrative support.

Team members surveyed supervisory and administrative support personnel and later solicited responses from the work force. Acknowledging the less than 25 percent survey returns, the team moved ahead, agreeing that to do otherwise would have been a step backwards. ■

—by Kathleen Neary

## Agency creates environment for self-improvement

The Defense Mapping Agency is creating an environment for self-improvement, according to the Human Resources officials.

"Everything we do here is in line with employee career development," said Lil Taylor, acting chief of HR's Washington Training Center. "It's a total integration of career and personal development. This is pretty exciting work."

Some of the products and services offered include career counseling, audio video lending library, resource materials and self-

assessment instruments/tests. There's also a distance learning center at Bethesda with one in the works for St. Louis.

"We try to provide agency-specific programs and workshops at the Washington Training Center as well as taking them on the road," Taylor said.

"Because we're located here [Bethesda] doesn't mean we can't go to other sites. We provide a flexible service and can gear programs to the specific needs of business unit managers and employees."

One of the primary means of providing information to employees are the Career

Resource Centers, which house the audio-video lending library and a large selection of reference books and pamphlets.

The largest collection is located at Erskine Hall in Bethesda. Audio titles include Leadership Skills of Attila the Hun, Seven Habits of Highly Effective People and Succeeding at Reengineering. Book titles include Caught in the Middle, Reinventing Government and Workplace Wars and How to End Them.

"We have a small scale operation at Reston and are looking at setting up a similar career center at headquarters," Taylor said.

For DMA employees in St. Louis, a center hasn't been set up yet; however, some books and videos are available at Building 22 on Second Street. Facilities have been earmarked and HR officials are working out the type of equipment needed. Further information about when the center there opens will be announced at a later date.

Rounding out the program is the area of personal enrichment. Taylor said that college courses are available through either the Distance Learning Center on campus or at other convenient locations.

To get more information on any of the programs available, call the WTC at 227-2205. St. Louis employees may contact Darlene Azar at 263-4976. ■

— by Muridith Winder



Photo by Muridith Winder

## A Learning Organization

Late in the last century when the telephone was invented, Thomas Edison contacted the banking community of a European capital about their adopting his startling new means of human communication. In the capital a committee was formed to study the American proposal, and when it was done weighing all the pros and cons, issued a report:

It was the committee's overall view that Edison's invention was a very interesting contraption. Unfortunately, they continued, the telephone lacked application to present day interests since "there were sufficient messenger" boys to meet all current inter-office communication needs in the city.

We laugh at such short-sightedness, perhaps even feel smug that we would never be caught in a demonstration of such stunning intellectual myopia.

But the inability to see beyond one's nose is not restricted to people who lived long ago. The wearing of blinders can affect anyone of any age in all cultures. That's why Goal #4 in DMA's Strategic Plan: 1996 through 2005 aims at acquiring skills for tomorrow by learning today. Simply put: to survive and prosper, we can not permit a good idea to wither.

The goal seeks to stimulate and create a learning environment that allows all individuals to obtain the skills necessary to readily adapt to change. The penalty for remaining the same, of standing in inflexible opposition to change, is extinction - the way of all dinosaurs. The key is learning, being open to new ideas, exchanging thoughts, and sharing doubts. It means dialogue, not passive reception because learning is an active pursuit.

All the goals in DMA's vision of the future are workable, but none of them is possible without Goal #4 which is the fuel that animates all the others. Goal #4 asks the whole agency, regardless of title or position, to interact by contributing their thoughts and ideas.

It looks to a corporation in which there is a high degree of communication throughout the entire workforce. With communication and learning we achieve greater understanding of the professional system in which we play a critical role. We begin to track the implications of decisions and how best to incorporate them into action. We become the solution. Goal #4 becomes the measure of ourselves as featured players in the destiny of the nation and the corporation.

As always, William Shakespeare had the last word on the subject when he wrote:

*Learning is but an adjunct to ourself,  
And where we are our learning likewise is.*

And that's precisely what our learning environment tries to do ... keep us from getting into a rut either in public service or private life. ■

—by Eric Berryman



## Computers help employees shed pounds



As Americans enter the holiday season with its seemingly endless rounds of overeating, several DMA employees in Reston have weapons to fight back. They are volunteers in a study funded by the National Institutes of Health that uses computers to control cholesterol and weight.

The six-month study is one of a series where hand-held computers guide volunteers toward healthier lifestyles. For comparison, another group follows advice from a book and keeps manual records.

The results will be published in professional journals and presented at conferences

throughout the country, according to project coordinators for the Reston company conducting the study.

DMA's health and safety manager in Reston, Joan Sun, alerted employees to the study that was open to anyone meeting test criteria.

Cartographer Jim Frater, who lost 31 pounds in 12 weeks by using the computer, said he had been trying to lose weight on his own before volunteering for the study.

"My weight had steadily crept upward since I quit pipe smoking," Frater said. "I lost 10 pounds with a cross-country ski machine, then gained it back because my eating habits hadn't changed." For example, he said he was eating almost 1,800 calories of a fat-free sugar coated cereal as a snack when he got home from work.

"Fat-free is good, but calories are calories," he reasoned.

### Constant Companion

Since June, Frater's DietMate computer has been his constant companion.

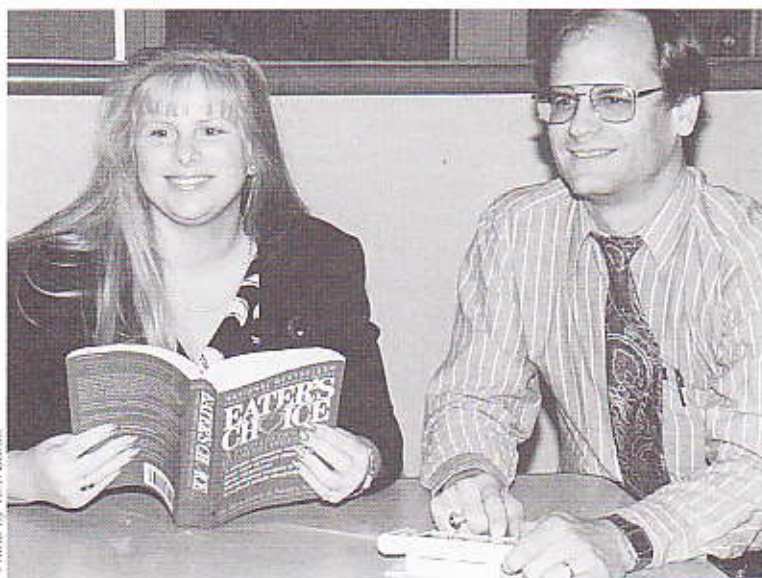
"It tells me every morning to weigh myself," Frater said. "After I've input my weight, it tells me to eat breakfast. Before, I never ate breakfast, but the computer suggests very strongly that it's important to eat breakfast to kickstart my metabolism. The computer also gives menu suggestions. After I've eaten, I key in what I ate, and it subtracts the amount of fat and cholesterol and number of calories from my daily allotment. If I overdid it, the computer will suggest smaller meals for the rest of the day.

"If I go over for the day, the next morning I'll get a message that reads, 'Watch your calorie intake more carefully today, Jim!' or 'Choose foods that are lower in cholesterol today, Jim!'"

During the initial screening, Frater discovered his cholesterol level was too high. He has since reduced his total cholesterol from 252 milligrams/deciliter to 171.

Cartographer Patti Pickens, who has been using the book, joined the study because she wanted to lower her cholesterol.

Like the computer database, it is crammed with information about the nutritional content of various menus, whether prepared at home or served in a restaurant.



Reston cartographer Jim Frater shows off his DietMate, a computer that helped him lose 30 pounds in 12 weeks. Fellow cartographer Debi Boring is following a book in the same study.

*continued on page 12*



## DMA in South Asia

**D**MA's Regional Office, South Asia, is one of 11 worldwide regional offices. Assigned to the Operations Group in its International Operations Division, these offices interact with foreign governments to manage and coordinate DMA international programs within their respective areas of responsibility. In addition, they work closely with U.S. embassies, as well as DoD and U.S. government agencies.

These regional offices help promote the standardization and interoperability of Global Geospatial Information and Services between DMA and international coproducers, foster burden sharing in GGI&S production, manage compliance with DMA's international agreements, draft and negotiate new agreements and initiatives, coordinate agency participation in joint activities, such as surveys and training, as well as bilateral and international meetings and conferences.

The DMA Regional Office South Asia, located in Bangkok, Thailand, works closely with GGI&S-related government officials in the majority of countries east of India, south of China and west of New Zealand. Thailand and Australia are examples of current GGI&S cooperative partners in the South Asia region.

The office also manages coordination of cooperative programs with the Kingdom of Thailand's Royal Thai Survey Department (RTSD). DMA stocks, as a standard product, Series L7017, a 1:50,000-scale topographic map series that is produced by RTSD. Additionally, RTSD has recently purchased a new digital mapping system. A new DoD approved annex for the exchange and coproduction of digital data is in negotiation between DMA and the Thailand Supreme Command Headquarters. Discussions are also in progress concerning RTSD's adoption of a geocentric reference system, WGS-84. In pursuit of this, a joint Global Positioning System survey campaign between DMA and RTSD is planned for February 1996.

Other initiatives in the region include GGI&S support of demining activities in Cambodia; the update of the existing agree-

ment with Australia to include a proposed new digital data exchange annex, followed by a future new coproduction agreement with Australia; a proposed new GGI&S agreement with Malaysia; reinstatement of a dormant agreement with Indonesia; coordination of the establishment of a proposed East Asia Geodetic Reference System (WGS-84) for the region; collection of source material in the region, and possible new DMA cooperative initiatives with India and Vietnam. ■

— Submitted by Thomas Ryefield, regional officer for South Asia. Ryefield has held that assignment since August 1992.



photo by Saino Lamberson

*Thomas Ryefield, South Asia regional officer, and his wife Cheryl (left) are shown with Princess Maha Chakri Sirindhorn of the Kingdom of Thailand. The Ryefields attended a dinner held in her honor at the home of the U.S. Ambassador to Thailand. The princess is very interested in the production of accurate maps of Thailand for economic development purposes and had a direct impact on securing funding for RTSD's purchase of their new digital mapping system.*

## Use caution, common sense in preparing holiday poultry



**M**any will travel to spend the holiday season with family and friends. Others will remain home to entertain guests. Whichever way you choose to celebrate, make sure you properly prepare the food you serve. The U.S. Agriculture Department has tips to help keep the dinner safe and edible.

Poultry experts caution cooks to wash anything — hands, utensils and kitchen counters and sink — before reuse after contact with raw poultry. Washing with hot, soapy water will help prevent the spread of bacteria.

If you buy fresh turkey, refrigerate it at 40 degrees Fahrenheit for no more than one to two days before cooking. A frozen bird should stay in the freezer at 0 degrees until time to cook it. Cook as soon as it's thawed, officials said.

Thawing a frozen bird in the refrigerator can take from one to five days depending on size. Thawing in cold water can take from four to 12 hours. Microwave oven instruction manuals provide thawing time and power information.

After thawing the bird, remove the neck and giblet package from inside and wash the bird inside and out with cold water. Allow to drain well.

Stuff the turkey loosely just before cooking, allowing three-quarters of a cup per pound of dressing. Dry ingredients can be prepared ahead, but add perishable ones (onions, celery and especially oysters, if you use them) immediately before cooking. Remove stuffing right after cooking. Or cook stuffing separately in an ovenproof container or aluminum foil for extra food safety.

The turkey's inside temperature should reach 180 degrees Fahrenheit. Directions for cooking times and temperatures are available in basic cookbooks or on the bird's wrapper.

Roasting times vary, depending on size and whether the bird is stuffed. Stuffed birds take longer to cook. For example, a 16 pound

turkey takes 3.5 to 4.5 hours, unstuffed; 4.5 to 5.5 hours stuffed.

Refrigerate leftover turkey within two hours after cooking.

The best way to store is to divide into small containers. Turkey stored in the refrigerator will keep three or four days, but stuffing will keep for only two days.

The Department of Agriculture has a toll-free, year-round meat and poultry hotline — (800) 535-4555, or (202) 720-3333 in the Washington area. The hotline is open Monday through Thursday, 10 a.m. to 4 p.m. Eastern time. From Nov. 1 through Nov. 30, the hours are 9 a.m. to 5 p.m. On Thanksgiving, Nov. 23, the hotline is open 8 a.m. to 2 p.m., and food safety experts will answer questions.

People with touch-tone phones can access recorded answers to the most commonly asked questions by calling the hotline anytime. The hotline includes information on what to do following a power outage and updates on E. coli bacteria outbreaks. ■

— *American Forces Information Service*

## Annual report and look ahead: continued from page 4

VPF production system in fiscal 1995 and several CD-ROMs with this product are expected to be completed in fiscal 1996.

Tactical Terrain Data production capability on the Digital Production System should be on line by the end of fiscal 1996, although products may not be available for distribution until fiscal 1997. TTD is another VPF

product and includes Digital Topographic Data, Digital Nautical Chart and Digital Terrain Elevation Data Level 2.

DMA's transition from product-line to customer-focused management has had an impact on everyone involved in the production process. While most of the organization is now in place, improvements to

production-management tools that will allow more efficient planning, scheduling and analysis are still being identified and developed. ■

— by Virginia Armacost

*Virginia Armacost is a production planning manager in the Customer Support Division of the Operations Group.*



## Hats Off

**Donald E. McKay Jr.**, who, through DMA's tuition assistance program, recently earned a master of arts degree from Webster University. His major field of study was computer resources and information management, with a minor in business.

**Navy Petty Officer 2nd Class Donna C. Miller** who was recently recognized for her help with the Navy-Marine Corps Relief Society fund drive. Miller, a cryptologic technician with DMA's Telecommunications Center was presented a



*courtesy photo*  
Miller

letter of appreciation for outstanding support during the fund drive. As a key person, she canvassed 26 Navy and Marine Corps personnel at DMA and raised \$912 for the fund.

**James Kasah**, DMA's Inspector General office, who served as an examiner for the U.S. Senate Productivity Awards. His responsibilities included assessing applications, conducting on-site visits, providing feedback to applicants and moderating a workshop session during the awards day.

**Al Cinque, Horace Cocroft Jr.**, and **Mickey Gossett** who won second place for their "Shredder Man" poster. They entered the poster in the annual American Society for Industrial Security poster contest. It placed second in the government category. The "Shredder Man" posters are placed throughout DMA to remind people about the proper use of shredders.

## NEWS CLIPS

### Seminar to focus on image extraction, database management

The Acquisition & Technology Group's Computer/Communication Migration Office is sponsoring a technology seminar Dec. 19 in the Erskine Hall Auditorium. This is the first in a series, designed to inform DMA personnel of current commercial products that will may support Global Geospatial Information and Services.

This seminar will focus on products associated with image extraction and database management.

From 8 to 10 a.m., vendors will give comprehensive product briefings to the senior management in AT and Operations Group. Afterwards until 4 p.m., vendors will give technical presentations to all interested DMA employees. Some vendors will also provide demonstrations of their products in Room 264, next to the auditorium.

A detailed agenda listing times and activities will be posted throughout the agency and on the DMA internal homepage on the Internet. The next technology seminar is planned for late-January.

For more information, contact Army Maj. Jack Owens, at (301) 227-3130.

### The 'M' is out

Senior leaders attending the Nov. 13 Senior Leadership Offsite voted to delete the "M" from GGMI&S (Global Geospatial Mapping Information and Services). The DMA worldwide geospatial data warehouse architecture will revert to its' previous name, Global Geospatial Information and Services, or GGI&S.

Officials say the new terminology will be phased in when existing documents are revised or new ones created.

## Retirements

*14 years*

White, Clara G.

*16 years*

Antonson, Anna B.

*33 years*

Crothers, Bruce W.

Sisk, Freddie D.

Winecoff, Harold M.

*36 years*

Robinson, Yvonne M.

*40 years*

Coffelt, Desmond W. Jr.

## IN MEMORIAM

### Former PAO at DMA in St. Louis dies

Melvin H. Kramer, 87, a former public affairs officer for the Aeronautical Chart and Information Center the forerunner to DMA in St. Louis, died Nov. 12, of infirmities at a hospital in Sun City, Fla.

He retired from his position in 1969 after 19 years of service at the center. In World War II, he served as an Army infantryman and as a writer and illustrator for the military newspaper Stars and Stripes.

Kramer is survived by a son, a stepson and a stepdaughter.



## School holds golf tournament



The Defense Mapping School's annual golf tournament was held at Fort Belvoir recently and a team made up primarily of current and former DMA employees placed first. Winning in the men's low net category with a 12 under par score, from left to right: Matt Carlin, guest; Sal Soliz, DMA retiree; Jim McCallister, Human Resources; and Mickey Martinez, HR. Nineteen foursomes participated in the tournament.

## DMA runners compete in marathon

A DMA employee placed first in his age group during the 24th running of the St. Louis Marathon. David Talburt completed the marathon in 2 hours, 52 minutes, 57 seconds to capture the 40-44 year age group, gaining his first marathon win. This victory also qualifies him for the Boston Marathon.

Two other employees were among the 1,093 entrants in the marathon. Andy Arterburn finished with a time of 3:29:47 and then played soccer with his team later the same day. Rene Gamon ran 3:45:21.

Agency staffers helped in other areas of the marathon working as race photographers, officials and volunteers. Steve Mrotek was official race mobile photographer, taking photos from his mountain bike along the entire course. Dave Berg and Mike Sheehy both helped run friends in the last six to 10 miles of the course. Dave Berg worked packet pick up the day before the race.



After crossing the finish line, DMA employee David Talburt checks his time. Talburt placed first in his age division at this year's St. Louis Marathon and qualified for the Boston Marathon.

## Computers help employees shed pounds continued from page 8

Although she hasn't changed her eating habits "significantly," she said, the study has helped her cut down on fried foods. And her total cholesterol has dropped from 213 mg/dl to 189.

Frater said it took about a week for the computer to "catch on" to his lifestyle.

"Then it kind of locked in and set up a regimen for my intake of calories and saturated fat. It also gives me exercise options, taking the pattern I set and gradually increasing the activity."

When Frater reached his weight goal, the computer played fanfare. As the study comes to an end, with effort and help from his DietMate, Frater has maintained his target weight.

"It's tough; it takes dedication," said Frater.

Tobacco dippers and chewers have recently been recruited for a "Smokeless Tobacco Cessation Project" involving hand-held computers. Several DMA employees are participating in this study. Future

studies will use the computers to control hypertension, headaches and diabetes. Free screening and subsequent testing of volunteers who become project participants are provided. Call Personal Improvement Computer Systems, Inc. for details at (703) 758-1798. ■

— by Paul Hurlburt



## At home, in church

**A**nnie Hibbs, the DMA Director's secretary, is often heard to say, "I'm going down to the church for the weekend."

She chuckled when she said, "For those who don't know that our weekend home was once a church think we are mighty religious."

Annie and her husband, Ray, bought the old church in Rockfish, Va. (near Charlottesville) in 1979. Their property is a stone's throw from the place where the Hamner family grew up, on fictional "Walton's Mountain." Stories written by Hamner were the basis for the television series, *The Waltons*.

The wood-framed, tin-roofed church, was built in the 1920s as a Methodist church. In the 1950s the congregation had outgrown it and built a larger church a few miles away. A year or so later, it became a Presbyterian church, but by the mid-70s, the church closed due to dwindling membership. The building and land then reverted back to the family who originally deeded the land to the Methodist church. That's where the Hibbs family entered the picture.

"My in-laws who then lived in Rockfish clued us in that there was a charming old church for sale. We looked at it, liked it and bought it — including the two-hole outhouse," said Hibbs. "Even though it had no plumbing or electrical wiring, it was structurally sound. We saw the potential of making it into a lovely home."

By the spring of 1980, with lots of help from family and neighbors,

the Hibbs' built a four-bedroom house in the original church shell. They kept the original hardwood floors and the beautiful four-by-eight foot stained glass window, which is dedicated to a member of the Hamner family. It is the focal point of their dining room. They used the 15-foot height in the main congregation room to add a second story beneath the original roof. The second floor covers all but the living and dining rooms, where they kept the full height and the varnished pine ceilings. The choir room is now the kitchen. The minister's office is the utility room. Sunday school rooms are now a bath and master bedroom.

"There was no bell in the belfry but we did have 'bats in the belfry,'" said Hibbs. "We do have those slats



blocked off now. A few church mice scamper around the place in the winter," she said.

During construction, the neighbors were curious about what we were doing to "their" church. As it neared completion, Hibbs invited them and the original builder, a man in his 90s, to see what they had accomplished.

"Everyone seemed very pleased. We still have local residents stop by with their visitors to take a look at the 'church house.' It has been fun hearing the stories they have to tell about when they attended the church. One woman told us that her husband had proposed to her under a large oak tree in our yard. There are a lot of happy memories stored here," Hibbs said. "We find a sense of comfort in knowing that. We're right at home in our church."

—by Susan Gonchar

# ACCOLADES

## Special Act or Service

Abel, Gertrude M.  
Ackerman, Robert W.  
Ackerman, Michael C.  
Acord, Richard L.  
Adams, Nancy S.  
Adams, Roe Edwin  
Adkins, Sigal E.  
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Ahrens, Robert J.  
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Allen, Johndy L.  
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Allen, Kathleen L.  
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Allen, Randall L.  
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Anderson, Ginger J.  
Anderson, John S.  
Anderson, Liddell  
Anderson, Phyllis A.  
Anderson, R. W.  
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Barnell, Mark T.  
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Barnett, Dana M.  
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Bauer, Juhel L.

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Bell, Patricia A.  
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Berry, Guy W.  
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Berter, John T.  
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Birkehead, Harold D.  
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Blanchard, Vayola B.  
Blank, Bryan E.  
Blasingame, Nora D.  
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Blackburn, Myran F.  
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Brewer Joan E.  
Brewster Vicki K.  
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Brock Samuel D.  
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Brooks Suzanne  
Brophy Patrick H.  
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Brown Donald E.  
Brown Ernest  
Brown Feliza M.  
Brown Geraldine  
Brown Helen J.  
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Brown Karen A.  
Brown Lamont P.  
Brown Margaret L.  
Brown Mary B.  
Brown Phyllis A.  
Brown West, Jr.  
Brummett Mary K.  
Bruser Gwernth  
Bruce Gary L.  
Bryan Ronald L.  
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Burkhardt Maureen S.  
Burns Gregory C.  
Burton Emmet L.  
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Bushar Gregory J.  
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Cacner David W.  
Cain Suzanne  
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Campbell Rosa M.  
Canada Hubert L.  
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Cantwell Michael G.  
Capelton Jimmie K.  
Caperton Maxine L.  
Cardinal, Dora M.  
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Foster, Roger D.  
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Fraser, James B.  
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Freytag, Marc C.  
Friedland, Salvey  
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Gardner, Joan E.  
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Gumbada, Richard A.  
Gundlach, Barbara E.  
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Hanzberry Wright, C. M.  
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Holand, Anthony A.  
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